

# Summary of Tentative Agreement for 2025-2027 Successor Contract

## **THE BFT NEGOTIATIONS TEAM** **RECOMMENDS APPROVAL OF THIS** **TENTATIVE AGREEMENT**

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

TOPIC	SUMMARY
<b>TERM</b>	<ul style="list-style-type: none"> <li>● This is a 2 year successor contract which will expire June 30, 2027.</li> <li>● We continue to be aligned with the We Can't Wait locals who also are expiring in June 2027.</li> </ul>
<b>COMPENSATION</b>	<p><b>2025-2026:</b></p> <ul style="list-style-type: none"> <li>● An ongoing 3% salary increase for the 2025-2026 school year.               <ul style="list-style-type: none"> <li>○ 2% is retroed to July</li> <li>○ 1% is retroed to January.</li> </ul> </li> <li>● One time bonus of \$1000 prorated to FTE for this year.</li> </ul> <p><b>2026-2027:</b></p> <ul style="list-style-type: none"> <li>● An ongoing 3% salary increase for the 2026-2027 school year</li> <li>● Reopener if state COLA is more than 3% based on May Revise.</li> <li>● If one time discretionary dollars are more than January projections, 50% of all one time dollars will go towards a 2026-2027 bonus</li> </ul>
<b>BENEFITS</b>	<ul style="list-style-type: none"> <li>● Reworked the formula to be a guaranteed amount of coverage</li> <li>● 70% coverage of all plans (dependent, dependent +1 and family) January 2027</li> <li>● 80% coverage of all plans (dependent, dependent +1 and family) January 2028</li> <li>● See FAQ for chart</li> </ul>
<b>ADULT SCHOOL</b>	<ul style="list-style-type: none"> <li>● Removed language about Adult School Principal appointing coordinators</li> <li>● Nominations for Coordinator positions will be submitted by teachers themselves and BFT will run an election if necessary.</li> </ul>
<b>COUNSELORS</b>	<ul style="list-style-type: none"> <li>● Reduce the counselor duty day to 7.17 hours in alignment with the teacher duty day.</li> <li>● Efforts will be made to create staggered schedules to allow for student access both before and/or after school.</li> <li>● Goes into effect this May.</li> </ul>

<p><b>ELEMENTARY REPORT CARD DUE DATES</b></p>	<ul style="list-style-type: none"> <li>● TK-5 report card data shall not be required to be inputted in the District's report card management system/platform until the beginning of the fourth working day from the end of First &amp; Second Trimester Grading Periods.</li> <li>● The third trimester report card data shall not be required to be inputted until the fourth to last day of school.</li> </ul>
<p><b>PRIVATE CONTRACTORS</b></p>	<ul style="list-style-type: none"> <li>● The District agrees it will not subcontract out BFT bargaining unit work without prior written notice to and, except in case of an emergency, agreement from, the Berkeley Federation of Teachers.</li> <li>● While a position is filled by a subcontractor, bargaining unit employees will not be required to cover the duties of the position that has been subcontracted in addition to their own regular duties.</li> <li>● All positions filled with contractors will continue to be posted with the goal of replacing the contractor unless the position is less than a semester or on one-time funding.</li> </ul>
<p><b>SCHOOL PSYCHS AND BCBA's</b></p>	<ul style="list-style-type: none"> <li>● Staffing for School Psychologists will be no more than 500 students to 1 school psychologist ratio for site-based school psychologists.</li> <li>● Staffing for Board Certified Behavior Analysts (BCBA) will be no more than at a 2200 students to 1</li> <li>● If the service delivery model changes for school psychologists or BCBA, the District and BFT agree to meet and negotiate any impact of the model changes.</li> </ul>
<p><b>CLASS BALANCING ADDITION</b></p>	<ul style="list-style-type: none"> <li>● Strengthened classroom balancing language</li> <li>● Takes into consideration students with IEPs <i>and 504s</i> when balancing classes.</li> </ul>
<p><b>ECE SALARY STEPS</b></p>	<ul style="list-style-type: none"> <li>● Move from <b>10 steps to 19 steps</b> on the salary schedule.</li> <li>● Effective 7/1/25 - <ol style="list-style-type: none"> <li>1. Add Step 11, 12 (follow existing pattern)</li> <li>2. Add Step 13, 14 (follow existing pattern)</li> <li>3. Longevity would continue</li> </ol> </li> <li>● Effective 7/1/26 - <ol style="list-style-type: none"> <li>1. Add 15,16 (follow existing pattern)</li> <li>2. Add 17,18 (follow existing pattern)</li> <li>3. Add 19 (follow existing pattern)</li> <li>4. Eliminate longevity</li> </ol> </li> <li>● Effective 7/1/27 - If the program continues to be funded on expenses, this schedule will continue. If the program is changed to an attendance model for funding this schedule will be renegotiated or reversed to the 6/30/25 schedule plus any other negotiated increase to salaries.</li> </ul>
<p><b>BARGAINING UNIT SUB JOB THRESHOLD</b></p>	<ul style="list-style-type: none"> <li>● Substitutes who have become members of the bargaining unit will remain part of the bargaining unit as long as they work 15 jobs.</li> </ul>

