



# 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 1<sup>st</sup> grade combination classes

29:1 in 4<sup>th</sup> and 5<sup>th</sup> 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 25<sup>th</sup> 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

**BERRYESSA UNION SCHOOL DISTRICT  
AND  
TEAMSTERS LOCAL UNION 150**

**2019-2020 NEGOTIATIONS**

**December 19, 2019**

**TENTATIVE AGREEMENT**

**ARTICLE 8: COMPENSATION AND BENEFITS**

**8.1 Salary**

2019-2020 Salary Schedule Increase

Effective July 1, 2019, the existing salary schedule for 2018-2019 will be increased by 3.5%. This revised salary schedule shall be attached to this Agreement as Appendix A-1.

**8.7 Longevity**

8.7.3 Eligible unit members (4 hours or more) will receive longevity steps on July 1 as follows:

[The District agrees to the following addition:]

Beginning of the 25<sup>th</sup> consecutive year \_\_\_\_\_ 16% increase in base salary

This additional step takes effect for unit members beginning their 25<sup>th</sup> consecutive year on or after the date of Board approval of the successor collective bargaining agreement. The application of this longevity increase shall be prospectively only, and not retroactive.

**8.2.1.2 District Supplemental Benefits Contribution For Medical Premiums**

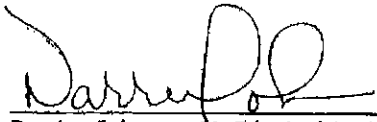
8.2.1.2.2 The District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that when added to the District Basic Contribution in Section 8.2.1.1 will not exceed the following monthly amounts.

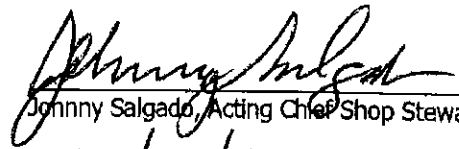
- For unit members enrolled in employee only medical benefits plans: \$792
- For unit members enrolled in two party medical benefits plans: \$1,559
- For unit members enrolled in family medical benefits plans: \$1,986

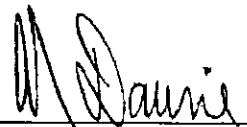
This change in contribution will take effect as of the first day of the month following the date of Board approval of the successor collective bargaining agreement.

For BERRYESSA UNION SCHOOL DISTRICT,

For TEAMSTERS,

  
\_\_\_\_\_  
Darrien Johnson, M.Ed., Assistant Superintendent,  
Human Resources  
12/19/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Johnny Salgado, Acting Chief Shop Steward  
12/19/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Alan Daule, Business Agent  
12/19/19  
\_\_\_\_\_  
Date

BERRYESSA UNION SCHOOL DISTRICT  
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2019-2020 NEGOTIATIONS

December 19, 2019

TENTATIVE AGREEMENT

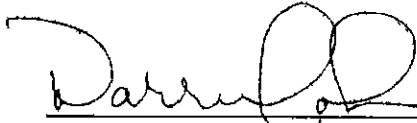
**ARTICLE 9: PROBATION AND EVALUATION**

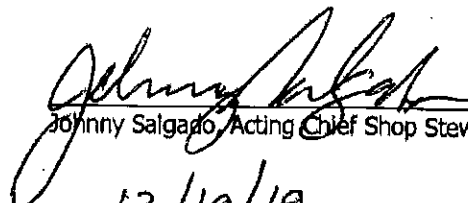
**9.1 Newly Hired Unit Member And Lateral Transfers**

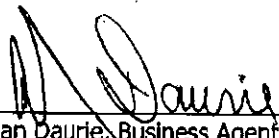
The probationary period for all newly hired unit members shall be a minimum of six (6) months. Failure to successfully complete the probationary period will require only a notice of such failure before the end of the period for all new hires. Newly hired probationary unit members shall be evaluated by their immediate supervisor during the second ~~second~~ third and sixth months of employment.

For BERRYESSA UNION SCHOOL DISTRICT,

For TEAMSTERS,

  
\_\_\_\_\_  
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Human Resources  
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Date

  
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2019-2020 NEGOTIATIONS

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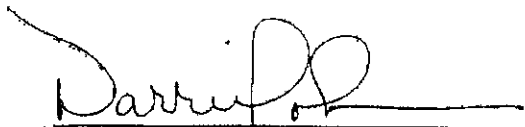
ARTICLE 11: LEAVE PROVISIONS

11.2 Sick Leave

11.2.2 Whenever an illness/injury causes absence of five or more consecutive days, the employee shall provide to the Assistant Superintendent of Human Resources a written statement from a physician certifying that the physician has determined the nature of the illness/injury, and that it renders the unit member unable to work. However, in the event of habitual absences, the District may require a physician certifying that the physician after an absence of three or more consecutive days. The physician's statement shall be specific as to health condition and as to the expected duration of the unit member's absence due to the illness/injury. At reasonable intervals thereafter, the District may require from the employee additional written statements by a physician certifying the continuing inability to work.

