



BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

All Bargaining Groups Negotiations Concluded for 2019-2020

To promote transparency and open communication with the community, employees and other interested individuals, the Berryessa Union School District's Negotiation Teams will provide accurate, factual and timely updates about its negotiations with CSEA, CTAB, and Teamsters soon after each session.

The Berryessa Union School District concluded negotiations for 2019-2020 with CTAB, CSEA and Teamsters bargaining groups. Below is a summary:

California Teachers Association of Berryessa (CTAB)

Compensation

3.5% salary increase

10% additional salary increase for Speech-Language Pathologist

\$3000 annual stipend for RSP and SDC teachers

Longevity increment increases

Fringe Benefits

\$806.66 per month for employee only medical benefits

\$1,612.80 per month for two-party medical benefits

\$2,024.72 for family medical benefits

Class Size

22:1 in Transitional Kindergarten

22:1 in Kindergarten and 1st grade combination classes

29:1 in 4th and 5th grade combination classes

\$10 per student in excess of class size ratio for TK-5

Hours, Responsibilities, Work Year

Six release days for teachers teaching in the Sobrato Early Academic Language (SEAL) program

Instructional Assistant support for TK classrooms - 2.5 hours per day on MTWF and 1.0 hours TH

Other

New language on Parental Leave, Preparation Periods and School Schedule, Staffing and Staffing Ratio Calculation.

California School Employees Association (CSEA), Chapter 364

Recognition

Noon Duty Supervisors recognized as CSEA members

Noon Duty Supervisors

Noon Duty Supervisors shall receive credit for years of service prior to their inclusion in the CSEA bargaining unit

Noon Duty Supervisors shall receive seniority credit for service as Noon Duty Supervisor prior to their inclusion in the CSEA bargaining unit

Noon Duty Supervisors shall be credited longevity based on years of service prior to becoming CSEA unit members

Compensation and Benefits

3.5% salary increase

1.04% one-time off salary payment based on the 2018-2019 salary schedule

1.5 % salary increase for Occupational Therapist with National Board Certification

\$1,725 annual stipend for Masters Degree

\$1000 annual stipend for Speech-Language Pathology Assistants

\$200 stipend per day for overnight travel – Science Camp

Range 3.5, Step1- CSEA salary placement for Noon Duty Supervisors

\$1,818 per month for two-party or family medical benefits

Payroll Technicians moved from range 14.5 to range 16.5

Vacation

Reduction in amount of employment time to earn an increase in vacation accrual

Other

New language on CSEA Rights, Release Time, Probation and Evaluation, Personal Necessity, Leave Provisions, Job Descriptions, Completion of Negotiations and Reopeners, and Term.

Teamsters Local Union 150

Compensation and Benefits

3.5% salary increase

16% increase to base salary beginning the 25th consecutive year

\$792 for employee only medical benefits

\$1,559 for two party medical benefits

\$1,986 for family medical benefits

Probation and Evaluation

Evaluations for new hires is to occur the third and sixth month

Uniform and Equipment

\$200 per year for the purchase of safety-related shoes or boots

Two pair of safety shoes once a year

Vacation

Reduction in amount of employment time to earn an increase in vacation accrual

Other

New language on Leave provisions, Transportation, Discipline, Term and Execution of Agreement

**Tentative Agreement Between
California Teachers Association of Berryessa
And
Berryessa Union School District
October 14, 2019
2019-2020 Negotiations**

Tentative Agreement is retroactive to July 1, 2019 with the exceptions below.

Article 9 Compensation Article 9.6, Hourly Rate, will become active upon ratification of both parties.

Article 10 Fringe Benefits

Article 13 Class Size Article 13.2, Class Size Overages, will become active upon ratification of both parties

Article 14 Hours

Article 16 Leaves

**Tentative Agreement Between
Berryessa Union School District and
California Teachers Association of Berryessa**

October 14, 2019

ARTICLE 9: COMPENSATION

9.1 2017-2018 2019-2020 Salary Schedule Increases

9.1.1. Effective July 1, 2019 ~~2017~~, all salary schedules for the ~~2017-2018~~ **2019-2020** year shall be increased by **three point five percent (3.5%)** over the ~~2016-2017~~ **2018-2019** salary schedules.

9.1.2 The "~~2017-2018~~ **2019-2020** Regular Salary Schedule" is attached to this Agreement as Appendix C-7 ~~C1~~. The ~~2017-2018~~ **2019-2020** Psychologist Salary Schedule is attached to this Agreement as Appendix ~~C3~~ **C9**, which also reflects the additional salary payments required by Sections 9- ~~9.13.1~~ **9.14.1** and **9.14.2** ~~9.13.2~~. The **2019-2020 Speech Language Pathologist Salary Schedule** is attached to this Agreement as Appendix **C10**, which also reflects the additional salary payments required by Sections **9.16.1** and **9.16.2**. This salary schedule shall be increased by the salary schedule increase provided in section 9.1.1 (3.5% effective July 1, 2019).

9.2 Notwithstanding the ~~2017-2018~~ **2019-2020** Regular Salary Schedule that is attached as Appendix C-7 ~~C1~~, unit members who were placed at any of steps 4 to 11 of Column E on April 1, 2016, shall continue to be "y-rated" and paid according to the "~~2017-2018~~ **2019-2020** Y- Rated Salary Schedule" that is attached to this Agreement as Appendix C-8 ~~C2~~.

9.2 2018-2019 Salary Schedule Increase

~~Effective July 1, 2018, all salary schedules for the 2018-2019 year shall be increased by two and one half percent (2.5%) over the 2017-2018 salary schedule. This "2018-2019 Regular Salary Schedule" is attached to this Agreement as Appendix C4. The 2018-2019 Psychologist Salary Schedule is attached to this Agreement as Appendix C6, which also reflects the additional salary payments required by Sections 9.13.1 and 9.13.2.~~

~~Notwithstanding the 2018-2019 Regular Salary Schedule that is attached as Appendix C4, unit members who were placed at any of steps 4 to 11 of Column E on April 1, 2016, shall continue to be "y-rated" and paid according to the "2018-2019 Y-Rated Salary Schedule" that is attached to this Agreement as Appendix C5.~~

9.3 2017-2018, 2018-2019 and 2019-2020 Per Diem Two (2) Days

For the 2017-2018, 2018-19, and 2019-2020 years only, the work year for unit members who are assigned to a 183 or 184 day work year (pursuant to Article 14.8.1 and 14.8.6) shall be increased by two (2) days, and unit members shall be paid at the per diem rate for each of the two additional work days pursuant to Article 14.8.2. Beginning July 1, 2020, the work year shall return to 183/184 work days and the unit members' salary will reflect that change according to Article 14.8.2.

9.4 Experience Movement

The District shall grant the experience step movement annually, on July 1 of each year.

9.5 Initial Salary Schedule Placement

Initial column placement shall be determined by the Superintendent or designee. Initial placement into a salary column shall be based on upper division and graduate units, with one semester unit equivalent to one and one-half quarter units. Units for placement must have been earned subsequent to receiving the Bachelor's degree.

9.6 Rate for Hourly Work

The District will pay for authorized extra duties and responsibilities at the compensation rate calculated as $(.000836) \times \text{Step 1, Column C of the salary schedule}$. The extra duties and responsibilities include the following: Welcome Everybody Program (W.E.B.), Homework Center, and Supplemental Instruction, and other duties authorized by the District for supplemental pay.

9.7 Professional Growth

9.7.1 Professional employees are encouraged to pursue a Professional Growth Program composed of (a) graduate study for advanced degrees, or (b) a selection of upper division and graduate level courses designed to improve teaching ability, or (c) lower division courses in Math, Science, Computers, and Foreign Language, or courses approved in advance by the Superintendent or Designee. Salary schedule and professional growth movement regulations are delineated in Article 9.21 of this Agreement.

