

Memorandum of Understanding Between  
the Berkeley Unified School District and  
the Berkeley Council of Classified Employees

**Bilingual Pay:**

Unit members using bilingual skills shall be paid a stipend of \$250.00 per month (prorated based on FTE). If required by the District to exercise the ability to translate to and from English by speaking, reading, and writing a foreign language regardless if the assigned position is designated bilingual. Unit members using bilingual skills infrequently shall be paid a differential of 10% (up to \$250/month) on a timesheet when required to translate in a foreign language. The unit member must pass a District-administered test demonstrating proficiency in the foreign language if they were not specifically hired as bilingual in order to be eligible for the stipend/differential. The unit member receiving the stipend must additionally provide the District with appropriate documentation each year demonstrating their regular use of the foreign language.

This language will be incorporated into future Collective Bargaining Agreements.  
This agreement is effective starting 7/1/2023.

For the Berkeley Council of Classified Employees:

DocuSigned by:



Jocelyn Foreman, President

Date: 8/24/2023

For the Berkeley Unified School District

DocuSigned by:



Samantha Tobias-Espinosa, Assistant Superintendent of Human Resources

Date: 8/23/2023