

**BERRYESSA UNION SCHOOL DISTRICT
TEAMSTERS, LOCAL 150**

**DISTRICT'S INITIAL PROPOSAL FOR
2015-2016 RE-OPENER NEGOTIATIONS**

The District is committed to entering into discussions with representatives of Teamsters, Local 150 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.
-

Pursuant to the Educational Employment Relations Act (Government Code Section 3547) and Article 33 of the Negotiated Agreement Between the Teamsters Local Union 150 and the Berryessa Union School District, the District offers the following initial proposals for 2015-2016 re-opener negotiations:

Article 8: Compensation And Benefits

The District has an interest in setting overall compensation at a level that will enable the District to recruit and retain excellent classified employees while meeting its duty to be fiscally responsible and work within limited ongoing resources.

The District also has an interest in revising this Article as needed in response to changes made by the federal Affordable Care Act.

Article 11: Leave Provisions

The District has an interest in revising this Article if needed to comply with recent changes in law regarding paid sick leave.

Legal Compliance

In addition to the specific re-openers listed above, the District has an interest in making any other changes to the Negotiated Agreement needed as a result of new legislation or other changes in law.