9.7.2 No unit member may move from one class to another on the salary schedule unless course work units are earned at an accredited university or college and the unit member complies with the other provisions contained in the Salary Schedule. The unit member should contact the Human Resources Officer if the unit member has any questions regarding whether specific courses qualify for credit toward class movement prior to taking the course. Unit members are encouraged to submit all professional growth units regardless of their placement on the salary schedule.

9.8 Master Stipend

Unit members with an earned master's degree from accredited university shall receive an annual stipend of \$1725.

9.9 Doctorate Stipend

Unit members with an earned doctorate from an accredited university shall receive a stipend of three percent (3%) of placement on the salary schedule.

9.10 ELD Compensation

Unit members who have not passed the certification for ELD, or who do not qualify for the first column of the schedule (BA + 30), shall receive 98.35% of the appropriate salary listed on the salary schedule. Effective July 1, 2016, this Section 9.10 shall not apply to unit members assigned to the following classification: Psychologist, Speech Language Pathologist, Social Worker, Nurse, or School Counselor.

9.11 National Board Certification Compensation

Unit members who successfully attain National Board Certification will receive an additional three percent (3.0%) of their placement on the Salary Schedule.

9.12 Teacher Advisors/Instructional Coaches and Librarians

Unit members assigned to serve as Teacher Advisors/Instructional Coaches or Librarians on or before September 1, 2017 shall receive an additional ten percent (10%) of their placement on the Salary Schedule. This additional pay shall not be provided to unit members initially assigned to serve as Teacher Advisors/Instructional Coaches or Librarians after September 1, 2017.

9.13 Program Specialists

Unit members employed as Program Specialists shall receive an additional ten percent (10%) of their placement on the Salary Schedule.

9.14 Psychologists

9.14.1 Increased Salary Schedule

Unit members employed as Psychologists receive an additional ten percent (10%) of their placement of the regular unit member's Salary Schedule which is reflected in the Psychologists' Salary Schedule attached as Appendices * C3, and Appendix C-6 and C-9.

9.14.2 Stipend

In addition to the salary schedule payments described in Section 9.14.1, unit members assigned as Psychologists shall receive a \$5,000 annual stipend.

9.15 **RSP/SDC/Adaptive PE/Counselor/School Social Worker Stipend**

Unit members assigned as Adaptive PE, Counselors, or School Social Workers shall receive an annual stipend of \$1,000 per year.

Unit members assigned as RSP or SDC teachers shall receive an annual stipend of ~~\$2,000~~ **\$3000** per year.

9.16 **Speech Language Pathologists Salary Schedule and Stipend**

9.16.1 **Salary Schedule: Effective July 1, 2019 and continuing thereafter, Speech and Language Pathologists shall be compensated according to a separate salary schedule, attached to this Agreement as Appendix C-10.**

9.16.2 **Stipend: Unit members employed prior to ratification of this 2019-2020 Agreement as Speech Language Pathologists shall receive an annual stipend of \$4,000 per year.**

9.17 **Intern Support Stipends**

Effective July 1, 2016, the District shall pay the following annual stipends to unit members who provide support to interns pursuant to formal internship programs:

- 9.17.1 Unit members assigned as Psychologists shall be paid a stipend for providing support to psychologist interns (up to maximum of three interns) under the psychologist internship program.
- 9.17.2 Unit members assigned as Speech Language Pathologists shall be paid a stipend for providing support to SLP interns (up to a maximum of three interns) under the SLP internship program.
- 9.17.3 The stipend provided to psychologists and SLPs pursuant to this Section 9.17 shall be \$1,000 for the first intern, and \$500 for each additional intern up to a maximum of three interns (\$2,000).

9.18 **Special Activities Stipends**

The following stipends shall be paid to unit members assigned to perform the duties listed below (unless otherwise indicated, each listed stipend is an annual stipend):

- 9.18.1 State Test Coordinator: \$500;
- 9.18.2 Gifted and Talented Education (GATE) Coordinator: \$500;
- 9.18.3 English Language Development (ELD) Coordinator: \$500;
- 9.18.4 Middle School Extracurricular Sports Coaches: \$1,000 per season per sport;

- 9.18.5 AVID Director: \$1,500;
- 9.18.6 Middle School Activities Director: \$1,500;
- 9.18.7 Middle School Athletic Director: \$2,500;
- 9.18.8 Site Technology Lead: \$1,000; and
- 9.18.9 Unit members assigned to accompany students on overnight education trips (e.g. science camp) and unit members required to accompany students on performances requiring an overnight stay: ~~\$150~~ \$200 per night.

9.19 **Unit Members Assigned to Work More Than the Basic Work Year**

The salary schedule for unit members assigned to positions with a work year in excess of 183/184 days as stated in Article 14, Sections 14.8.1.1 – 14.8.1.7 shall be increased on a per diem basis. The full annual salary for Psychologists' 194-day work year is included in the Psychologist salary schedules attached as Appendix C3 and Appendix C6, and no extra per diem pay shall be provided.

9.20 **Scholarship Grants Tuition Reimbursement for Areas of Special Needs**

Scholarship grants will be provided for tuition expenses and certification-examination fees for unit members enrolled in programs, which result in credentials or certificates in special education, English-as-a-Second-Language (ESL), bilingual education, mathematics, and science. The maximum grant per fiscal year for tuition expenses will not exceed \$3,000 per year. Certification-examination fees will be paid upon proof of certification. Recipients of grant funding pursuant to this Section 9.20 must sign an agreement to remain employed with the District for two (2) years, or to repay the grant funding.

9.21 **Professional Growth Program**

Unit members are encouraged to pursue a Professional Growth Program composed of:

- 9.21.1 Graduate study for advanced degrees,
- 9.21.2 A selection of upper-division and graduate-level courses designed to improve teaching ability, or
- 9.21.3 Lower-division courses in mathematics, science, computers, and foreign language, or courses approved in advance by the superintendent or designee.
- 9.21.4 No unit member may move from one column to another on the salary schedule unless course work units are earned at a C/Pass grade or better from an accredited university or college. If the unit member has any questions regarding whether specific courses qualify for credit toward column movement,

the unit member should contact the Human Resources Department, prior to taking the course.

- 9.21.5 Official transcripts must be on file in the Human Resources Department to verify column placement, and no change in salary may be approved before transcripts are received. Transcripts received by November 1 may apply toward current year's placement and salary will be adjusted to the beginning of the school term. Transcripts received after November 1, but before March 1, may apply toward current year's placement and salary will be adjusted to date the units were completed, but not earlier than the beginning of the school year. Transcripts received on or after March 1 will be recognized for column placement the following year.

9.221.6 Longevity Increments (non-cumulative)

22nd – 25th year \$2000

26th – 29th year \$3000

30th year and after \$4000

Dated: 10/14/19

For the District:

Darin Dot

Dated: 14 October 2019

For the Association:

Melanie Atkins

Tentative Agreement Between
Berryessa Union School District and
California Teachers Association of Berryessa
October 14, 2019

ARTICLE 10: FRINGE BENEFITS

The District will make available medical, vision, and dental insurance programs and will contribute toward premiums for these insurance programs as described in this Article.

I. **10.1 Medical Premiums**

Medical benefits will be provided by participation in the CalPERS Health Benefits Program, the Public Employees' Medical and Hospital Care Act (PEMHCA). Unit members may choose any one of the plans offered by CalPERS, and must comply with all applicable rules and regulations of the CalPERS Health Benefits Program and PEMHCA. The District shall make contributions toward CalPERS medical premiums for the unit members as described below.

