

**BERRYESSA UNION SCHOOL DISTRICT
CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA
DISTRICT'S INITIAL PROPOSAL FOR
2017-2018 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 2017-2018 successor contract negotiations with the California Teachers Association of Berryessa:

Article 4 (Employee Rights): The District has an interest in revising this Article to clarify the application of the public complaint procedures, and to update other provisions as needed.

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 14 (Hours, Responsibilities, Work Year): The District has an interest in updating and revising this Article, as necessary, to clarify provisions regarding work hours and the development of work schedules to meet student needs.

Article 15 (Evaluation): The District has an interest in revising this Article, if needed, to clarify the Evaluation Criteria with Continua of Teaching Practices set forth in Appendix E.

Article 16 (Leave Provisions): The District has an interest in revising this Article, as needed, to ensure compliance with recent changes in law and to clarify leave procedures (including, but not limited to those related to bereavement leave) to ensure effective implementation. The District also proposes to revise and update Appendix F (Family and Medical Care Leave Guidelines) to comply with law and clarify District procedures.

Article 17 (Retirement Programs): In light of the substantial increases in CalSTRS costs, the District has an interest in eliminating the Full Retirement Credit With Pre-Retirement Plan (aka “Willie Brown” program) set forth in Section 17.2.

Appendix B (Definitions): The District has an interest in deleting unused definitions and incorporating the needed definitions into the body of the Agreement.

The District also has an interest in revising any provisions of the Agreement and related appendixes, as needed, to comply with current law.

The District reserves the right to identify additional subjects of negotiations pursuant to Government Code Section 3547 (d).