

Berkeley Federation of Teachers

Key Accomplishments of 2025-2026



BFT had many victories last year in advocating for our members, our students and for quality public education.

❖ **Contract Victories**

BFT successfully signed a contract through June 2027 that includes a 6% raise over a two year period and significant one time bonuses. In addition, the District will increase their medical coverage to 70% of Kaiser HMO for Employee, Employee +1 and Family plans starting January 2027 and to 80% of Kaiser HMO starting January 2028. BFT also agreed on contract language to support hiring more BUSD employees instead of contractors. There are also agreements for School Psychologist and Behavioral Specialist staffing ratios that are a model for our state, improved work day for school counselors, increased salary schedule steps for Early Preschool educators and guaranteed compensation for after the duty day IEP/SST/504 meetings.

❖ **Political/Community Engagement and Election Victories**

In the fall of 2025, BFT joined labor partners across the state and stepped up to pass Prop 50. Union members understood how Prop 50 gave us a chance to defend democracy and protect fair representation in Congress. In the spring of 2026, members attended lobby day in Sacramento and members hosted Proposition 98 phone parties across the district urging legislators to release Prop 98 funds. BFT also endorsed three Berkeley School Board candidates through a transparent and inclusive process. Our members collected over 3000 caregiver email addresses. BFT created our first ever community newsletter and an online petition for caregivers.

❖ **High Union Membership and Union Participation**

BFT maintained a 98% membership rate and with a large number of members making voluntary monthly contributions to our Political Action Campaign fund. We communicate with members through monthly newsletters, negotiations updates, an informative website and social media. BFT held three general membership meetings this past year and engaged members through surveys and site meetings. Our members spoke at School Board meetings, conducted strike readiness petitions, rallied at board meetings and marched from Berkeley Civic Center to the School Board chambers to support our contract campaign.

❖ **Statewide Engagement**

BFT leaders hold leadership roles in CFT, our statewide union. BFT is part of the California Alliance for Community Schools and has been an essential part of the statewide "We Can't Wait" campaign with education unions up and down the state. BFT meets with the local unions regularly to organize and fight for the schools that our students and educators deserve.

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