



WHY WOULD THE TEACHERS' UNION REFUSE
TO ACCEPT A SALARY INCREASE
AND AN INCREASE IN THE DISTRICT'S
CONTRIBUTION TO MEDICAL BENEFITS?



The answer is simple. The increase in salary is far less than the increased amount that teachers would pay for medical benefits over the next two years.

The District's latest proposal includes a salary increase of 1.2%, an average of \$647 in 2005-06. There is no salary increase offered for 2006-07.

The District offered to pay one-fourth of an expected 12% increase in medical benefits for 2005-06 and to pay for zero percent of an equally large increase in 2006-07. **If we were to accept this "offer," the average teacher would pay an additional contribution of over \$2,710 to benefits during the next two years.** That's a net loss of over \$2,000.

The benefits proposal is particularly dangerous for teachers with children. Their net loss ranges from \$2,768 to \$3,971, depending on their health plan.

Berkeley teachers did not receive a cost of living increase for the past two years. We continued to work long hours beyond the contract day to plan curriculum, grade papers, coordinate special events and support our students and their families. We do this because we are passionate about teaching.

Throughout negotiations, the Berkeley Federation of Teachers has only asked for its fair share of the 4% increase in monies that BUSD will receive from the state. While a majority of nearby districts have offered cost of living raises to teachers for 2004-05, BUSD asks our teachers to take home **less money** during the next two years than we did this year!

How much longer must we wait before BUSD makes employee compensation a priority?

Concerned parents and guardians who want the District to make a fair offer to teachers can:

- **Attend School Board meetings** on April 6 at 7 p.m. to join the teachers in protest.
- **Contact the Board of Education:** Nancy Riddle, Terry Doran, John Selawsky, Joaquin Rivera, Shirley Issel • Voice Mail: 644-6550 • Email: BoardofEd@berkeley.k12.ca.us
- **Attend BFT's Informational Evening for Parents and Guardians** on April 20, from 7 p.m. to 8:30 p.m. at a site to be announced.
- Ask a teacher for a "Support Berkeley Teachers" sign to put in your car.