10.1.1 District Basic Contribution for Medical Premiums

California Government Code Section 22892 requires the District to contribute a minimum monthly amount per eligible full-time unit member for an approved CalPERS health plan option, and this required District Basic Contribution amount increases annually. The District will contribute the amount required by Government Code Section 22892, and this amount shall be the District's Basic employee only medical benefits contribution. This basic contribution is required only to the extent that it is mandated by law and only as long as the District participates in the PEMHCA plan.

10.1.2 District Supplemental Benefits Contribution for Medical Premiums

~~10.1.2.1 Beginning April 1, 2016, the District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that, when added to the District Basic Contribution in Section 10.1.1 will not exceed the following monthly amounts:~~

~~10.1.2.1.1 For unit members enrolled in employee-only medical benefits plans: \$646.~~

~~10.1.2.1.2 For unit members enrolled in two-party medical benefits plans: \$1,337.~~

~~10.1.2.1.3 For unit members enrolled in family medical benefits plans \$1,706.~~

10.1.2.2 Beginning the first day of the month in ~~2018~~ after the Board of Education approves and CTAB ratifies this revised **2019-2020** Agreement, the District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that, when added to the District Basic Contribution in Section 10.1.1, will not exceed the following monthly amounts:

10.1.2.2.1 For unit members enrolled in employee only medical benefits plans: ~~\$768.25~~ **\$675**.

10.1.2.2.2 For unit members enrolled in two-party medical benefits plans: ~~\$1536.50~~ **\$1,400**.

10.1.2.2.3 For unit members enrolled in family medical benefits plans ~~\$1928.30~~ **\$1,785**.

10.1.2.3 Effective with the 2020 medical benefit plan year (i.e., January 1, 2020) the District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that, when added to the District Basic Contribution in Section 10.1.1, will not exceed the monthly amounts provided in section 10.1.2.2 plus five percent (5%) to equal the following amounts:

10.1.2.3.1 For unit members enrolled in employee only medical benefits plans: \$806.66.

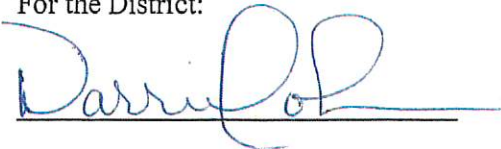
10.1.2.3.2 For unit members enrolled in two-party medical benefits plans: \$1612.80.

10.1.2.3.3 For unit members enrolled in family medical benefits plans: \$2024.72.

10.1.2.4 ~~3~~ If both spouses are unit members, any employee contribution to medical premiums up to the full Kaiser family premium will be paid by the District.

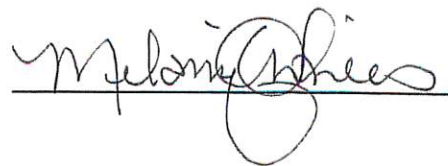
Dated: 10/14/19

For the District:



Dated: 14 October 2019

For the Association:



**Tentative Agreement Between
Berryessa Union School District and
California Teachers Association of Berryessa**

October 14, 2019

ARTICLE 13: CLASS SIZE

The changes to this Article 13 made in settlement of 2017-2018 2019-2020 negotiations shall be effective on the first-day of the month after the District governing board and CTAB have approved the revised agreement.

13.1 Staffing

13.1.1 Staff will be assigned according to regular staffing ratios that shall not exceed for following:

13.1.1.1 22:1 at TK level;

13.1.1.2 24:1 at TK-3 level;

13.1.1.3 ~~2~~ 30.5:1 at grades 4-5 level; and

13.1.1.4 ~~3~~ 32:1 at the middle school

13.1.1.5 There shall be no TK/K combination classes.

13.1.1.6 22:1 K/1 combination classes

13.1.1.7 29:1 4/5 combination classes

13.1.2 Staffing Ratio Calculation

13.1.2.1 Grade TK

For purposes of determining the grade TK staffing ratio, divide the total enrollment at the school in grades TK by 22. The resulting quotient represents the number of teachers necessary to maintain the 22:1 staffing ratio. If the quotient is not a whole number, it will be rounded up if any fractional amount is equal to or greater than 0.5, and rounded down if any fractional amount is less than 0.5. The 22:1 staffing ratio will be deemed met if the school's total TK enrollment at the school divided by the number of teachers assigned to teach grades TK-3 is 22.49 or less.

13.1.2.1 2 Grades \pm K-3

For purposes of determining the grade \pm K-3 staffing ratio, divide the total enrollment at the school in grades \pm K-3 by 24. The resulting quotient represents the number of teachers necessary to maintain the 24:1 staffing ratio. If the quotient is not a whole number, it will be rounded up if any fractional amount is equal to or greater than 0.5, and rounded down if any fractional amount is less than 0.5. The 24:1 staffing ratio will be deemed met if the school's total \pm K-3 enrollment at the school divided by the number of teachers assigned to teach grades \pm K-3 is 24.49 or less.

13.1.2.3 2 Grade 4-5

For purposes of determining the grade 4-5 staffing ratio, divide the total enrollment at the school in grades 4-5 by 30.5. The resulting quotient represents the number of teachers necessary to maintain the 30.5:1 staffing ratio at the school. If the quotient is not a whole number, it will be rounded up if any fractional amount is equal to or greater than 0.5, and rounded down if any fractional amount is less than 0.5. The 30.5:1 staffing ratio will be deemed met if the school's total grade level enrollment in grades 4-5 divided by the number of teachers assigned to teach those grades is 30.49 or less.

13.1.2.4 3 Grade 6-8

For purposes of determining the grade 6-8 staffing ratios, divide the total enrollment at the school in grades 6-8 by 32. The resulting quotient represents the number of teachers necessary to maintain the 32:1 staffing ratio at the school. If the quotient is not a whole number, it will be rounded up if any fractional amount is equal to or greater than 0.5, and rounded down if any fractional amount is less than 0.5. The 32:1 staffing ratio will be deemed met if the school's total grade level enrollment in grades 6-8 divided by the number of teachers assigned to teach those grades is 32.49 or less.

13.1.3 Grade TK-3 Alternative Staffing Ratio

Pursuant to Education Code Section 42238.02 (d) (3), the parties agree to an alternative annual average class enrollment requirement for each school site in grades TK-3, including Transitional Kindergarten, as set forth in this Section 13.1.3. The regular TK-3 staffing ratio defined in Section 13.1.1.1 may be exceeded at a school site if the District makes the class size payments required by Sections 13.2.5.1 and 13.2.5.2. The alternative annual average class enrollment authorized by this Section 13.1.3 shall not be more than two (2) students above the regular TK-3 staffing ratio set forth in Section 13.1.1.1

(i.e., no more than 24:1 for TK, 26:1 for K-3, and 24:1 for K/1 combination classes).

Within fifteen (15) days of the District's request, CTAB agrees to reopen negotiations on the TK-3 alternative ratio if any audit guidelines, regulations issued by the State Board, or directives from the State Department of Education or State Controller's office are issued that are inconsistent with the language set forth in this Article 13.

- 13.1.4 For the purpose of staffing at the beginning of the school year, as soon as the average regular class size in a school exceeds the staffing ratio per school, the principal shall contact the District Office and determine what action can be taken to accommodate the excess of students in the school. The District will take action as soon as practicable, and in no instance later than 20 school days from the beginning of the school year. The required action shall include, but need not be limited to the overload provisions of Section 13.2 below.
- 13.1.5 At the middle school, different strategies may be employed to maintain the 32:1 ratio, including allowing existing staff to teach extra sections, up to a maximum of ten (10) sections at each middle school.
 - 13.1.5.1 Teachers who agree to teach an extra period shall receive compensation based on the following formula: base salary x $.167/180$ = rate per section per day which will not be creditable to the STRS Defined Benefits Plan, but may be credited to the STRS Supplemental Plan. If the period occurs during the periods 1-6, teachers shall be required to extend their school day by one period. Teachers electing this option shall conform to Article 14.4.
 - 13.1.5.2 The site administrator and school staff will determine variations in class size according to program needs.
 - 13.1.5.3 Special Education staff shall not be included in determining student ratio.

