



BAKERSFIELD ELEMENTARY TEACHERS ASSOCIATION

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We bargained in good faith with BCSD's bargaining team from November 2016 until January 2017. On January 13, 2017 we signed a tentative agreement which was then ratified by over 1,100 BETA unit members on January 18, 2017.

It was our understanding that the three professional development days the district proposed in section 4.1 of the contract would be open to all unit members regardless of the number of duty days they worked under the contract. This issue was thoroughly discussed on a number of occasions during the bargaining sessions and clarified once again in April. The agreement simply refers to "unit members" with no other qualifying language.

To our surprise the district administration has once again altered the original interpretation of section 4.1. In addition to changing the unit members who can participate in these three days, they have also made these days that were originally mandatory, voluntary. The current plan for implementation is not faithful to the original intent of the language that was bargained and ratified. We cannot allow this behavior to set precedence for future bargaining sessions.

Your BETA Bargaining Team

Lisa Buckner Chair

Shannon Barnes

Kari Florez

Carla Jeffers

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