

**Tentative Agreement  
between the  
Union of Berkeley Administrators (UBA)  
and the  
Berkeley Unified School District (BUSD)  
June 13, 2019**

**Article 5.6: Child Rearing and Parental Leave**

5.6.3.1 (a) During the first eighty-nine (89) days of parental leave, the UBA member shall receive twenty-five percent (25%) of his/her own salary. The member shall be entitled to utilize the available sick leave for any portion of child rearing leave that the employee elects not to receive twenty-five percent (25%) of his/her own salary. The eighty-nine (89) working days (in this instance defined as days for which the unit member is paid) shall be consecutive with the date of the arrival/adoption of the child.

For the District:

  
Evelyn Tamondong-Bradley  
Assistant Superintendent, Human Resources

Date:

For UBA:

  
Janet Levenson  
President

Date:

## Tentative Agreement

### 13. COMPENSATION

#### 13.1 Wages for 2019-2020 and 2020-2021 and sunsets June 30, 2021

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

For the District:



Evelyn Tamondong-Bradley

Assistant Superintendent, Human Resources

6/7/19

For UBA:



Janet Levenson

President

6/7/19

Memorandum of Understanding between  
The Berkeley Unified School District  
The Union of Berkeley Administrators

Flex Days for 2020-2021

For the 2020-2021 school year UBA members will be given 5 flex days to compensate for the one time shortened summer (up to 2 days may be consecutive).


UBA members must receive prior approval from their supervisor. Requests for flex days must be received a minimum of 2 working days in advance.

The additional flex days may be used throughout the school year but cannot be attached to district and Board holidays, including Thanksgiving Holiday, Winter Recess and Spring Recess.

At sites where there are multiple unit members, flex days shall not be taken on the same day.

The parties acknowledge that this is a one-time, non-precedent setting that expires June 30, 2021.

For UBA:

  
Janet Levenson  
President

Date: 6/7/19

For District:

  
Evelyn Tamondong-Bradley

Date: 6/7/19