

**BERRYESSA UNION SCHOOL DISTRICT  
TEAMSTERS LOCAL 150**

**DISTRICT'S INITIAL PROPOSAL FOR  
2020-2021 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.

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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 2020-2021 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 11- Leaves**

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 24- After Hours/On-Call System**

Article 24.8: The District seeks to include the language in the Memorandum of Understanding Regarding After Hours/On-call into the Teamsters Contract.