

**BERRYESSA UNION SCHOOL DISTRICT
CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA
DISTRICT'S INITIAL PROPOSAL FOR 2019-2020 NEGOTIATIONS**

The District is committed to entering into discussions with representatives of the California Teachers Association of Berryessa supportive of the following general and shared interests:

- Students are the first priority;
 - Emphasis is upon advancing student achievement;
 - Children's needs are placed before those of adults;
 - Respect, integrity, and morale are supported and advanced;
 - District fiscal solvency and evidence of affordability over time are maintained;
 - Comparability and fairness are reflected, resulting in an equitable settlement; and
 - Legal mandates are complied with and adhered to.
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As required by the Educational Employment Relations Act, the Berryessa Union School District offers the following initial proposals for 2019-2020 Reopener contract negotiations with the California Teachers Association of Berryessa:

Article 9 (Compensation): The District has an interest in providing a competitive salary for its certificated employees in order to maintain the District's ability to recruit and retain excellent certificated employees. The District also has an interest and a duty to be fiscally responsible and work within limited ongoing resources to meet student needs. The District is interested in exploring signing bonuses and other incentives for recruitment and retention of special education providers.

Article 10 (Benefits): The District has an interest in providing health and welfare benefits as part of a total compensation package, within the available resources, at a level that will maintain the District's ability to recruit and retain excellent certificated employees.

Article 15 (Evaluation): The District has an interest in revisiting the Article (and Appendix E if necessary), to promote collaboration between unit members and evaluators.

Legal Updates: In addition to the above and consistent with the requirements of Articles 23 (Effect of Agreement) and 25 (Savings Provisions), the District proposes to update the contract as necessary to comply with changes in state and federal laws, including but not limited to Articles 5 (Organizational Security) and section 16.6.3 (differential pay while on parental leave).

The District reserves the right to identify an additional Article of negotiations pursuant to Section 26.2 of the Agreement and Government Code Section 3547 (d).