For BERRYESSA UNION SCHOOL DISTRICT,

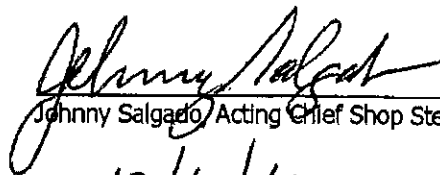
For TEAMSTERS,



Darrien Johnson, M. Ed., Assistant Superintendent,  
Human Resources

12/19/19

Date



Johnny Salgado, Acting Chief Shop Steward

12/19/19

Date



Alan Daurie, Business Agent

12/19/2019

Date



BERRYESSA UNION SCHOOL DISTRICT  
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TENTATIVE AGREEMENT

**Article 14: Uniform and Equipment**

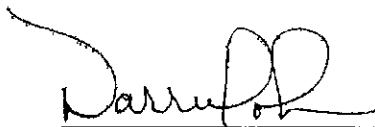
14.2 In lieu of using District supplied safety-related shoes or boots, unit members who are required to use specific safety shoes or boots may elect to receive reimbursement of a maximum total of up to \$150 ~~Two Hundred~~ (\$200) per year for the purchase of no more than two pairs of approved safety-related shoes or boots. To be eligible for reimbursement pursuant to this Section, unit members must purchase the safety-related shoes or boots that meet the District's specifications no later than December 1 each year. For newly hired unit members first employed on or after September 1, any year, the deadline for purchasing safety-related shoes or boots in the first year shall be 90 days after the first date of employment. All requests for reimbursement must include a receipt dated no more than 30 days before the submission of the reimbursement request.

**Article 21: Safety**

21.2 Designated classifications are to receive ~~one~~ no more than two (2) pairs of safety shoes that meet OSHA standards once a year. Management will select styles of shoe or boot to be worn. Employees at their option and expense may select a different style safety shoe so long as the shoe meets OSHA standards. Employees shall be required to wear the purchased shoe at all times. Teamsters' shop steward to meet with the Director of School Facilities or designee to identify shoe or boot approved section.

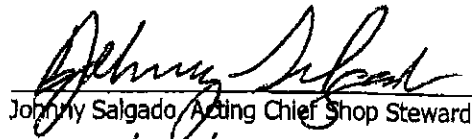
For BERRYESSA UNION SCHOOL DISTRICT,

For TEAMSTERS,



Darrien Johnson, M. Ed., Assistant Superintendent,  
Human Resources

12/19/19  
Date



Johnny Salgado, Acting Chief Shop Steward

12/19/19  
Date



Alan Daurie, Business Agent

12/19/19  
Date

**BERRYESSA UNION SCHOOL DISTRICT  
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**2019-2020 NEGOTIATIONS**

**December 19, 2019**

**TENTATIVE AGREEMENT**

**ARTICLE 16: VACATION**

**16.1 Vacation Accrual**

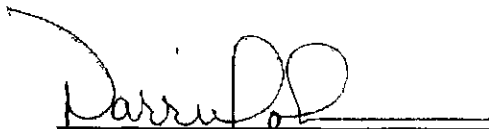
16.1.1 Every regular unit member shall earn vacation at the prescribed rate as part of the employee's compensation.

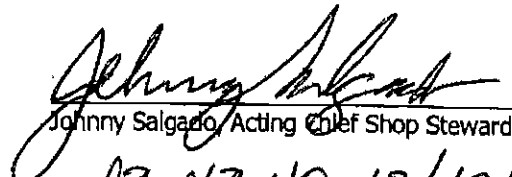
16.1.2 All unit members shall earn vacation as follows:

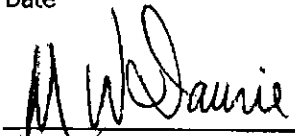
	10 month	11 month	12 month
	160-190 Days	191-223 Days	224 Or More Days
<b>First through third year</b>	10 days	11 days	12 days
<b>Fourth through sixth year</b>	12 days	13 days	15 days
<b>Seventh through ninth year</b>	14 days	15 days	17 days
<b>Ten plus years</b>	16 days	19 days	20 days

For BERRYESSA UNION SCHOOL DISTRICT,

For TEAMSTERS,

  
 Darrien Johnson, M. Ed., Assistant Superintendent,  
 Human Resources  
 12/19/19  
 Date