<p><b>SUB COMPENSATION</b></p>	<ul style="list-style-type: none"> <li>● It is the responsibility of the educator to accurately report absences in the absence reporting system to reflect the duty day and the actual time needed for the substitute.</li> <li>● If a substitute teacher covers a classroom teacher who teaches 1.2 FTE, they shall be paid for 1.5 days.</li> <li>● If a substitute covers a 0 or 7 period class as a separate job not attached to their other assignment, they shall be paid an additional half day.</li> <li>● Substitutes for VAPA and other itinerant positions who accept and complete two or more half-day assignments at three different sites will be paid a total of 1.5 days, unless the total time exceeds 7 hours and 10 minutes, for which they shall be paid 1.75 days.</li> <li>● Substitute teachers who are assigned non-consecutive periods will be paid for the entire duration of time and substitutes can be assigned to sub for unassigned periods up to 2 periods for a half day and 5 periods for a full day. If a substitute teacher accepts a job that is listed as a ‘full day’ on the substitute management system, they will be paid for a full day but can be assigned up to 5 periods</li> <li>● At middle school, advisory counts as 1 period.</li> </ul>
<p><b>IEP/SST/504 MEETINGS AFTER THE DUTY DAY</b></p>	<ul style="list-style-type: none"> <li>● Case Managers, Counselors, Speech Language Pathologists, and SST facilitators who are facilitating IEP, SST or 504 meetings shall, at the unit member’s option, be paid the Meeting Facilitator Hourly Rate of \$50 or given inservice credit for meetings held during their lunch or beyond the duty day. <b>Only one person can be deemed the facilitator per meeting.</b></li> <li>● Teachers, additional case managers, counselors and any other certificated attendees who are participating in the meeting shall, at the unit member’s option, be paid the <b>curriculum development rate or given inservice credit.</b></li> <li>● All efforts shall be made to schedule meetings during the duty day for all unit members.</li> <li>● Administrators will be notified of meetings that occur during lunch or beyond the duty day. If a meeting is scheduled to extend beyond the duty day, an Administrator will sign off that all efforts have been made to hold the meeting during the duty day. <b>The maximum number of hours available to any individual educator is 15 hours per school year.</b></li> </ul>
<p><b>PHYSICAL SPACE CONSIDERATION</b></p>	<ul style="list-style-type: none"> <li>● Added a physical space consideration to class size language at secondary.</li> </ul>
<p><b>MIDDLE SCHOOL SUPERVISION</b></p>	<ul style="list-style-type: none"> <li>● Supervision at the middle school level can include but is not limited to lunch duty, advisory, silent sustained reading, morning supervision.</li> <li>● All supervision must fall within the duty day.</li> <li>● Supervision responsibilities are prorated based on FTE.</li> </ul>

<b>TK PREP LANGUAGE</b>	<ul style="list-style-type: none"> <li>● Transitional Kindergarten teachers shall be provided forty-five (45) minute dedicated preparation periods to match Kindergarten prep times.</li> </ul>
<b>ECE CLASS SIZES MOU</b>	<ul style="list-style-type: none"> <li>● Early Childhood Education Program classrooms shall not exceed an average of twenty-two (22) students to three (3) adults consisting of two Instructional Assistants and one (1) teacher.</li> <li>● <b>This agreement is for the 2025-2026 school year only.</b></li> </ul>
<b>ELEMENTARY REPORT CARD WORKING GROUP</b>	<ul style="list-style-type: none"> <li>● BFT and BUSD agree to establish an Elementary Report Card working group that will develop an updated report card content and best grading practices.</li> <li>● The group will use tools such as the Elementary assessment calendar, mandatory and optional assessments, to examine report card commenting and how assessment data translates into report card scoring.</li> <li>● The group started in Summer of 2025 and will continue to meet on a frequent basis and no less than once a month to develop a set of recommendations with the goal of producing a new TK-5 report cards to be used for the 2027-2028 school year.</li> </ul>
<b>ONGOING MOUs SINCE OCTOBER 2024</b>	<ul style="list-style-type: none"> <li>● TK pay when no IA coverage</li> <li>● Social Work intern stipend</li> <li>● BTA Mental Health Peer to Peer stipend</li> <li>● Teacher Induction stipend</li> <li>● Sub salary schedule placement at 30 days</li> <li>● Moving due to construction stipend</li> <li>● Adult School step placement clarification</li> <li>● CAS Peer Mentoring Support stipend</li> <li>● No MPAR for CSTP 6 (if only standard Unsatisfactory)</li> <li>● ECE Quality Counts</li> <li>● Teachers with admin credential as admin substitutes</li> </ul>

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