

**Memorandum of Understanding Between the Berkeley Unified School District
And the Berkeley Federation of Teachers**

**CAS Support Group Leader Stipend
2019- 2020**

The Berkeley Unified School District and the Berkeley Federation of Teachers (BFT) have agreed to the following

1. Teachers and Counselors who facilitate a Communication Arts & Sciences (CAS) Student Support Group are eligible for an annual stipend of \$1,250 per submittal of timesheet. Funds will be paid out of the California Partnership Academy (CPA) funds.
2. Teachers and Counselors must be leading a CAS Support Group during the 2019-20 school year to be eligible for stipend.
3. BUSD will provide payment of the stipend after a Personnel Requisition has been completed and submitted to Human Resources by BHS Administration and a timesheet has been submitted to BHS Administration for processing after completion of services - leading a CAS Support Group.
4. This agreement will expire on June 30, 2020, and all requests for stipends must be presented to the District by June 30, 2020 for 2019-2020 school year.

Matt Meyer

Matt Meyer
President, BFT

11/8/19

Date

Santha Espinosa

Samantha Tobias-Espinosa
Assistant Superintendent, BUSD

11/8/19

Date

**Memorandum of Understanding
between the Berkeley Unified School District
and the Berkeley Federation of Teachers**

Subject: Berkeley Independent Study Implementation

The purpose of this Memorandum of Understanding (MOU) is to address the transition of Berkeley Independent Study teachers from hourly employees to salaried employees. This MOU will address the date of implementation, FTE calculations, the Instructional Day, and the Sick Leave transition.

Date of Implementation of the negotiated agreement: January 6, 2020

Berkeley Independent Study teachers will be paid over an 8 month period for the remainder of the 2019-2020 school year at their specified FTE starting with the January pay period.

How FTE was calculated:

Independent Study teachers named in the Kavanaugh agreement will maintain their Kavanaugh FTE as their Base FTE. Independent Study teachers who received permanent status at any other time will maintain that FTE as their Base FTE. Historical Benefits FTE reports from 2018 -2019 will be used to establish Base FTE for newly permanent employees. Probationary 1 and Probationary 2 teachers will be assigned FTE based on student need. All teachers who are not at 1.0 FTE can be assigned additional FTE based on student need starting in January 2020. This assigned FTE is probationary.

Additional Students Beyond Established FTE:

Independent study teachers assigned students above and beyond their established FTE will turn in timesheets for additional time and be paid at their per diem hourly rate.

Instructional Week/Day:

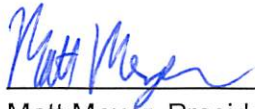
The instructional week is 35.8 hours which is 7 hours and 10 minutes per day. Because of the flexibility necessary for BIS schedules, hours will be calculated on a weekly basis. The attached chart shows the duty day and preparation time for each FTE which includes a one half hour duty free lunch on each day with more than 5 hours of work. Each teacher will receive preparation hours based on their FTE to complete filing paid at the curriculum development rate as shown on the attached chart.

Professional Development:

Berkeley Independent Studies teachers will attend Professional Development meetings in accordance with 11.2.12.

How sick leave is calculated:

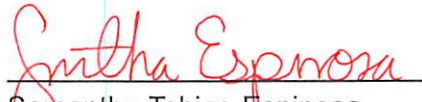
Sick leave for this transition will be calculated by taking all the sick leave hours earned through December 2019 and dividing by 6 to create Sick Days. 7.33 Sick Days will be added pro-rated based on FTE to finish out the year. At the beginning of the 2020 school year, 11 sick leave days will be added.



Matt Meyer, President, BFT

2/26/20

Date



Samantha Tobias-Espinosa
Asst. Superintendent HR, BUSD

2/26/2020

Date

Instructional Week Salaried Hours & Additional Filing Hours Chart

FTE	Student Contact Hours/ Week	Max Number of students per FTE**	Salaried Duty Day Hours/ Week***	Additional hours each semester on a timesheet*
1	30	60	35.8	26
0.9	27	54	32.3	25
0.8	24	48	28.7	24
0.7	21	42	25.1	18
0.6	18	36	21.5	16
0.5	15	30	17.9	13
0.4	12	24	14.3	11
0.3	9	18	10.8	8
0.2	6	12	7.1	5

