

February 26, 2016

# Committed to keeping you informed —

The Board of Education and District administration believe all stakeholders in the educational community (students, parents, employees, and the wider community) should have access to accurate and timely information regarding School District operations including negotiations. Editions of this publication provide facts about the collective bargaining process, issues being discussed in negotiations, and related information. Interested parties may obtain additional information by accessing the School District's web site at www.berryessa.k12.ca.us. Please be sure to click on "Negotiations Updates.

Berryessa Union School District

NEGOTIATION FACTS

A series of Updates about labor negotiations

### **CTAB NEGOTIATIONS**

Representatives from CTAB and BUSD met on Thursday, February 25th. This was the seventh meeting for this cycle. The teams exchanged proposals and, although they did not reach agreement, they worked into the night exploring options and making progress toward a two-year agreement. The chart below summarizes the proposals that are currently under consideration. The teams will return to the table on March 16th. CTAB teams members' busy schedules did not allow an earlier meeting date.

### CTAB NEGOTIATIONS CURRENT PROPOSAL SUMMARY (Proposals as of February 25, 2016)

Article	District's Proposal	CTAB's Proposal
Compensation Art. 9	<b>2015-2016 Salary</b> : 4% salary schedule increase effective 7/1/15.	<b>2015-2016 Salary</b> : 4.5% salary schedule increase effective 7/1/15.
	<ul> <li>2016-2017 Salary: 2 Options Presented (either option to be effective 7/1/16):</li> <li>Option 1: 3% salary schedule increase and restructuring of salary schedule to reduce from 33 steps to 21 steps (with \$1,000 longevity increment at year 23) and related changes;</li> <li>Or</li> <li>Option 2: 4.7% across the board salary schedule increase with no restructuring. Both of the above options include a 1% salary schedule increase (within the 3% or 4.7% total) in exchange for increasing the basic work year by 2 work days.</li> </ul>	<b>2016-2017 Salary</b> : 4.5% salary schedule increase and salary schedule restructuring to reduce from 33 to 20 steps with \$2,000 longevity at year 21, and related changes effective 7/1/16.

Article	District's Proposal	CTAB's Proposal
	<ul> <li>Other salary provisions:</li> <li>Establish signing bonuses and higher stipends for Speech Language Pathologists;</li> <li>Establish stipends for psychologists and SLP's who provide support to interns;</li> <li>Increase maximum scholarship grant for tuition expenses for unit members enrolled in specified hard-to-staff credential programs from \$1,500 to \$3,000 per year.</li> <li>Eliminate \$100 class change bonus.</li> </ul>	<ul> <li>Other salary provisions:</li> <li>Establish signing bonuses and higher stipends for Speech Language Pathologists;</li> <li>Establish stipends for psychologists and SLP's who provide support to interns;</li> <li>Increase maximum scholarship grant for tuition expenses for unit members enrolled in specified hard-to-staff credential programs from \$1,500 to \$5,000 per year;</li> <li>Eliminate coursework approval provisions for unit credit for column movement;</li> <li>Eliminate time limits for submitting units for column movement.</li> </ul>
Benefits Art. 10	Effective 1/1/16, increase District's monthly contribution caps to: • \$631 – single, • \$1,262 – 2-party, • \$1,531 – family.	Effective 1/1/16, increase District's monthly contribution caps to: • \$646 – single, • \$1,337 – 2-party, • \$1,706 – family.
	Beginning 1/1/17, increase caps to: • \$646 single, • \$1,337 – 2-party, and • \$1,706 - family.	No additional cap increase provided in 2016-17.
Class Size (Special Ed.) Art. 13	Increase SDC class size overage payment from \$5 to \$10 per student per day.	Increase SDC class size overage payment from \$5 to \$10 per student per day. Limit SDC overage to one student over maximum in contract.
Hours Art. 14	Expand the group of unit members that may use the extra paid days pursuant to Section 14.8.5 to include not only Resource Specialists, but also SDC teachers and SLPs.	Expand the group of unit members that may use the extra paid days pursuant to Section 14.8.5 to include not only Resource Specialists, but also SDC teachers, SLPs, and psychologists. Use requires advance approval by immediate supervisor and/or Special Education Director who must respond to requests within 2 work days.
	Require the District to seek and consider teacher input in developing staff development programs, and to endeavor to provide staff development activities appropriate for different grade levels, subject matter content and experience levels. Increase basic work year by 2 days (from 183 to 185 days for returning teachers, and 184 to 186 days for new teachers) beginning in 2016-17. This increase in work year is accompanied by an additional 1% salary within the above 4.7% total salary compensation offer.	Require that CTAB be a part of the decision-making process regarding the content and format of staff development programs, and require the District to endeavor to provide staff development activities appropriate for different grade levels, subject matter content and experience levels.

Article	District's Proposal	CTAB's Proposal
Leaves Article 16	<ul> <li>Add provisions on differential pay for maternity and paternity leave as required by recent legislation;</li> <li>Clarify requirement for medical certification upon return to work from sick leave;</li> <li>Update Appendix G.</li> </ul>	<ul> <li>Add provisions on differential pay for maternity and paternity leave as required by recent legislation.</li> <li>Revise military leave provisions to comply with law and District policy.</li> </ul>
Retirement Article 17	Delete obsolete language.	

### **Future CTAB Negotiation Dates**

Future negotiations dates are scheduled for March 16 and March 21, 2016.

#### Members of the CTAB Bargaining Team

CTAB representatives are: Melanie Ontiveros; Amy Swain; Joe Hermann; Radha Bala; Nadya Houston; Kris Clarke (CTA Rep.).

#### Members of the School District Bargaining Team

BUSD representatives are: Chris Mosley; Parisa Nunez; Phuong Le; Maila Nguyen; Dr. Douglas Staine; Janet Sommer (District Counsel).

## **CSEA NEGOTIATIONS**

2015-2016 negotiations for the classified and noon duty supervisor units represented by CSEA are complete. The membership of both units ratified the tentative agreements, and the Board of Trustees approved those agreements on February 23, 2016.

**CSEA 364 Classified Unit representatives** are: Heidi Perry; Laurie Andrade; MaryKay Sapirstein; Gloria Vargas; Mark Corpuz; Debbie Narvaes; James Trujillo (CSEA Rep.).

CSEA 364 Noon Duty representatives are: Rhonda Valdez; Heidi Perry; Elva Abram; Debbie Narvaes; James Trujillo (CSEA Rep.).

**BUSD representatives** are: Eduardo Luna; Lakeisha Blackshire; Tina Hsu; Dr. Joseph McCreary; Phuong Le; Maila Nguyen; Dr. Douglas Staine; Janet Sommer (District Counsel).

### **TEAMSTERS NEGOTIATIONS**

The District and Teamsters have reached a conceptual agreement to settle negotiations for two years, 2015-16 and 2016-17. The teams are scheduled to meet again on March 17, 2016 to finalize the agreement for presentation to the unit members and the Board of Trustees for vote and approval.

Teamsters Local 150 representatives are: Peter Reyes; Robert Corona; Michael Goodner; Johnny Salgado; Alan Daurie (Business Agent).

**BUSD representatives** are: Mari Fujikawa; Joann Vaars; Phuong Le; Maila Nguyen; James Bakos; Dr. Douglas Staine; Janet Sommer (District Counsel).