

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

December 4, 2015

Version 2

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, 2013 to June 30, 2016 collective bargaining agreement.

Article VIII. COMPENSATION

20) Salary: Unit members shall be compensated on a monthly and annual basis as provided for in Appendix A and which apply to 2013-2016 only.

a) Total compensation is defined as the cost of all salaries, wages, longevity, step movement, active and retiree health and welfare benefits and statutory benefits.

b) Wages for 2013-2014 and 2014-2015:

For 2013-2014:

Unit members employed for the 2013-2014 school year shall receive a one-time lump sum bonus equal to two per cent (2%) of their salary as of July 1, 2013. The bonus shall be paid on the first regular pay warrant at least fifty (50) days after ratification of the Agreement.

Unit members employed for the 2013-2014 school year shall receive an on schedule compensation increase of one and one-half per cent (1.5%), effective July 1, 2013, which shall be applied to all rates and schedules.

For 2014-2015:

Unit members employed for the 2014-2015 school year shall receive an on schedule compensation increase of two per cent (2%), effective July 1, 2014, which shall be applied to all rates and schedules.

For 2015-16:

Unit members employed for the 2015-16 school year shall receive an on-schedule compensation increase of four percent (4 %), effective July 1, 2015, which shall be applied to all rates and schedules.

21) (CCL)

- 22) **Longevity Pay:** ~~Effective upon ratification~~ Effective July 1, 2015, longevity pay shall be granted to employees when they have completed the following years of service:

5 – 7 years: ~~\$ 762.00~~ \$820 per year;

8 – 10 years: ~~\$ 1,213.00~~ \$1,306 per year;

11 – 13 years: ~~\$ 1,694.00~~ \$1,823 per year;

14 + years: ~~\$ 2,693~~ \$2,900 per year

These amounts shall be prorated into monthly amounts and included in monthly pay warrants and are earned while an employee is in a paid status working his/her regularly established FTE.

- 23) **Professional Growth:** ~~Employees~~ Effective July 1, 2015, unit members shall be eligible to apply for Professional Growth salary awards as follows: ~~\$489.96~~ \$527 per year for each 9-semester units up to a maximum of seven awards, with a maximum total award of ~~\$3,429.72~~ \$3,689 Professional Growth awards provided herein shall be payable in monthly installments based upon the number of months the employee is in a paid status working his or her regularly established FTE. The award is included as a bonus item in the employee's monthly pay warrant.


- XX) Working out of Classification: When a supervisor submits a written request to the Director of Classified Personnel for a unit member to perform duties of a higher classification, and the Director of Classified Personnel approves such request, the unit member shall be compensated at the step and range of the higher classification that affords the unit member at least five percent (5%), provided that the higher salary range allows it. If the new range affords the unit member less than five percent (5%), the unit member shall be paid at the highest step of that range.

Article X. BENEFITS

28) Maintenance of Benefits:

a) a)—The District contribution to the cost of the health plan selected by the employee shall cover the cost of the premiums up to a maximum of the cost of Kaiser coverage for Fiscal Year 2003-2004 for a subscriber and two or more dependents, including domestic partners. Effective January 1, 2016, the District shall increase its contribution to health benefits by the equivalent of one percent (1%) in compensation, divided by the total number of bargaining unit members enrolled in District health benefits for Employee Plus One and Employee Plus Two or More. The parties agree that one percent (1%) equates to \$95/month increase (\$1,140/annual) to the District's contribution for Employee Plus One and Employee Plus Two or More. The District shall not automatically assume responsibility for the increase in employee health and welfare premiums after expiration of Fiscal Year 2003-2004-2016.

For Local 21:



Stephen Collins, President

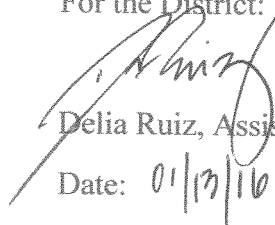
Date: 1-13-2016



Angela Long, Representative

Date: 1/13/2016

For the District:



Delia Ruiz, Assistant Superintendent

Date: 01/13/16