*Paid at the Curriculum Development Rate

** 9-12 Students only. HHI and K-8 are calculated based on past practice.

*** For each day of five consecutive hours of work, a 30 minute duty-free paid lunch is included.

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2020 – Forward

Compensation for Career and Technical Education (CTE) Teaching Positions

The Berkeley Unified School District (BUSD) and the Berkeley Federation of Teachers (BFT) recognize the importance of recruiting and retaining highly qualified teachers, particularly in specialized areas. The parties also endeavor to provide the best educational and varied opportunities to students. To this end, the parties agree to compensate new unit members employed as CTE teachers as follows:

- ***Calculate salary based on Appendix 12 of the CBA, Salary Schedule 17, Middle and High School, 184 Work Days, Column V, unless unit member submits official verification of educational experience that warrants placement at column VI or VII.***
- ***Step placement shall be determined by official verification of relevant CTE experience. This may be actual CTE teaching experience or relevant field experience.***
- ***Modify CBA provision 14.7.1 to allow year-for-year credit with no entry maximum and regular progression of steps.***

14.7.1 New Career and Technical Education (CTE) teachers hired by the District shall be given year for year credit for all comparable teaching experience and thereafter progress according to the salary schedule.

For BFT:



Matthew Meyer, President

Date:

2/26/20

For BUSD:



Samantha Tobias -Espinosa
Assistant Superintendent

Date:

2/26/20

Memorandum of Understanding between the Berkeley Unified School District and the Berkeley Federation of Teachers

Subject: Summer School and Extended School Year (ESY) Daily Rates for 2020

The Berkeley Unified School District and the Berkeley Federation of Teachers have agreed to the following 2020 Summer School and Extended School Year (ESY) rates for each day worked. Non-teaching staff development and orientation will occur on June 15, 2020, prior to Summer School/ESY starting. One other professional development day will occur the week of June 15-19, 2020. These rates only include the 2.5% raise effective July 1, 2019.

General Education Summer School for all levels:

Pre-School (TK/K Bridge), Elementary and Middle School Academic Instruction, and High School Credit Recovery

\$223.96 per day for three hours of instruction and one hour of preparation time and \$56 per hour for hours worked beyond the four-hour workday or as a portion of a day. June 15, 2020, will be the non-teaching staff development and orientation day, and the program will run from June 22, 2020, to July 17, 2020.

General Education and High School Bridge

\$223.96 per day for three hours of instruction and one hour of preparation time. There will be one non-teaching staff development and orientation day (exact date to be announced), and the program will last 10 teaching days in early August (exact dates to be announced).

Special Education Extended School Year (ESY) for all levels:

Pre-School, Elementary, Middle School and High School

\$251.96 per day for three and one-half hours of instruction and one hour of preparation time. June 15, 2020, will be the non-teaching staff development and orientation day, and the program will last from June 22, 2020, to July 17, 2020.

Summer Training Preparation and Delivery

Teachers preparing and delivering training in preparation for the summer program will be compensated at \$30.71 per hour, including two hours of preparation time for every hour of training delivered.

Summer Training

Teachers attending training in preparation for the summer program the week of June 15-19, 2020 will be compensated at the summer training rate of \$166.05 per day.

Meetings in Preparation for Summer School

Teachers participating in meetings in preparation for the summer program will be compensated at the curriculum development rate of \$30.71 per hour.

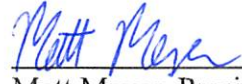
Substitute Teachers

Regular year BUSD teachers who substitute during the summer will be paid the same rates as the teachers hired for the summer program. Substitutes who cover during the summer program will get paid \$182 per day.

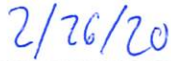
BUILD Supervisors

Teachers acting as BUILD supervisors will be compensated at the K-12 teaching rate of \$37.85 per hour while supervising the BUILD program. If the teachers are working directly with students, they will be paid at the summer school teaching rate of \$56 per hour.

For BFT:

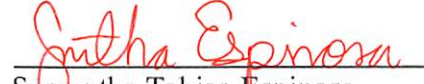


Matt Meyer, President



Date

For BUSD:

Samantha Tobias-Espinosa,
Assistant Superintendent

Date