

Initial Proposal for Successor Agreement

2017-2018

Proposed Contract Negotiations between the Union of Berkeley Administrators and the Berkeley Unified School District

Our bargaining team looks forward to engaging in interest-based bargaining. Through this process we hope to address some longer-term interests and concerns and find solutions together. UBA believes that mutual gain is possible and that a strong collaboration between BUSD and UBA creates a powerful management team for the District.

UBA will present proposals regarding the following:

Article 4: Transfer and Reassignment

Proposal for 4.3.4: Add date by when the meeting should occur -before recommendation goes to the board

Article 5: Leaves

Proposal to remove the word "unpaid" from the sabbatical leave

Article 7: Evaluation

Proposal to add 7.12 pertaining to midyear evaluation and 7.13 pertaining to improvement plan process.

Proposal to select alternate evaluation tool for non-site administrators.

Article 9: Complaints

Seeking clarification on the definition of a complaint and change specify the required response timeline in terms of number of days.

Article 12: Flex Days

12.4: Proposed change to recording and allotment of flex days.

Article 14: Professional Development

Proposal to provide an allocation to each administrator for professional development opportunities.

Article 27: Compensation

Several proposals related to our members including COLA, cell phone stipend, flex days, ACSA memberships and compensation commensurate with BFT.