

**BERRYESSA UNION SCHOOL DISTRICT
TEAMSTERS LOCAL 150**

**DISTRICT'S INITIAL PROPOSAL FOR
2019-2020 RE-OPENER NEGOTIATIONS**

The District is committed to entering into discussions with representatives of the Chauffeurs, Teamsters and Helpers Local No. 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 27 of the Negotiated Agreement Between the Chauffeurs, Teamsters and Helpers Local No. 150 and the Berryessa Union School District, the District offers the following initial proposals for 2019-2020 re-opener negotiations with the Chauffeurs, Teamsters and Helpers Local No. 150:

Article 8: Compensation and Benefits

The District has an interest in providing a competitive salary for its classified employees in order to maintain the District's ability to continue to recruit and retain excellent classified employees. The District also has an interest and a duty to be fiscally responsible and work within limited ongoing resources to meet student needs.

Article 9- Probation and Evaluation

The District seeks to revise the evaluation schedule for newly-hired unit members during their probationary period in Article 9.1 to ensure that supervisors can provide unit members with a more accurate assessment of the unit member's work performance.

Article 10.5-Part-Time Unit Members Working as Substitutes

Article 10.5.2: The District wishes to revisit the provision regarding short-term and substitute status.

Article 11- Leaves

Article 11.2.2 Sick Leave: The District wishes to revisit the number of days of absence, and other circumstances, under which a doctor's note would be required.

Article 11.5.1: The District would like to revisit the provision regarding use of accumulated vacation leave in lieu of sick leave.

Article 11.5.3: The District would like to clarify the language regarding the deduction of salary when a substitute is hired.

Article 11.10: The District would like to revisit the conditions under which Personal Necessity Leave is used.

Article 11.10.3: The District would like to evaluate the notice period for use of Personal Necessity Leave.

Article 11.16.4: The District would like to revise the procedure for requesting Personal Necessity Leave.

Article 14- Uniform and Equipment

Article 14.1: The District would like to discuss which classifications require work boots or uniforms.

Article 16- Vacation

Article 16.6: The District would like to include provisions regarding the timing of the use of Vacation Leave.

Article 21- Safety

Article 21.2: The District wishes to reevaluate the article regarding the provision of shoes to unit members.

Article 22- Transportation

Article 22.3: The District would like to explore language regarding the frequency of the bidding process.

Article 22.3: The District would like to add language regarding a guaranteed work hour day and expectations around Non-Drive time duties and assignments.

Article 22.13: The District wishes to explore language regarding a cap on the amount of paid training the district will provide Bus Drivers.

Article 24- After Hours/On-Call System

Article 24.8: The District wishes to implement new provisions addressing staffing for the After Hours/On-Call System.

Article 27- Discipline

Article 27.1 and 27.2: These articles need to be updated to reflect new Board Policies and Administrative Regulations.