

Memorandum of Understanding
between Local 21 and Berkeley Unified School District

School Reopening

BUSD's School Reopening Plan, to be approved by the City of Berkeley Public Health Officer, describes the broad range of layered health and safety strategies that must be practiced in all BUSD schools and departments. BUSD administrative staff play an essential role in the consistent implementation of these practices.

In recognition of the multiple in-person and online administrative duties associated with the expansion of Phase 1 in-person small groups, and Phase 2 school reopening, Local 21 members shall be eligible for a one-time stipend, described below.

In the interest of a safe school reopening, Local 21 and BUSD agree to the following:

1. Stipends for Initial Phase 1 Reopening Duties

1.a. Stipend for Voluntary In-Person Instruction: Local 21 members volunteering to work with students during Phase 1 shall receive compensation on an hourly basis in addition to their current rate of pay.

1.b. Local 21 members who participate in the planning and preparation for the implementation and support of Phase 1 shall receive a one-time stipend of \$500.00.

2. Stipends for Initial Phase 2 Reopening Duties

2.a. Stipend for Required In-Person Instruction: Local 21 members required to work with students during Phase 2 shall receive compensation equal to that of 5 hours of additional pay per week in recognition of additional hours required to meet the needs of both an in-person and virtual caseload.

2.b. Local 21 members who participate in the planning and preparation for the implementation and support of Phase 2 shall receive a one-time stipend of \$500.00.

3. Stipends for Additional Duties Phase 1 and Phase 2

Local 21 members who participate in continued planning and preparation for the implementation and support of Phase 1 and or Phase 2 shall receive an ongoing stipend of \$500.00 retroactively for each month these duties were being performed. Retroactivity will occur no earlier than November 1, 2020. Employees eligible for this stipend shall not be eligible for additional stipends described in paragraphs 1b and 2b of this agreement.

This is a one-time, non-precedent setting agreement to expire on June 30, 2021.

Both parties may request to re-engage on the items described in this agreement, or on other items not included herein.

For Local 21:



Steve Collins, President



Angela Long, Union Rep/Organizer

For BUSD:

Samantha Tobias-Espinosa April 6, 2021

Samantha Tobias-Espinosa
Assistant Superintendent, Human Resources