13.2 Class Size Overage Payments

13.2.1 Grade TK-3 Class Size Overage Payments

13.2.1.1 Unit members assigned as classroom teachers in TK or a K/1 combination class shall be paid \$10 per student per day for each student in excess of 22 students in the class.

13.2.1.2 Unit members assigned as classroom teachers in grades K-3, shall be paid \$7 \$10 per student per day for each student in excess of 24 students in the class.

13.2.2 Grades 4-5 Class Size Overage Payments

Unit members assigned as classroom teachers in grades 4-5, shall be paid \$7 \$10 per student per day for each student in excess of 31 students in the class. Unit members assigned as classroom teachers in a grades 4/5 combination shall be paid \$10 per student per day for each student in excess of 29 students in the class.

13.2.3 **Combination Class Calculation:**

For purposes of calculating staffing ratios and class size payments at elementary schools, a combination class shall be counted as part of the lowest grade level in the combination (e.g., a grade 3/4 combination will be counted as a grade 3 class).

13.2.4 **Middle School Grade-Level Staffing/Class Size Payment Penalty**

The District will provide class size payments in middle schools to any teacher when the total number of students enrolled in the teacher's classes exceeds the following numbers:

- 160 students in required core classes in math, science, English language arts, social sciences, and any English Language Development classes in these required core subjects;
- 180 students in physical education classes;
- 170 students in elective classes other than music;
- 210 students in music classes.

The middle school class size payment shall be \$2 per day per student in excess of the number of students listed above. The student thresholds listed above shall be prorated if the teacher is assigned to teach classes in more than one of the subject areas listed above.

13.2.5 **General Class Size Payment**

13.2.5.1 The District will endeavor to balance class enrollments at grade levels at each school to the extent such balancing is reasonably practicable and meets the needs of the District and students' instructional needs.

13.2.5.2 No class size payments shall be assessed during the first ~~attendance~~ ~~accounting period~~ **twenty (20) student instructional days** of each school year. (This does not apply to SDC class size payments required under Section 13.3.5 which begin ~~s~~ on the first day of school.) ~~Attendance accounting periods are approximately 20 student instructional days.~~

13.2.5.3 Class size overage payments will be calculated on a daily basis, and included on the end of month pay warrant for the month during which the overage occurs, or the immediately following month.

13.2.5.4 All class size payments shall be prorated for part-time teachers.

13.3 Provisions for Special Education Teachers

13.3.1 The District will follow the caseload limits for Resource Specialist as set forth in Education Code 56362 (28).

13.3.2 The District will follow the instructional adult to child ratios for 3-5-year-olds to the extent required by Education Code 56441.5 (1 to 5).

13.3.3 K-8 Speech Language Pathologists (SLP) therapists shall have a caseload not to exceed 55 unless Education Code 56363.3 is revised. The caseload shall not exceed the number specified in the Education Code.

13.3.4 Speech Language Pathologist (SLPs) who serve 3-5-year-olds shall have a caseload not to exceed 40 unless Education Code 56441.7 is revised. The caseload shall not exceed the number specified in the Education Code.

13.3.5 If Special Day Classes exceed the following maximums, the District shall pay the teachers in those classes the amounts specified in Section 13.3.5.3.

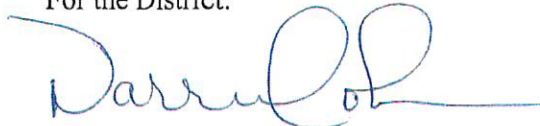
13.3.5.1 Moderate to Severe (in all schools): 10 students per teacher.

13.3.5.2 Mild to Moderate (in elementary schools only): ~~13~~ 14 students per teacher.

13.3.5.3 If the number of students assigned to Special Day Classes exceeds the amounts specified in Sections 13.3.5.1 and 13.3.5.2, the teachers assigned to those classes shall receive a payment of \$20/student/day for each student in the Special Day Class over the specified amounts. In addition to the payment required by this Section 13.3.5.3, if the number of students assigned to an SDC class exceeds the amounts specified in Sections 13.3.5.1 or 13.3.5.2 by one (1) or more students, the Special Education Director shall, upon the request of the affected SDC teacher, meet to discuss options for providing additional support to the SDC teacher in serving the students assigned to the SDC class.

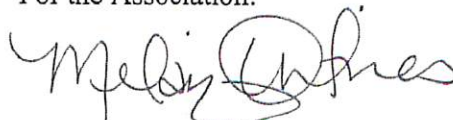
Dated: 10/14/19

For the District:



Dated: 14 October 2019

For the Association:



COPY

**Tentative Agreement Between
Berryessa Union School District and
California Teachers Association of Berryessa
June 11, 2019**

ARTICLE 14: HOURS, RESPONSIBILITIES, WORK YEAR

14.1 Work Day and Responsibilities

- 14.1.1 Unit members shall be at their respective work sites at least one-half (1/2) hour prior to their first scheduled class of the student day.
- 14.1.2 The school day for students is set forth in Section 14.11. The regular student contact day for a classroom teacher will be a minimum of:
 - 14.1.2.1 280 minutes TK-3
 - 14.1.2.2 300 minutes 4-5
 - 14.1.2.3 260 minutes 6-8
- 14.1.3 In addition, unit members are responsible for the following:
 - 14.1.3.1 Implementing the classroom instructional program with students;
 - 14.1.3.2 Planning for the implementation of the classroom instructional program;
 - 14.1.3.3 Planning and implementing extracurricular activities for students;
 - 14.1.3.4 Supervising the conduct and providing for the safety of children using the playground or building, including yard duty;
 - 14.1.3.5 Reporting to parents and students on student progress;
 - 14.1.3.6 Participating in groups and activities that include District parents and staff working jointly for the improvement of the educational program;
 - 14.1.3.7 Participating in Back-to-School and Open House;
 - 14.1.3.8 Fulfilling other assigned activities when provided release time from normal instructional activities, and
 - 14.1.3.9 Adjunct duties as defined in Section 14.2 below.

14.2 Adjunct Duties

- 14.2.1 Adjunct duties are part of a unit member's required responsibilities, are divided into District and Site requirements, and are not compensated with additional pay.
- 14.2.2 Required District-wide adjunct duties include, but are not limited to, department leadership, site council membership, and leadership team.
- 14.2.3 Required Site adjunct duties will consist of those duties that are decided by the staff in collaboration with the site administrator.
- 14.2.4 The leadership team at each site in collaboration with the site administrator will annually determine the fair and equitable distribution of adjunct duties.
- 14.2.5 In determining the distribution of adjunct duties, the leadership team and site administrator shall consider the additional workload associated with special education unit members' regular professional responsibilities and make appropriate adjustments. Such adjustments may include a decision not to assign adjunct duties to special education unit members.
- 14.2.6 Special education teachers who have not attained permanent status will not be required to perform adjunct duties.

14.3 Lunch Period

All unit members shall be entitled to a minimum duty-free lunch period of thirty (30) minutes per day.

14.4 Preparation Periods and School Schedule

- 14.4.1 The middle school schedule shall include:
 - 14.4.1.1 A 6-period day schedule including 5 instructional periods and 1 period set aside exclusively for teacher preparation and planning.
 - 14.4.1.2 In addition to (1) above, 1 homeroom/advisory period shall be included in the middle school schedules.
- 14.4.2 Elementary special day class and middle school RSP/SDC teachers shall receive the equivalent of six (6) days per year of release time which shall occur on unit member work days during the student instructional year (can be broken into half days) to provide additional time to be used for IBPs, testing, and related special education duties. The release time must be requested at least ten (10) days in advance, is subject to approval of the site administrator, and may not be taken adjacent to scheduled school holidays or vacation breaks.

