



**Bakersfield City School District (BCSD)**  
and  
**Bakersfield Elementary Teachers Association (BETA)**



**\*\*\* TENTATIVE AGREEMENT \*\*\***

**UPDATED STATUS OF NEGOTIATIONS**

**March 21, 2019**

On March 21, 2019 the BETA and BCSD bargaining teams met with a CA State appointed mediator at 9:00 AM to mediate the impasse in Articles 4 and 14. Article 4 will continue to be bargained in April, while below is the agreement reached after nearly 14 hours of mediation (and 14 bargaining sessions.) Included at the end of this document is an example of the new salary schedule, with significant increases on the NEW step 23 and step 25. More information will be coming soon with a date and time for a ratification vote.

<b>Article 1</b>	<b>Recognition</b>	Status quo, No change.
<b>Article 2</b>	<b>Grievance Procedure</b>	<ul style="list-style-type: none"> <li>2.5.10: Time limits may extended by mutual agreement.</li> <li>2.5.11: A grievance may be withdrawn at any time without prejudice; but will not extend the timelines.</li> </ul>
<b>Article 3</b>	<b>District Rights</b>	Status quo, No change.
<b>Article 4</b>	<b>Hours</b>	<b>Mediation: April 8, 2019</b>
<b>Article 5</b>	<b>Leave Provisions</b>	<ul style="list-style-type: none"> <li>5.2.2 The amount deducted for leave purposes shall be the lowest day-by-day substitute rate.</li> <li>5.4 "No Tell" days from 2 days to 3 days.</li> <li>NEW: Creation of a Catastrophic Leave Bank.</li> <li>NEW: California Pregnancy Disability Leave language.</li> </ul>
<b>Article 6</b>	<b>Class Size</b>	School-Site average classroom student to teacher ratios: <ul style="list-style-type: none"> <li>TK – Third Grade (TK – 3): 24:1</li> <li>Fourth Grade – Eighth Grade (4 – 8): 29:1</li> </ul>
<b>Article 7</b>	<b>Evaluations</b>	<ul style="list-style-type: none"> <li>7.5.3 Unit members placed on administrative leave will receive written notification of such leave to include a brief description of the incident/concern.</li> <li>Automatic reopener 7.1 (A) and 7.5.1 for 2019/2020.</li> </ul>
<b>Article 8</b>	<b>Transfers and Reassignments</b>	<ul style="list-style-type: none"> <li>8.2.2 / NEW: A current list of openings shall be maintained in HR and shall be published weekly in the TAB.</li> <li>8.2.3 Each school year the District shall provide each school site a current copy of the District Seniority List and Pre-K Seniority list.</li> <li>8.7.4 Administrative transfers shall be notified by March 15 each year (was by April 15)</li> <li>8.17.1: Reassignments: NEW: No unit member shall be reassigned more than two times in a three-year period, without the approval of the unit member.</li> </ul>

