

**AGREEMENT**  
**between the**  
**BERKELEY UNIFIED SCHOOL DISTRICT**  
**and the**  
**UNION OF BERKELEY ADMINISTRATORS**  
**AFSA, LOCAL 81, AFL-CIO**

The Berkeley Unified School District ("District") and the Union of Berkeley Administrators, AFSA, Local 81, AFL-CIO ("UBA") are parties to a collective bargaining agreement that will expire on June 30, 2016.

The District and UBA have agreed to enter into a successor collective bargaining agreement with a term from date of ratification through June 30, 2017.

The provisions of the existing collective bargaining agreement shall be "rolled" into the new collective bargaining agreement without change except for the following modifications:

1. **Required** conforming changes (*e.g.* dates).
2. Article 1: Agreement

This Agreement ~~is by and~~ between the Board of Education of the Berkeley Unified School District (hereinafter referred to as the "Board" or "District"), and the Union of Berkeley Administrators, AFS, Local 81, AFL-CIO (hereinafter referred to as "UBA"), shall be effective July 1, 2016~~3~~ and shall continue until June 30, 2017~~6~~.

3. Article 13: Compensation

13.1 Wages for ~~2013-2014 and 2014-2015~~ 2016-2017:

~~a. If, before the expiration of this current collective bargaining agreement, the District agrees to a higher compensation increase for the Berkeley Federation of Teachers (BFT), the District shall increase the total compensation of UBA members by the same percentage.~~

a. Unit members employed for the 2016-2017 school year shall receive a one-time lump sum bonus equal to three percent (3%) of their salary for 2016-2017.

b. In the event the District receives at least an additional two million dollars (\$2,000,000) in ongoing State funding for Adult Education (compared to ~~2015~~2014-2015 funding), then unit members employed for the 2016-2017 school year shall receive, effective July 1, 2016, an on-schedule compensation increase to all rates and schedules in an amount of two percent (2%).

In the event the District receives less than an additional two million dollars (\$2,000,000) in ongoing Stated funding for Adult Education (compared to 2014-2015 funding), then unit members employed for the 2016-2017 school year shall receive, effective July 1, 2016, an on-schedule compensation

increase to all rates and schedules in the an amount equal to seventy percent (70%) of every 55 cents (55¢) of each additional ongoing dollar from the State for Adult Education funding received by the District (compared to 2014-2015 funding).

4. Article 16: Expiration of Contract and Reopeners

16.1 The parties agree that the term of this Agreement shall be from July 1, 201~~63~~<sup>6</sup> through June 30, 201~~76~~<sup>7</sup> as ratified by the Board of Education.

16.2 The parties agree to start the meet and negotiate process for the Successor Agreement on or before ~~April~~<sup>March</sup> 15, 201~~75~~<sup>7</sup>.

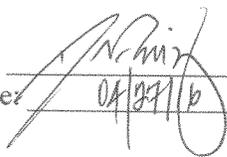
Each party must submit the Initial Proposals to the other party, in writing, by ~~April 10~~<sup>February 28</sup>, 201~~75~~<sup>7</sup>.

16.3 The parties agree to share equally in the costs of printing this Agreement.

16.4 The parties shall have the right to reopen negotiations on compensation (salary and benefits) and two other articles for the 201~~65~~<sup>6</sup>-201~~76~~<sup>7</sup> school year.

FOR THE BERKELEY UNIFIED  
SCHOOL DISTRICT

FOR THE UNION OF BERKELEY  
ADMINISTRATORS, AFSA, LOCAL 81  
AFL-CIO

By:   
Date: 04/27/16

By: Janet Levenson  
Date: 4/27/16