14.4.3 Pre-K, and TK-8 teachers will be provided preparation time on at least 18 days per school year when students are released early. This time will be reserved exclusively for teacher preparation. Other early released days will be utilized for activities determined by the District.

14.4.4 In addition, Teachers in grades 4-5 will be provided two 50-minute preparation periods during each full week of instruction. Grade 4-5 teachers will be encouraged by the parties to develop a core curriculum approach to further reduce the requirement for multiple subject preparation.

14.4.5 Teachers teaching in the SEAL program shall have six (6) release days available which shall occur on unit member work days during the student instructional year for preparation and planning activities directly related to the SEAL program.

14.5 **Mandatory Staff, Grade-Level, and Staff Development Meetings on Early Release Days**

On days on which students are released early, faculty meetings, grade level/department meetings, staff development, and other mandatory District or site directed activities shall be scheduled to commence as soon as practicable, but not later than 15 minutes after the student instructional day ends. These activities shall be no more than 90 minutes long on early release days.

14.6 **Schedule Development**

14.6.1 Each site staff in collaboration with the site administrator shall:

14.6.1.1 Develop a daily and weekly schedule that provides for the required minutes of instruction and lunch time.

14.6.1.2 Establish the frequency and length of staff meetings, and establish the guidelines for development of the agenda. However, the site administrator may call special school level staff meetings in an emergency (see Appendix B).

14.6.1.3 Develop and implement a process to place students equitably at each grade level based upon their unique needs.

14.6.1.4 Establish a break/yard duty schedule that is equitable and promotes staff wellness.

14.6.2 See Appendix B for collaboration definition.

14.7 **Voluntary Activities**

All supplemental pay activities and special activities stipends listed in Article 9, Sections 9.6 and 9.18 are voluntary. If no unit members volunteer, the District shall make all

reasonable efforts to find non-unit District employees or persons not employed by the District to perform the duties. If the District cannot meet the identified student needs through these efforts, the site administrator may assign the duty to unit member(s). Performance of these extra duties will not be considered in the equitable allocation of the adjunct duties.

14.8 Work Year

14.8.1 The basic work year shall be 184 days for new unit members and 183 for returning unit members (185/186 for the school years 2017-18, 2018-19, and 2019-20 only as stated in Section 14.8.6), with the following exceptions:

14.8.1.1	Psychologist	194
14.8.1.2	Program Specialist	194
14.8.1.3	Counselor	194
14.8.1.4	Librarian	194
14.8.1.5	Nurse	196
14.8.1.6	Teacher Advisor/Instructional Coach	192
14.8.1.7	School Social Worker	186

The reduction in the work year (and associated pay reduction pursuant to Section 14.8.2) for school social workers from 196 days to 186 days shall apply to unit members first employed as school social workers on or after the date that the revisions to this Article 14 are approved by the Governing Board. The work year for unit members employed as school social workers before this date remains 196 days unless the unit member elects to reduce the work year. A unit member employed as a school social worker prior to the date the work year changes are approved by the Governing Board may elect to have their work year reduced pursuant to this section by notifying the District of the decision to reduce the work year on or before June 30 of any year, and once the reduced work year is elected the unit member may not elect to increase it.

14.8.2 Any increase in the length of the year shall result in an increase of one current salary per diem for each day of increase. Any reduction in the work year shall result in a salary reduction of one per diem for each day of reduction.

14.8.3 If program needs arise, unit members can request increased days in their work year on an as needed basis.

14.8.4 Psychologist, Program Specialist, Counselor, Nurse, Teacher Advisor/Instructional Coach, School Social Workers, and Librarian workdays will be scheduled by the appropriate administrator in collaboration with the

individual before the school year begins. During the school year, the workday schedule established pursuant to this section may be amended by the appropriate administrator in collaboration with the unit member.

- 14.8.5 For the Psychologists, Resource Specialist, Special Day Class teachers, and Speech Language Pathologists the District will budget a pool of extra paid days that these unit members may utilize. Individual requests for such days must be submitted by the unit member to the Director of Special Education with a copy to the immediate supervisor. The Director of Special Education has the discretion to approve or deny requests, and shall respond to requests for approval within five (5) working days after receipt. The additional days will be paid at the per diem rate.
- 14.8.6 For the 2017-18, 2018-19, and 2019-20 years only, the work year for unit members who are assigned to a 183 or 184 day work year pursuant to Section 14.8.1 shall be increased by two (2) days from 184 to 186 days for new unit members and 183 to 185 days for returning unit members, and unit members shall be paid at the per diem rate for each of the two additional work days during the 2017-18, 2018-19, and 2019-20 years only as stated in Article 9.4. Beginning July 1, 2020, the work year shall return to 183/184 work days and the unit members' salary will reflect that change according to Article 14.8.2

14.9 Work Calendar

- 14.9.1 The basic work year for unit members shall consist of 183 work days and 180 instructional days (185/186 for the school years 2017-18, 2018-19, and 2019-20 only).

14.9.2 Development of Work Calendar

Each year the parties will negotiate the work calendar for unit members. Prior to the onset of negotiations, and no later than the end of February, a draft of the work calendar will be submitted to the parties by a committee consisting of two members selected by the Association and two by the District.

14.10 Elementary School Parent Conferencing

- 14.10.1 Parent conferencing on student progress shall be scheduled and performed before or after the regular school day during a three-week period designated by the site staff in collaboration with the site administrator in each of the first and second trimesters or quarters unless the staff and the site administrator at the school site agree to schedule parent conferences on ten (10) minimum days (5 days in the fall and 5 days in the spring to be agreed upon prior to the end of school in the previous year) and adjust the remaining school days sufficient instructional minutes to meet the minimum annual instructional minute standard for students.

- 14.10.2 Each teacher shall submit the schedule of parent conferences to be held at the school site in writing to the teacher's principal prior to the start of each conference period. Teachers shall provide all parents with an opportunity to schedule a conference. Parent conferences shall be scheduled where special needs and concerns are present.
- 14.10.3 The District will provide teachers in grades 4 through 5 with release time for two (2) additional parent conferencing days, one in the fall, and one in the spring. The school site administrator will schedule these days in order to ensure the employment of substitute teachers. The District will make all reasonable efforts to adhere to the established substitute schedule, and will not arbitrarily cancel the scheduled substitutes.
- 14.11 **Instructional Minutes Per Day and Year**
- 14.11.1 The school day for students shall provide for the following:
- 14.11.1.1 **Transitional Kindergarten**
- An average of 240 minutes of instruction daily, inclusive of 20 minutes of recess, and a minimum of an annual total of 360 additional minutes of contingencies. The students' instructional day shall be no less than 180 minutes.
- 14.11.1.2 **Kindergarten**
- An average of 260 minutes of instruction daily excluding recess, and a minimum of an annual total of 360 additional minutes of contingencies. The students' instructional day shall be no less than 240 minutes.
- 14.11.1.3 **Grades 1, 2, 3**
- An average of 280 minutes of instruction daily excluding recess, and a minimum of an annual total of 504 additional minutes for contingencies. The students' instructional day shall be no less than 240 minutes.
- 14.11.1.4 **Grades 4 & 5 and Alternative 6, 7, 8**
- An average of 300 minutes of instruction daily excluding recess, and a minimum of an additional 504 minutes annually for contingencies. The students' instructional day shall be no less than 240 minutes.
- 14.11.1.5 **Middle School: Grades 6, 7, 8**

An average of 310 minutes of instruction daily, exclusive of passing time. The students' instructional day shall be no less than 240 minutes.

