

## **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.