**Bakersfield City School District (BCSD)**  
**and**  
**Bakersfield Elementary Teachers Association (BETA)**

<b>Article 9</b>	<b>Safety Conditions of Employment</b>	<ul style="list-style-type: none"> <li>• 9.1.3-9.1.6 (New) A form will be created for unit members to report unsafe conditions; unit members will be relocated if condition is determined unsafe; all members will get a copy of the school safety plan; administrative designee made public, and Ed Code 48900 steps with regards to protocols for student discipline.</li> <li>• NEW: To every extent possible the principal or designee, shall provide a work area for support staff, such as School Nurses and Speech Language Pathologists, that ensures proper storage and confidentiality (if needed). This space shall be designated in priority of the unit members' duties and responsibilities.</li> <li>• Automatic reopener for 2019/2020.</li> </ul>
<b>Article 10</b>	<b>Association Rights</b>	Janus Decision language and Education Code 44987 addition
<b>Article 11</b>	<b>Concerted Activities</b>	Status quo, No change.
<b>Article 12</b>	<b>Savings</b>	Status quo, No change.
<b>Article 13</b>	<b>Miscellaneous Provisions</b>	<ul style="list-style-type: none"> <li>• Contract Date Changes to July 1, 2018 to June 30, 2021.</li> <li>• Contract to be printed and distributed and available online.</li> </ul>
<b>Article 14</b>	<b>Compensation and Benefits</b>	<ul style="list-style-type: none"> <li>• 2% on the salary schedule retroactive to July 1, 2018 (\$3,100,000 in new money)</li> <li>• 2% off schedule (one-time bonus) payment for unit members employed as of March 19, 2019, based on new 2018-2019 salary schedule. (\$3,100,000 in new money)</li> <li>• Camp Keep bonus from \$50.00 a day to \$100.00 a day</li> <li>• All extra duty and special project pay will be \$40.00 an hour (\$775,000 in new money)</li> <li>• District Health/Welfare Benefits contribution is \$20,926.80 per unit member (\$36,000,000 spent on certificated benefits in the 2018-2019 school year)</li> <li>• The Teachers Annual Basic Salary Schedule shall be revised to include Step 23 (new!) with the same rate as Step 25, and Step 25 shall increase by 2.5% (OVER \$775,000 in new money)</li> <li>• Separate salary schedules for the 184/214 day Nurses and the 182 day Speech Pathologists inclusive of their stipends.</li> <li>• Total of approximately \$8,000,000 in new money for the 2018-2019 negotiated settlement. As per the State Mediator this is the equivalent of a 5% package.</li> </ul>

**BAKERSFIELD CITY SCHOOL DISTRICT**  
Human Resources

**TEACHERS ANNUAL BASIC SALARY SCHEDULE**  
2018-19  
2% INCREASE

BASED ON 7 HRS. 15 MIN. PER DAY INCLUDING LUNCH PERIOD						
STEP	1	2	3	4	5	6
	BACHELOR'S DEGREE CALIFORNIA CREDENTIAL	BACHELOR'S DEGREE PLUS 12 SEMESTER UNITS OR 18 QUARTER UNITS	BACHELOR'S DEGREE PLUS 24 SEMESTER UNITS OR 36 QUARTER UNITS	BACHELOR'S DEGREE PLUS 36 SEMESTER UNITS OR 54 QUARTER UNITS OR MASTER'S DEGREE	BACHELOR'S DEGREE PLUS 48 SEMESTER UNITS OR 72 QUARTER UNITS OR MASTER'S DEGREE + 12 SEM/18 QTR UNITS	BACHELOR'S DEGREE PLUS 60 SEMESTER UNITS OR 90 QUARTER UNITS OR MASTER'S DEGREE + 24 SEM/36 QTR UNITS
1	48,981	50,539	52,170	53,799	55,426	57,061
2	50,539	52,170	53,799	55,426	57,061	58,694
3	52,170	53,799	55,426	57,061	58,694	60,320
4	53,799	55,426	57,061	58,694	60,320	61,951
5	55,426	57,061	58,694	60,320	61,951	63,582
6	56,787	58,694	60,320	61,951	63,582	65,212
7	58,694	60,320	61,951	63,582	65,212	66,935
8	60,320	61,951	63,582	65,212	66,842	69,246
9	61,951	63,582	65,212	66,842	68,700	71,537
10		65,212	66,842	68,474	70,672	73,841
11			68,474	70,105	72,481	76,143
12				71,732	74,333	78,440
13					75,985	80,753
14					77,637	83,033
15						86,088
17						88,947
20						92,484
23						95,208
25						97,588

See STIPENDS on back page

**DRAFT**

**BONUS - ADD TO BASIC SALARY SCHEDULE**

MASTER'S 1,500  
DOCTORATE 1,500

BILINGUAL 1,500  
SPEC. ED. 1,500

MAGNET PROGRAM SHIFT DIFFERENTIAL: 2,700

SPEECH & LANG. SPEC./ THERAPIST CONT. SERVICE: 5,500