



Bargaining Update #1



October 15, 2021

The BETA bargaining team has met with the District five times, from September 8 to October 15. We are negotiating Article 4 and Article 14 on your behalf, Hours of Work, and Compensation. Your team is working hard to represent our members in securing the compensation and working conditions we deserve.

BETA has proposed a salary increase that reflects the extremely difficult conditions under which we are working and acknowledges the large amount of funding available to the district. Our proposal attempts to address the rapidly increasing costs our members face.

BCSD has received a historic funding increase in order to avoid labor shortages, adapt to COVID challenges, and compensate essential workers in education.

Last year, for the 2020-2021 school year, amid great financial and labor uncertainty, BETA members received a 0% salary increase.

District Office administrators gave themselves a generous raise by restructuring the administrative salary schedule by creating new titles at higher salaries. Now, they plan to add the BETA negotiated salary increase to their salaries, boosting administrator pay even more.

BCSD is in a competitive environment regarding the availability of teachers. Other districts constantly try to recruit our employees. The LCFF for our district is higher than surrounding districts specifically to stabilize staffing and compensate teachers in high needs districts like ours.

BCSD's Bargaining Team:

- Christine Cornejo Asst. Superintendent Human Resources – Bargaining Chair
- Sherry Gladin – Asst Superintendent Business Services
- Laura Orozco – Asst. Superintendent Educational Services
- Rona Chicon Mellon – Director Human Resources
- Kenya McCormack – Principal – Washington

BETA's proposal includes:

- A generous across the board salary schedule increase.
- Continuation of the current benefit package which is fully paid for by the District.



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- A competitive compensation package for Speech and Language teachers.
- Salary recognition for those with great longevity in the district.
- Fair payment to the Specialists who work extra days and hours.
- Equitable compensation for unit members taking on extra students during the workday.

The only official source of BETA Bargaining Info will be from these updates

-The Bargaining Team

BETA's Bargaining Team

- Tom Tarrer – Bargaining Chair
- Kari Florez
- John Peterson
- Shannon Barnes
- Brad Barnes
- Cassandra Hobbs