



## Summary of Tentative Agreement for 2021- 2022

THE BFT NEGOTIATIONS TEAM RECOMMENDS APPROVAL OF THIS TENTATIVE AGREEMENT

Under this agreement:

- 1% Raise, 3.5% Bonus for 2021-2022.
- The District will continue to split any increase in health benefits costs for next year.

**The BFT Negotiations Team wants to thank OUR MEMBERS, whose activism and activation created the conditions for this agreement. Thank you for everything you do!**

**The BFT Negotiations Team: Matt Meyer, Janine Waddell, Regina Chagolla, Amanda Toporek, Hillary Trainor, Josh Austin, Susannah Bell, Akemi Hamai, Erinn Tibbetts, Spencer Pritchard, Sara Carver, Maribel Quiroz, Debbie Lenz and Ed Wang**

TOPIC	SUMMARY
TERM	<ul style="list-style-type: none"> <li>● This is a one-year agreement, expiring on June 30, 2022.</li> </ul>
COMPENSATION	<p><b>2021- 2022:</b></p> <ul style="list-style-type: none"> <li>● An ongoing 1% raise beginning in the 2021 school year.</li> <li>● A one-time bonus of 3.5% paid in August 2021.</li> </ul>
BENEFITS	<ul style="list-style-type: none"> <li>● For the 2021 and 2022 benefits plan years (benefits operate on a calendar-year basis) the District will continue to pay half of any increase in premiums and establish a new higher district contribution.</li> </ul>
HOURLY TEACHING RATE	<ul style="list-style-type: none"> <li>● The hourly teaching rate will increase to \$50 for the 2021-2022 only.</li> </ul>
BCLAD STIPEND	<ul style="list-style-type: none"> <li>● BCLAD will receive a \$3000 yearly stipend.</li> </ul>
SLP STIPEND	<ul style="list-style-type: none"> <li>● Bilingual SLP's and School Psychologists will receive a \$2000 yearly stipend to provide bilingual services.</li> </ul>

<b>SLP INDUCTION</b>	<ul style="list-style-type: none"> <li>● TIP supervisors and SLP mentors will receive \$1600 stipend per mentee</li> </ul>
<b>MUSIC TEACHERS</b>	<ul style="list-style-type: none"> <li>● The K-8 Music duty day will now be calculated weekly and not exceed 35 hours 50 minutes a week.</li> </ul>
<b>ADVISORY</b>	<ul style="list-style-type: none"> <li>● Middle School Teachers work assignments may include one advisory period up to five day per week. During advisory period, teachers will not be responsible for supervising students, planning lesson or grading work. Teachers may provide targeted instruction and/or intervention and will be provided lesson plans.</li> <li>● Teachers and Counselor volunteers will be paid the curriculum development rate to produce lesson plans at the rate of two hours for each hour planned.</li> </ul>
<b>REPORTING ABSENCES</b>	<ul style="list-style-type: none"> <li>● All credentialed staff must use the AESOP sub system to report absences as the district moves away from paper absence certificates.</li> </ul>
<b>STUDENT INFORMATION SYSTEM</b>	<ul style="list-style-type: none"> <li>● Teachers will have 3 weeks before having to input grades in the new gradebook and training must be provided.</li> </ul>
<b>SCHOOL BASED SUBSTITUTES</b>	<ul style="list-style-type: none"> <li>● The District can hire a school based substitute that will be assigned to a specific site.</li> </ul>
<b>COMPENSATION: ECE TEACHERS</b>	<ul style="list-style-type: none"> <li>● ECE teachers will receive a 4.5% ongoing raise applied to the entire salary schedule.</li> <li>● Two steps will be added to the ECE Teacher salary schedule</li> </ul>
<b>EVALUATIONS</b>	<ul style="list-style-type: none"> <li>● Permanent teachers who have worked in BUSD for at least 10 years and receive a score of “distinguished” or “proficient” on their summative evaluation will not need another evaluation for 5 years.</li> </ul>
<b>CEC PROGRAM</b>	<ul style="list-style-type: none"> <li>● CEC teachers will have mod/severe assessment loads.</li> </ul>
<b>NATIONAL BOARD CERTIFICATION</b>	<ul style="list-style-type: none"> <li>● The cap of only 25 educators qualifying for reimbursement of the certification costs and yearly stipend will be eliminated. All National Board Certified educators will receive a yearly stipend and be reimbursed for any program costs to become certified.</li> </ul>
<b>SUMMER PD PLANNING</b>	<ul style="list-style-type: none"> <li>● All teachers are now paid the same to plan Summer PD.</li> </ul>
<b>VAPA</b>	<ul style="list-style-type: none"> <li>● Signed MOU this week</li> </ul>

The full text of the tentative agreement is available on the BFT website: [www.berkeleyteachers.org](http://www.berkeleyteachers.org)