

Tentative Agreement
Me Too Provision & Reopeners for 2019-2020, 2020-2021
Between Local 21 and Berkeley Unified School District
December 2, 2019

Article VIII. COMPENSATION

22) Salary

b) Wages for 2019-2020:

Unit members employed for the 2019-2020 school year shall receive an on schedule increase to all rates and schedules of two and one-half percent (2.5%), effective July 1, 2019. Retro payment will be made in the December 15th payroll.

Wages for 2020-2021:

Unit members employed for the 2020-2021 school year shall receive an on schedule increase to all rates and schedules of two and one-half percent (2.5%), effective July 1, 2020:

Funding Measure Contingency: If, during the term of this collective bargaining agreement, any new local tax measure(s) are successfully passed and implemented that provide the District with additional revenue that may be used to fund increased compensation for employees, the following compensation increase(s) shall occur:

The Berkeley Unified School District and Local 21 agree that in the event a special tax measure, is passed in the March 3, 2020 Berkeley election, ninety-five percent (95%) of the total available revenue shall be applied to all employee salaries, excluding unrepresented senior management employees under contract and employees paid solely by stipend.

Unit members employed in the 2020-2021 fiscal year shall receive an anticipated ongoing salary increase of 7% of the 19-20 salary rate. This increase shall be calculated after the increase of 2.5% is added to the base salary. The increase derived from the new local measure shall continue for the term of the measure. The ongoing salary increase(s) under the local tax measure shall be reflected on a separate salary schedule column in all relevant appendices beginning July 1, 2020.

If additional revenue under new local tax measure(s) is not received by the District in 2020-2021, the parties shall reopen bargaining on compensation for the 2020-2021 year.

Article X. BENEFITS

33) Maintenance of Benefits

a) Effective January 1, 2020 and continuing thereafter until a different compensation agreement between the District and the Union is reached, the maximum District contribution to health benefits shall be established at the following levels:

Employee Only: \$830.86 plus half of the amount increase in the Kaiser monthly premium for Plan Year 2020 only.

Employee Plus One: \$925.86 plus half of the amount increase in the Kaiser monthly premium for Plan Year 2020 only.

Employee Plus Two: \$1,108.90 plus half of the amount increase in the Kaiser monthly premium for Plan Year 2020 only.

Effective January 1, 2021, the maximum District contribution to health benefits shall be established at the following levels:

Employee Only: The District contribution for the 2020 Plan Year plus, in Plan Year 2021 only, half of the amount of the increase in the Kaiser Employee Only monthly premium over Plan Year 2020.

Employee Plus One: The District contribution for the 2020 Plan Year plus, in Plan Year 2021 only, half of the amount of the increase in the Kaiser Employee Plus One monthly premium over Plan Year 2020.

Employee Plus Two: The District contribution for the 2020 Plan Year plus, in Plan Year 2021 only, half of the amount of the increase in the Kaiser Employee Plus Two monthly premium over Plan Year 2020.

For Local 21:

Angela Long

Steve Collins

For BUSD:


Samantha Tobias-Espinosa