

AGREEMENT BETWEEN
THE BERKELEY UNIFIED SCHOOL DISTRICT
AND
THE BERKELEY COUNCIL OF CLASSIFIED EMPLOYEES, AFT LOCAL 6192, AFT/CFT, AFL-CIO

Implementation of Classification and Compensation Study

The Berkeley Unified School District ("District") and the Berkeley Council of Classified Employees, AFT Local 6192, AFT/CFT, AFL-CIO ("BCCE") agree as follows:

1. Job descriptions and the salary range for each classification shall be as attached hereto.
2. Position allocations for unit members shall be as listed in the "Allocation of BCCE Members to Classifications June 9, 2016."
3. Any and all salary adjustments resulting from this agreement shall be retroactive to July 1, 2015 and applicable only for unit members who (1) are active and on paid status as of the effective date of this agreement and thereafter, (2) were placed on a 39-month reemployment list during 2015-2016, or (3) retired from the District during 2015-2016.
4. Unit members assigned to new classifications and/or ranges shall be placed on the step of the new classification that will provide at least the same compensation of their classifications prior to the changes resulting from the Study. Unit members allocated to lower salary ranges shall remain at their present salary ranges and remain eligible for step increases within their present ranges and any unit-wide increases.
5. Unit members shall retain the seniority dates they had in the classifications they held on the day before the ratification of this agreement. For example, if a unit member's seniority as a Clerical Assistant III was July 1, 2010, and as a result of this agreement the unit member is allocated to Administrative Assistant I, the unit member's seniority date in the Administrative Assistant I classification is July 1, 2010.
6. Unit members shall retain the salary increment date they had in the classification they held on the day before the ratification of this agreement.

7. Unit members in the Instructional Assistant – Visually Impaired – Braille Transcriber Classification shall receive a monthly stipend based on their certification by the Library of Congress as follows:

Literary Braille Transcriber (completed a minimum of ten modules toward certification)	\$250
Certified Literary Braille Transcriber	\$500
Certified Literary Braille Transcriber with Mathematics Braille Transcriber (Nemeth Code) Certification	\$750

8. This agreement is subject to Board approval and BCCE member ratification prior to its implementation.
9. Any alleged violation, misinterpretation or misapplication of the terms of this agreement shall be subject to the grievance procedure in the collective bargaining agreement.

FOR BCCE


 Paula A. Phillips, President


 Marie Ferguson, Vice-President, Office, Technical and Business Services Unit


 Johnny Billups


 Michael Campbell


 Tim Donnelly


 Andre Kellum


 Rodney Lewis


 Barbara Mellion


 Frank V. Hernandez

FOR THE DISTRICT


 Javetta Cleveland, Deputy Superintendent, Business Services


 Delia Ruiz, Assistant Superintendent, Human Resources

Berkeley Council of Classified Employees, AFT Local 6192

Compensation and Classification Salary Ranges

June 13, 2016

Title	TA	Current Salary Range	Market Range	Approved Salary Range
Accounting Technician	Y	43	42	45
Administrative Assistant I	Y	36,42,50	42	42
Administrative Assistant II	Y	36,46	45	46
Administrative Assistant III	Y	52	52	52
After School Program Specialist	Y	52	54	54
Attendance Technician	Y	38,50	37	38
BSEP Program Specialist	Y	58	58	58
Budget Analyst I	Y	47,52,53	59	59
Budget Analyst II	Y	61	67	67
Business Systems Analyst*	-	M-76	74	74
Buyer	Y	50	45	50
Certified Occupational Therapist Assistant	Y	45	43	45
Clerical Assistant I	Y	30	34	34
Clerical Assistant II	Y	32,42	36	36
Clerical Assistant III	Y	31,36,42	38	38
Computer Technician I	Y	52	52	52
Computer Technician II	Y	52	54	54
Cook	Y	35	32	35
Custodian I	Y	32	38	38
Custodian II	Y	37	43	43
Data Integrity Specialist	Y	54	55	55
Delivery Driver	Y	40	41	41
Employee Benefits Specialist	Y	50	51	51
Evaluation and Assessment Analyst	Y	58	59	59
Executive Assistant I	Y	52	55	55
Facilities Analyst	Y	52	54	54
Facilities Security Officer	Y	44	38	46
Family Engagement and Equity Specialist	Y	45,50	51	51
General Maintenance Worker	Y	40	44	44
Grounds Gardener	Y	36	39	39
Home/School Liaison	Y	37	36	37
Human Resources Technician	Y	42, 50	44	48
Instructional Assistant	Y	29	31	31
Instructional Assistant - Early Childhood Education	Y	29	31	31
Instructional Assistant - Visually Impaired Braille Transcriber	Y	31,33	34	36
Instructional Assistant I - Special Education	Y	31	32	32
Instructional Assistant II - Special Education	Y	33,35	36	36
Instructional Specialist	Y	51,58	51	51
Instructional Technician - Before & After School Program	Y	34	36	36
Instructional Technician - Cooking	Y	34	36	36
Instructional Technician - Garden	Y	34	36	36
Interpretation/Translation Specialist	Y	58	58	58
Interpreter for the Deaf	Y	45	52	52
Irrigation Specialist	Y	42	45	45

Berkeley Council of Classified Employees, AFT Local 6192

Compensation and Classification Salary Ranges

June 13, 2016

Title	TA	Current Salary Range	Market Range	Approved Salary Range
Lead Grounds Gardener	Y	42	45	45
Lead Maintenance Engineer	Y	58	60	61
Library Media Specialist	Y	41	45	45
Library Media Technician	Y	43	43	43
Maintenance Engineer	Y	54	56	57
Maintenance Technician	Y	45	47	50
Media Technology Technician	Y	43	45	45
Network Engineer	Y	68	69	69
Nutrition Education Program Specialist	Y	52	52	52
Nutrition Services Assistant	Y	26	25	26
Nutrition Services Satellite Operator I	Y	31,40	30	31
Nutrition Services Satellite Operator II	Y	45	44	45
Payroll Specialist	Y	46	42	48
Registrar	Y	48	42	48
School Administrative Assistant - Early Childhood	Y	37	39	39
School Administrative Assistant I	Y	42,44,50	42	42
School Administrative Assistant II	Y	44,48	42	46
School Administrative Assistant III	Y	52	52	52
School Bus Driver	Y	42	41	44
School Campus Monitor	Y	38	32	38
School Safety Officer	Y	44	38	44
Security Engineer	Y	54	56	57
Snack Bar Operator	Y	34	33	34
Special Education Data Technician	Y	38	40	40
Storekeeper	Y	42	43	43
Student Admissions Specialist	Y	50,52	52	52
Student Assessment Specialist	Y	52	53	53
Student Assessment Specialist - English Learners and Supplementary Services	Y	50	53	53
Student Body Account Technician	Y	43	42	43
Student Data Ge				
Student Employment Specialist	Y	53	53	53
Student Records Assistant	Y	38,50	40	40
Student Systems Analyst	Y	58	59	59
Student Welfare & Attendance Specialist	Y	50	50	50
Telecommunications/Electronics Specialist	Y	52	56	57
Transportation Dispatcher	Y	45	45	45
Transportation Scheduler-Router	Y	42	48	48
Vehicle & Equipment Mechanic	Y	50	53	53
Visual & Performing Arts Technician	Y	43	45	45
Volunteer Specialist	Y	54	54	54
Workability Program Specialist	Y	58	58	58
Workers Compensation Specialist	Y	52	53	53

*Currently L-21, new hire will convert to BCCE classification