14.11.2 Extension of Kindergarten Day

14.11.2.1 Extended Day Kindergarten Begins in 2018-19

The extension of the instructional day for Kindergarten students shall become effective in the 2018-2019 school year.

Notwithstanding any other provisions of this Agreement, the extended day Kindergarten schedule shall be non-staggered, and shall include the following:

- On Mondays, Tuesdays, Wednesdays, and Fridays, the regular student instructional day for all Kindergarten students shall be 300 minutes including recesses of not more than a total of 30 minutes;
- On adjusted Thursdays, the regular student instructional day for all Kindergarten students shall be 240 minutes.

Notwithstanding the regular extended day Kindergarten schedule described above, during the first four weeks of the school year, the Kindergarten student instructional day will be shortened to the length of the Thursday adjusted day to allow Kindergarten teachers additional time to provide the following services to students:

- Individualized student assessments using District-required assessments and related assessment methods;
- Conferences with parents regarding their students' needs and placement; and
- Related activities to prepare the instructional program.

14.11.2.2 Instructional Support for Extended Day Kindergarten

In order to assist Kindergarten teachers to meet the needs of Kindergarten students during the longer day beginning in the 2018-2019 school year the District will provide direct instructional support (e.g. by assigning a classified instructional assistant or similar instructional support provider) to students in each Kindergarten class for 2.5 hours per day on Mondays, Tuesdays, Wednesdays, and Fridays, and 1.0 hours on Thursdays. In the event the assigned instructional support provider is temporarily absent or unavailable, the District will make reasonable efforts to secure a substitute or arrange for comparable alternate instructional support.

14.11.2.3 Planning Time for Kindergarten Teachers

For the 2017-2018 school year only, the District shall use one District staff development Thursday in March, April, and May to provide time for the District and Kindergarten teachers to work together to plan for the extended Kindergarten program.

For the 2018-2019 school year only, the District shall provide training and time to allow Kindergarten teachers to review student data and plan for implementation of Extended Day Kindergarten on the second District-wide professional development day of the year.

Beginning in the 2018-2019 school year, unit members assigned to teach Kindergarten shall be paid on an hourly basis for up to seven hours before the work year begins to assess incoming Kindergarten students and plan for the instruction of those students.

On Mondays, Tuesdays, Wednesdays and Fridays, unit members assigned to teach Kindergarten shall be allowed to engage in on-site teacher-directed collaboration and preparation activities during the period from the end of the regular student instructional day for Kindergarten students until the end of the regular student instructional day for students in grades 1-3.

14.11.3 Transitional Kindergarten Intervention/Enrichment

Unit members assigned to teach Transitional Kindergarten shall provide forty-five (45) minutes of enrichment to students assigned to their TK classes each Monday, Tuesday, and Wednesday.

On Fridays, unit members assigned to teach Transitional Kindergarten shall use the time after their students' dismissal to engage in teacher-directed preparation, planning, and collaboration pertaining to their programs.

14.11.3.1 Instructional Support for Transitional Kindergarten

In order to assist TK teachers to meet the needs of TK students, the District will provide direct instructional support (e.g. by assigning a classified instructional assistant or similar instructional support provider) to students in each TK class for 2.5 hours per day on Mondays, Tuesdays, Wednesdays, and Fridays, and 1.0 hours on Thursdays. In the event the assigned instructional support provider is temporarily absent or unavailable, the District will make reasonable efforts to secure a substitute or arrange for comparable alternate instructional support.

14.11.4 Minimum Days

The Superintendent may authorize minimum school days as defined in the California Education Code for parent-teacher conferences, in-service education and special events. If minimum school days are authorized, students shall be provided at least the same number of annual instructional minutes specified in this Section or required by law. /

14.12 Substitute Services

14.12.1 Middle School Level

Unit members at the middle school who serve as substitutes shall be compensated at the hourly rate for each period that they serve as a substitute.

14.12.2 Elementary School Level

Unit members at the elementary school level who are required to have students temporarily placed in their classes in lieu of hiring substitutes for absent teachers' classes will receive payment for each student temporarily placed in their classrooms for any day in which the student(s) is/are placed in the teachers' classroom for one hour or more. The amount of the per student payment shall be calculated based on the District's current short-term daily substitute rate divided by 24 (e.g. if the daily substitute rate is \$150, the per student payment pursuant to this section shall be \$6.25).

14.13 Additional Assignments

Summer School assignments, temporary administrative assignments, and special summer projects (such as curriculum development, etc.) shall not fall under the provisions of this Article.

14.14 Professional Development

In the development of staff development programs, the District shall seek and consider input from teachers and CTAB regarding the content, format, and scheduling of the programs. The District shall endeavor to provide differentiated staff development activities appropriated for different grade levels, subject matter content, and experience levels.

Dated: 6/12/19
For the District:

Darrin [Signature]

Dated: 12 June 2019
For the Association:

[Signature]

**Tentative Agreement Between
Berryessa Union School District and
California Teachers Association of Berryessa
February 11, 2019**


Article 16 LEAVE PROVISIONS

16.6.3 Eligibility for Parental Leave Differential Pay

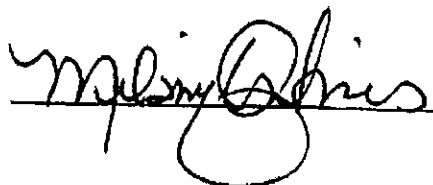
Parental leave differential pay granted pursuant to this Section 16.6 shall be allowed for unit members whose child was born or placed for adoption on or after January 1, 2016. During each school year, when a unit member has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his or her duties on account of parental leave pursuant to Government Code Section 12945.2 for a period of up to twelve (12) work weeks whether or not the absence arises out of or in the course of the employment of this employee, the amount deducted from the salary due the unit member for any of the additional twelve (12) work weeks in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill the unit member's position during the absence or, if no substitute was employed, the amount that would have been paid to the substitute had a substitute been employed. In any event, the unit member shall receive at least 50 percent of his or her regular salary. The District shall make every reasonable effort to secure the services of a substitute teacher.

All of the eligibility requirements for using CFRA leave under Government Code Section 12945.2 apply to the use of parental leave except, to the extent required by law (Education Code Section 44977.5(d)), a unit member shall not be required to have 1,250 hours of service with the District during the previous 12-month period in order to be eligible for parental leave difference pay.

Dated: February 11, 2019
For the District:



Dated: 11 Feb '19
For the Association:



BERRYESSA UNION SCHOOL DISTRICT
1376 Piedmont Road
San Jose, CA 95132

Regular 2019-20 Teachers Salary Schedule Effective 07/01/2019 3.5%

183 Days

Appendix C7

Master Stipend \$1,725

RSP/SDC stipend \$3,000

Counselor stipend \$1,000

School Social Worker Stipend \$1,000

Doctoral Stipend 3% of cell placement

District Librarian

Program Specialist

Teacher Advisor/Instructional Coach

10% of cell placement

For Employees in the position prior to February 27, 2018 ONLY

Hourly Rate \$51.25

Without ELD certification

.9835 of cell placement

Work Year

Counselor 194 days

Program Specialist 194 days

Librarian 194 days

Nurse 196 days

Teacher 183 days

Teacher 183 days

Advisor/Instructional Coach 192 days

School Social Worker 196 days
After February 27, 2018 186 days

Longevity:

