



February 15, 2019

The purpose of this communication is to answer questions of members and inform about progress made in negotiations between the Bakersfield Elementary Teachers Association (BETA) and the Bakersfield City School District (BCSD).

As noted in the BCSD update, both sides have met a total of fourteen (14) times with the BETA team meeting twice with me to spend an entire day preparing and studying for bargaining sessions. In that time the teams have bargained over the 14 articles that make up our Collective Bargaining Agreement (CBA).

On February 13, 2019 the teams met and finished agreements on all articles except Article 4 Work Hours/Contact Minutes and Article 14 Wages and Compensation. The BETA team expected to receive a counter to its most recent offer on Article 14 and was instead notified the December 4, 2018 offer of a 2% raise was the only/final offer from BCSD. BETA stated it was willing to bargain, but the next move was BCSD's. BCSD declared an impasse, stating it would make no further offer. BETA declined to join BCSD in impasse, as we believe and notified the BCSD team, "We were fully prepared to continue negotiations and continue moving towards a workable and fair settlement."

Declaring impasse means a request for the assistance of a state appointed mediator in order to help achieve a timely resolution of the remaining two articles through the Public Employment Relations Board's (PERB) impasse process has been placed. It is the BETA team's intention to continue the very positive and successful work in the impasse process with the BCSD team and help of a mediator.

To date our efforts have produced a number of very positive changes to look forward to in the upcoming CBA:

- Updated Grievance language.
- Extra Duty Rate of \$20 eliminated and raised to a uniform \$40
- The creation of a Catastrophic Leave Bank.
- Sub pay differential to always be the lowest day-to-day substitute rate before long term pay starts.
- An extra no-tell day.
- Class size observed on site basis with a ratio of 24:1 for TK-3 and 29:1 for 4-8.
- A minimum day on the Friday before Spring Break.
- Major addition to the Safety Condition of Employment (Article 9)
- Open positions to be flown by job title, section/subject/grade and school site for transfer purposes.
- Articles 1, 3, 11, and 12 remained unchanged.

There are many other changes to note as these are just some of the highlights. Both teams have worked hard to change significant positions of the CBA. It is our intent to complete the process through impasse with the help of the mediator. Please check with your site rep and check your email to stay aware of any changes or requests from BETA.

Sincerely,

The BETA Negotiations Team: Thomas Tarrer, Kari Florez, Shannon Barnes, Carla Jeffers, and John Peterson