

Memorandum of Understanding between the Berkeley Unified School District and the Berkeley Federation of Teachers

Subject: Teacher Leaders for Berkeley High School

The Berkeley Unified School District and the Berkeley Federation of Teachers have agreed to the following terms for 2014-2015 Teacher Leadership positions at Berkeley High School:

A. The selection of Teacher Leaders at Berkeley High School will function as follows:

1) Anyone in the applicable department, small school or program can be nominated. Nomination forms will be distributed by BFT representatives to all teachers by April 15. Teacher may also self-nominate.

2) The members of the applicable department, small school or program will vote for their representative by secret ballot prior to May 15. Two teachers not on the ballot within the department will conduct the election and report the results to the BHS principal and to the department, small school or program. Results shall only include the name of the candidate with the most votes and shall not include the margin of victory. If only one teacher, or set of teachers for Co-Teacher Leaders, is nominated, an election is not necessary.

3) The Principal will have the option to not accept the name(s) put forth by the department, small school or program. In this case, the Principal can then deny the appointment and send the matter back to the teachers for the selection of a different Teacher Leader to represent the department, small school or program.

Note: this procedure will apply to: Small Schools, Academic Choice and BIHS, Department and the African American Studies Teacher Leaders.

B. Stipends and Release Time will function as follows:

1) Each Teacher Leader will receive a \$5,375.81 stipend, except for the African-American Studies Leader who will receive \$2,495.65, the Counseling Teacher Leader who will receive the base stipend of \$5,375.81 and an additional \$5,000 stipend for 3 extra days of work per year, and the Academic Choice Co-Teacher Leaders who will each receive a stipend of \$2,687.90. If there are any 2014-2015 wage increases those increases will be applied to these stipend amounts.

2) Teacher Leaders will also work three (3) extra days per year and be paid at the per diem rate. The selection of per diem days will be made by mutual agreement between each Teacher Leader and the administrator for his /her program, small school or department.

3) Special Education, Visual and Performing Arts/PE Department Teacher Leaders and the Academic Choice Co-Teacher Leaders will receive .20 FTE release. Small School and BIHS Teacher Leaders, as well as the Math, Science and World Languages Teacher Leaders will receive .40 FTE release. The African-American Studies and Counseling Teacher Leaders will not receive release time.

4) The purpose of the stipend, additional days and release is to include small school /program/department leadership, curriculum development, data analysis, professional development responsibilities and consultation and representation on the Shared Governance Council.

a. Department Teacher Leaders include:

- i. Science
- ii. Math
- iii. Fine and Performing Arts & PE
- iv. World Languages
- v. Special Education
- vi. Counseling
- vii. African-American Studies

C. This MOU is for the 2014-2015 school year only and will therefore expire on June 30, 2015. Thereafter, this MOU may be renewed as set forth above or as may be modified pursuant to written agreement between the parties and will be renewed with mutual consent of the parties.

For the BFT:




Cathy Campbell, President

Date

6/10/14

For the District:



Delia Ruiz, Assistant Superintendent

Date

06/10/14