Year 22 - 25 add \$2,000 to Year 21

Year 26 - 29 add \$3,000 to Year 21

Year 30 and after add \$4,000 to Year 21

Step\Range	C			D			E			F			G		
	BA+30	MA	BA+45	MA	BA+60	MA	BA+75	MA	BA+90	MA	BA+90	MA	BA+90	MA	BA+90
1	61,298	63,023	62,500	64,225	63,702	65,427	64,044	65,769	67,188	68,913	67,188	68,913	67,188	68,913	67,188
2	62,500	64,225	63,702	65,427	64,903	66,628	66,947	68,672	70,089	71,814	70,089	71,814	70,089	71,814	70,089
3	63,702	65,427	64,903	66,628	66,337	68,562	69,845	71,570	72,988	74,713	72,988	74,713	72,988	74,713	72,988
4	64,903	66,628	66,462	68,187	69,722	71,447	72,740	74,465	75,888	77,613	75,888	77,613	75,888	77,613	75,888
5	66,219	67,944	70,643	72,368	72,613	74,338	75,639	77,364	78,786	80,511	78,786	80,511	78,786	80,511	78,786
6	69,118	70,843	73,869	75,594	75,500	77,225	78,539	80,264	81,667	83,392	81,667	83,392	81,667	83,392	81,667
7	72,019	73,744	77,089	78,814	78,384	80,109	81,442	83,167	84,586	86,311	84,586	86,311	84,586	86,311	84,586
8	74,918	76,643	80,312	82,037	81,271	82,996	84,344	86,069	87,488	89,213	87,488	89,213	87,488	89,213	87,488
9	77,816	79,541	83,536	85,261	84,157	85,882	87,243	88,968	90,380	92,105	90,380	92,105	90,380	92,105	90,380
10	77,816	79,541	86,755	88,480	87,042	88,767	90,140	91,865	93,281	95,006	93,281	95,006	93,281	95,006	93,281
11	77,816	79,541	86,755	88,480	89,929	91,654	93,040	94,765	96,181	97,906	96,181	97,906	96,181	97,906	96,181
12	77,816	79,541	86,755	88,480	91,456	93,181	95,939	97,664	99,078	100,803	99,078	100,803	99,078	100,803	99,078
13	77,816	79,541	86,755	88,480	92,983	94,708	98,840	100,565	101,978	103,703	101,978	103,703	101,978	103,703	101,978
14	77,816	79,541	86,755	88,480	94,510	96,235	98,840	100,565	101,978	103,703	101,978	103,703	101,978	103,703	101,978
15	77,816	79,541	86,755	88,480	96,038	97,763	102,234	103,959	105,375	107,100	105,375	107,100	105,375	107,100	105,375
16	77,816	79,541	86,755	88,480	96,038	97,763	102,234	103,959	105,375	107,100	105,375	107,100	105,375	107,100	105,375
17	77,816	79,541	86,755	88,480	99,093	100,818	105,627	107,352	108,771	110,496	108,771	110,496	108,771	110,496	108,771
18	77,816	79,541	86,755	88,480	99,093	100,818	105,627	107,352	108,771	110,496	108,771	110,496	108,771	110,496	108,771
19	77,816	79,541	86,755	88,480	102,150	103,875	109,023	110,748	112,168	113,893	112,168	113,893	112,168	113,893	112,168
20	77,816	79,541	86,755	88,480	102,150	103,875	109,023	110,748	112,168	113,893	112,168	113,893	112,168	113,893	112,168
21	77,816	79,541	86,755	88,480	103,677	105,402	110,721	112,446	113,864	115,589	113,864	115,589	113,864	115,589	113,864

Unit members who work 183/184 workdays will be paid for two (2) additional work days at per-diem rate for School Year 2018-19 and 2019-20 only

Board Approve Date

Date

Signature

BERRYESSA UNION SCHOOL DISTRICT
1376 Piedmont Road
San Jose, CA 95132

Y Rated 2019-20 Teachers Salary Schedule Effective 07/01/2019 3.5%

183 Days

Step\Range	C			D			E			F			G		
	BA+30	MA		BA+45	MA		BA+60	MA		BA+75	MA		BA+90	MA	
1	61,298	63,023		62,500	64,225		63,702	65,427		64,044	65,769		67,188	68,913	
2	62,500	64,225		63,702	65,427		64,903	66,628		66,947	68,672		70,089	71,814	
3	63,702	65,427		64,903	66,628		66,837	68,562		69,845	71,570		72,988	74,713	
4	64,903	66,628		66,462	68,187		69,740	71,465		72,740	74,465		75,888	77,613	
5	66,219	67,944		70,643	72,368		72,648	74,373		75,639	77,364		78,786	80,511	
6	69,118	70,843		73,869	75,594		76,844	78,569		78,539	80,264		81,667	83,392	
7	72,019	73,744		77,089	78,814		80,072	81,797		81,442	83,167		84,586	86,311	
8	74,918	76,643		80,312	82,037		83,301	85,026		84,344	86,069		87,488	89,213	
9	77,816	79,541		83,536	85,261		86,530	88,255		87,243	88,968		90,380	92,105	
10	77,816	79,541		86,755	88,480		89,756	91,481		90,140	91,865		93,281	95,006	
11	77,816	79,541		86,755	88,480		92,983	94,708		93,040	94,765		96,181	97,906	
12	77,816	79,541		86,755	88,480		92,983	94,708		95,939	97,664		99,078	100,803	
13	77,816	79,541		86,755	88,480		92,983	94,708		98,840	100,565		101,978	103,703	
14	77,816	79,541		86,755	88,480		94,510	96,235		98,840	100,565		101,978	103,703	
15	77,816	79,541		86,755	88,480		96,038	97,763		102,234	103,959		105,375	107,100	
16	77,816	79,541		86,755	88,480		96,038	97,763		102,234	103,959		105,375	107,100	
17	77,816	79,541		86,755	88,480		99,093	100,818		105,627	107,352		108,771	110,496	
18	77,816	79,541		86,755	88,480		99,093	100,818		105,627	107,352		108,771	110,496	
19	77,816	79,541		86,755	88,480		102,150	103,875		109,023	110,748		112,168	113,893	
20	77,816	79,541		86,755	88,480		102,150	103,875		109,023	110,748		112,168	113,893	
21	77,816	79,541		86,755	88,480		103,677	105,402		110,721	112,446		113,864	115,589	

Appendix C8

Master Stipend \$1,725

RSP/SDC stipend \$3,000

Counselor stipend \$1,000

School Social Worker Stipend \$1,000

Doctoral Stipend 3% of cell placement

District Librarian

Program Specialist

Teacher Advisor/Instructional Coach

10% of cell placement

For Employees in the position prior to February 27, 2018 ONLY

Hourly Rate \$51.25

Without ELD certification

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Program Specialist 194 days

Librarian 194 days

Nurse 196 days

Teacher 183 days

Teacher 183 days

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School Social Worker 196 days
After February 27, 2018 186 days

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Year 30 and after add \$4,000 to Year 21

Unit members who work 183/184 workdays will be paid for two (2) additional work days at per-diem rate for School Year 2018-19 and 2019-20 only

