

**BERRYESSA UNION SCHOOL DISTRICT
CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA
DISTRICT'S INITIAL PROPOSAL FOR
2015-2016 NEGOTIATIONS**

As required by the Educational Employment Relations Act, the Berryessa Union School District offers the following initial proposals for 2015-2016 re-opener 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 duty to be fiscally responsible and work within limited ongoing resources to meet student needs.

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 13 (Class Size): The District has an interest in revising this Article as necessary to address appropriate pay for class size and/or staffing ratio overages.

Article 16 (Leave Provisions): The District has an interest in revising this Article as needed to ensure compliance with current law and to clarify leave procedures to ensure effective implementation.

In addition to the above, the District will continue the re-opener negotiations from 2014-2015 as allowed by Article 26, including the following: (1) revisions to the Family and Medical Care Leave and Pregnancy Disability Leave Guidelines in Appendix G, (2) revisions to Article 17, Sections 17.3-17.5 as needed to comply with law, including the pension Reform Act of 2013 and related CalSTRS statutes and regulations, and (3) development of a collaborative process as described in Article 21.

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