

Tentative Agreement
between the
Berkeley Unified School District (District)
and the
International Federation of Professional and Technical Engineers, Local 21

December 4, 2017

The Berkeley Unified School District (District) and the International Federation of Professional and Technical Engineers, Local 21, tentatively agree on the following changes to the collective bargaining agreement between the parties as the reopener agreement for the July 1, 2017 to June 30, 2018 collective bargaining agreement.

Article VIII. COMPENSATION

- 24) **Bilingual Pay:** Regular, full-time employees using bilingual skills shall be paid a differential of five percent (5%) per pay period stipend of \$600.00 per semester if required **by the District** to exercise the ability to translate to and from English by speaking, reading, and writing a foreign language or ~~three (3%) per pay period~~ a stipend of \$300.00 per semester if required to converse in the foreign language. The unit member must pass a District administered test demonstrating proficiency in the foreign language in order to be eligible for the stipend. The unit member must additionally provide the District with appropriate documentation each semester demonstrating their regular use of the foreign language.
- 26) **Acting Assignment:** If a supervisor assigns an employee to perform duties of a higher classification which are not described in his/her job classification. That employee shall receive the salary of the higher classification for the period worked in the higher classification. The step placement shall be to at least that step which permits a 5% higher salary than that received in the employee's normal classification.
- 27) **Flex Days:** With prior approval from their supervisor, unit members may be allowed to use up to five (5) flex days per work year, July 1 to June 30. The request must be received at least five (5) working days prior to the scheduled flex day. Administrators are discouraged from using flex days on working days that immediately precede or follow holidays or breaks.
- Five Flex days may be taken for the equivalent of 40 hours of work needed to be performed after work hours during evenings, during weekends or holidays.

For Local 21:

Stephen Collins, President

Date:

Angela Long, Representative

Date:

For the District:

Evelyn Tamondong-Bradley,
Assistant Superintendent

Date: