

**Initial Proposal of the Berkeley Unified School District to the  
Union of Berkeley Administrators for a Successor Agreement to Begin July 1, 2019**

Our district's approach to negotiations will be guided by our mission, vision, values and beliefs while maintaining fiscal solvency. Our proposals will be centered on our mission to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world. We will uphold our values and beliefs by making students our priority; taking pride in our diversity; holding high expectations for ourselves and our students; treating each other with respect; and acting with integrity.

Our bargaining team looks forward to collaborative, objective, and reality-based negotiations with [UBA](#) as we prepare to meet the significant fiscal challenges facing our district.

**Our district will present proposals regarding the following:**

Article 5: Leaves

Modify to comply with current law and modify, as appropriate, to clarify use of leave and to reflect current District priorities.

Article 13: Compensation

Negotiate fair and equitable adjustments to total compensation, consistent with our district's ability to pay now and in the future.

Appendices and Memoranda of Understanding

Assess current viability and either: (1) incorporate into the contract with any necessary modifications, (2) delete/abolish, or (3) continue as appendices.