

**Initial Proposal of the Berkeley Unified School District to the
Berkeley Federation of Teachers for a Successor Agreement to Begin July 1, 2019**

Our district's approach to negotiations will be guided by our mission, vision, values and beliefs while maintaining fiscal solvency. Our proposals will center on our mission to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world. We will uphold our values and beliefs by making students our priority; taking pride in our diversity; holding high expectations for ourselves and our students; treating each other with respect; and acting with integrity.

Our bargaining team looks forward to collaborative, objective, and reality-based negotiations with BFT as we prepare to meet the important fiscal challenges facing our district.

Our district will present proposals regarding the following:

Article 1: Agreement

The District will propose new contract duration dates.

Article 3: Definitions

Modify, as appropriate, to comply with current law and reflect current District priorities.

Article 8: Transfer

Modify to ensure the needs of students and programs are more effectively and efficiently met.

Article 9: Reassignment

Modify to ensure the needs of students and programs are more effectively and efficiently met.

Article 10: Work Days

Modify to ensure that the needs of students and programs are more effectively and efficiently met.

Article 11: Hours

Modify to ensure that the needs of students and programs are more effectively and efficiently met.

Article 12: Leaves of Absence

Modify to comply with current law and modify, as appropriate, to clarify use of leave and to reflect current District priorities.

Article 13: Class Size

Modify to ensure equity, student achievement and ongoing fiscal solvency.

Article 14: Teacher Compensation

Negotiate fair and equitable adjustments to total compensation in order to retain and attract the best teachers to our District, consistent with ongoing fiscal responsibility and solvency.

Article 15: Performance Review

Modify to improve evaluation process and procedures.

Article 17: Retirement /Early Retirement

The District will be proposing to modify the language on retirement/early retirement.

Article 24: Expiration of Contract and Reopeners

Propose new duration dates for the agreement and negotiate limited reopeners as appropriate limited reopeners.

Appendices and Memoranda of Understanding

Review current applicability of existing MOUs and appendices and either: (1) incorporate into the contract with any necessary modifications, (2) delete/abolish, or (3) maintain as appendices.