Board Approve Date _____

Signature _____

Date _____

BERRYESSA UNION SCHOOL DISTRICT
1376 Piedmont Road
San Jose, CA 95132

Appendix C9

2019-20 Psychologist Salary Schedule Effective 07/01/2019 3.5%

Master Stipend 1,725 194 Days

Step\Range	C			D			E			F			G		
	BA+30	MA		BA+45	MA		BA+60	MA		BA+75	MA		BA+90	MA	
1	71,481	73,206		72,882	74,607		74,283	76,008		74,683	76,408		78,349	80,074	
2	72,882	74,607		74,283	76,008		75,686	77,411		78,068	79,793		81,731	83,456	
3	74,283	76,008		75,686	77,411		77,939	79,664		81,448	83,173		85,113	86,838	
4	75,686	77,411		77,502	79,227		81,305	83,030		84,824	86,549		88,494	90,219	
5	77,220	78,945		82,378	84,103		84,676	86,401		88,205	89,930		91,873	93,598	
6	80,599	82,324		86,140	87,865		88,042	89,767		91,586	93,311		95,233	96,958	
7	83,982	85,707		89,895	91,620		91,405	93,130		94,971	96,696		98,638	100,363	
8	87,364	89,089		93,654	95,379		94,771	96,496		98,354	100,079		102,021	103,746	
9	90,742	92,467		97,413	99,138		98,138	99,863		101,735	103,460		105,394	107,119	
10	90,742	92,467		101,168	102,893		101,502	103,227		105,114	106,839		108,777	110,502	
11	90,742	92,467		101,168	102,893		104,868	106,593		108,494	110,219		112,158	113,883	
12	90,742	92,467		101,168	102,893		106,649	108,374		111,876	113,601		115,537	117,262	
13	90,742	92,467		101,168	102,893		108,429	110,154		115,259	116,984		118,919	120,644	
14	90,742	92,467		101,168	102,893		110,210	111,935		115,259	116,984		118,919	120,644	
15	90,742	92,467		101,168	102,893		111,992	113,717		119,217	120,942		122,880	124,605	
16	90,742	92,467		101,168	102,893		111,992	113,717		119,217	120,942		122,880	124,605	
17	90,742	92,467		101,168	102,893		115,555	117,280		123,175	124,900		126,840	128,565	
18	90,742	92,467		101,168	102,893		115,555	117,280		123,175	124,900		126,840	128,565	
19	90,742	92,467		101,168	102,893		119,119	120,844		127,135	128,860		130,801	132,526	
20	90,742	92,467		101,168	102,893		119,119	120,844		127,135	128,860		130,801	132,526	
21	90,742	92,467		101,168	102,893		120,901	122,626		129,114	130,839		132,780	134,505	

Master Stipend \$1,725

Doctoral Stipend
3% of cell placement

Work Year
Psychologist 194 days

Longevity:
Year 22 - 25 add \$2,000 to Year 21
Year 26 - 29 add \$3,000 to Year 21
Year 30 and after add \$4,000 to Year 21

Annual Stipend \$5,000

Board Approve Date

Date

Signature

10/14/2019

2019-20 Speech Language Pathologists Salary Schedule Effective 07/01/2019

Appendix C10

Master Stipend **1,725** 183 Days

Step\Range	C			D			E			F			G		
	BA+30	MA		BA+45	MA		BA+60	MA		BA+75	MA		BA+90	MA	
1	67,428	69,153		68,749	70,474		70,072	71,797		70,449	72,174		73,907	75,632	
2	68,749	70,474		70,072	71,797		71,394	73,119		73,642	75,367		77,097	78,822	
3	70,072	71,797		71,394	73,119		73,521	75,246		76,830	78,555		80,286	82,011	
4	71,394	73,119		73,109	74,834		76,694	78,419		80,014	81,739		83,476	85,201	
5	72,841	74,566		77,707	79,432		79,875	81,600		83,204	84,929		86,664	88,389	
6	76,030	77,755		81,256	82,981		83,050	84,775		86,393	88,118		89,833	91,558	
7	79,220	80,945		84,798	86,523		86,222	87,947		89,586	91,311		93,045	94,770	
8	82,410	84,135		88,343	90,068		89,398	91,123		92,778	94,503		96,237	97,962	
9	85,597	87,322		91,890	93,615		92,573	94,298		95,967	97,692		99,417	101,142	
10	85,597	87,322		95,432	97,157		95,746	97,471		99,153	100,878		102,609	104,334	
11	85,597	87,322		95,432	97,157		98,922	100,647		102,343	104,068		105,798	107,523	
12	85,597	87,322		95,432	97,157		100,602	102,327		105,532	107,257		108,985	110,710	
13	85,597	87,322		95,432	97,157		102,281	104,006		108,724	110,449		112,176	113,901	
14	85,597	87,322		95,432	97,157		103,962	105,687		108,724	110,449		112,176	113,901	
15	85,597	87,322		95,432	97,157		105,642	107,367		112,457	114,182		115,912	117,637	
16	85,597	87,322		95,432	97,157		105,642	107,367		112,457	114,182		115,912	117,637	
17	85,597	87,322		95,432	97,157		109,003	110,728		116,191	117,916		119,648	121,373	
18	85,597	87,322		95,432	97,157		109,003	110,728		116,191	117,916		119,648	121,373	
19	85,597	87,322		95,432	97,157		112,365	114,090		119,926	121,651		123,385	125,110	
20	85,597	87,322		95,432	97,157		112,365	114,090		119,926	121,651		123,385	125,110	
21	85,597	87,322		95,432	97,157		114,045	115,770		121,793	123,518		125,251	126,976	

Master Stipend \$1,725

Doctoral Stipend
3% of cell placement

Work Year
Speech and Language 183 days

Longevity:
Year 22 - 25 add \$2,000 to Year 21
Year 26 - 29 add \$3,000 to Year 21
Year 30 and after add \$4,000 to Year 21

Unit members who work 183/184 workdays will be paid for two (2) additional work days at per-diem rate for School Year 2018-19 and 2019-20 only

Board Approve Date

Signature

Date

BERRYESSA UNION SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 364
2019-2020 NEGOTIATIONS

TENTATIVE AGREEMENT

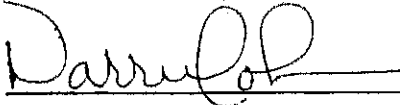
September 18, 2019

NOON DUTY SUPERVISORS

The inclusion of Noon Duty Supervisors in the Collective Bargaining Agreement shall include the following:

- (1) Noon Duty Supervisors shall be placed on the classified salary schedule at Range 3.5, Step 1, per Article 8.1 (Salary)
- (2) Vacation Accrual (Article 15.1): For the purposes of applying Article 15.1 to determine vacation accrual, Noon Duty Supervisors shall receive credit for years of service prior to their inclusion in the bargaining unit upon the ratification of the current contract.
- (3) Seniority: Article 22.3.3 ("Definition of Length of Service Seniority"), when applied to Noon Duty Supervisors, shall be interpreted to include service by Noon Duty Supervisors prior to their inclusion in the bargaining unit upon the ratification of the current contract.
- (4) Longevity: Although Noon Duty Supervisors shall be placed on the salary schedule at Range 3.5, Step 1, their years of service prior to becoming unit members shall be credited when determining Longevity increases in base salary under Section 8.8 of this Agreement.

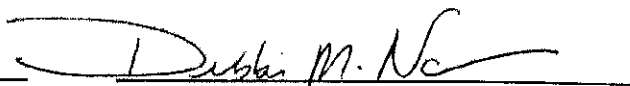
FOR THE DISTRICT:



Darrien Johnson, M. Ed.
Assistant Superintendent
Human Resources

Date: 9/18/19

FOR THE UNION:



Debbie Narvaes
President

Date: Sept. 18, 2019


CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 364
TENTATIVE AGREEMENT
FOR
2019-2020 NEGOTIATIONS

October 11, 2019

PAYROLL TECHNICIAN

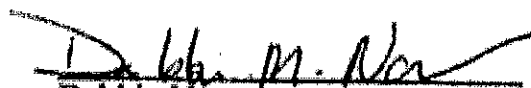
Effective July 1, 2019, the classification of Payroll Technician shall be moved from Range 14.5 to Range 16.5.

FOR THE DISTRICT:

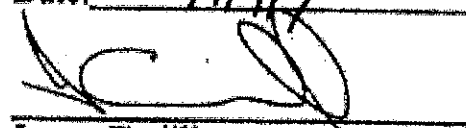

Darrien Johnson, M.Ed.
Assistant Superintendent
Human Resources

Date: 10/11/19

FOR THE UNION:


Debbie Narvaes
President

Date: 10/11/19


James Trujillo
Labor Relations Representative

Date: 10-14-19