  
 Johnny Salgado, Acting Chief Shop Steward  
 12/19/19  
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BERRYESSA UNION SCHOOL DISTRICT  
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2019-2020 NEGOTIATIONS

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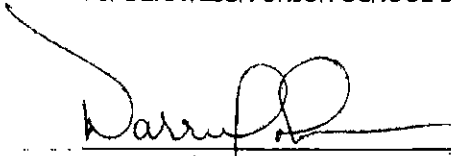
TENTATIVE AGREEMENT

ARTICLE 22: TRANSPORTATION

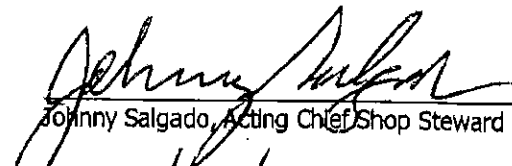
22.3 Shifts

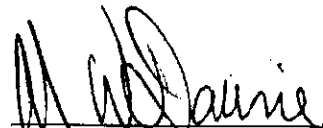
Each transportation shift shall be of a minimum duration as stated below. Route assignments are made up of shifts as described below. All routes and buses shall be assigned by seniority upon bid by all qualified bus drivers. Such bidding will occur twice a year: once in August for the regular school year; and once in June for the extended school year, annually at the beginning of the school year.

For BERRYESSA UNION SCHOOL DISTRICT,

  
Darren Johnson, M. Ed., Assistant Superintendent,  
Human Resources  
12/19/19  
Date

For TEAMSTERS,

  
Johnny Salgado, Acting Chief Shop Steward  
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Alan Daurte, Business Agent  
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**BERRYESSA UNION SCHOOL DISTRICT  
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**2019-2020 NEGOTIATIONS**

**December 19, 2019**

**TENTATIVE AGREEMENT**

**ARTICLE 22: TRANSPORTATION**

**22.9 Extra Work**

22.9.1 The Director of School Facilities or designee shall assign drivers to extra work on the basis of the needs of the District and the availability and qualifications of the individual employees. Extra work assignments should be distributed as equitably as possible within the above structure. An employee list shall be posted monthly which indicates the number of extra work hours each driver has been assigned during the month. Drivers who work a field trip on a Saturday or Sunday shall receive a minimum of four (4) hours of pay. No unit member shall be required to obtain additional certification to perform the extra work under this Article.

**22.10 Notice of Extra Work**

The dispatcher shall notify the employees, in writing, of routine additional work assignments (~~field trips and run coverage for same~~ transportation, warehouse, food service, custodial) on the morning of the day preceding the assignment, when possible. Emergency assignment of coverage shall be given as the dispatcher becomes aware of the need. The extra work shall support, not replace, any other unit member within the job families listed above. Article 19 (Out of Classification Work) shall apply to extra work performed under this Article.


**22.11 Employee Availability**

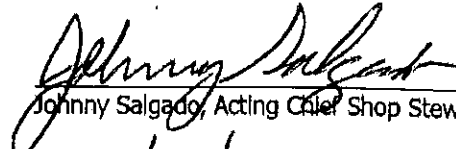
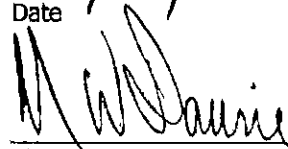
Drivers shall make every reasonable effort to be available for extra work that may be assigned between 7:00 a.m. and 5:00 p.m. Drivers shall give the dispatcher no less than one (1) week notice, in writing, of medical dental appointments, educational activities, court appearances, etc., unless personal emergency

conditions exist. A master calendar for driver availability shall be posted in the dispatcher's office. Refusal to accept additional work assignments may result in assignments not being offered and/or disciplinary action taken.

For BERRYESSA UNION SCHOOL DISTRICT,

For TEAMSTERS,

  
\_\_\_\_\_  
Darrien Johnson, M.Ed., Assistant Superintendent,  
Human Resources  
12/19/19  
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BERRYESSA UNION SCHOOL DISTRICT  
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TEAMSTERS LOCAL UNION 150

2019-2020 NEGOTIATIONS

December 19, 2019

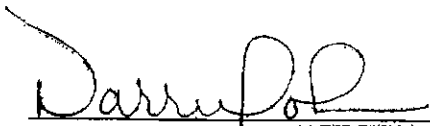
TENTATIVE AGREEMENT

**ARTICLE 27: DISCIPLINE**

- 27.1 The District shall follow the procedures described in Administrative Regulation 4218 Board Policy 4219 in disciplining unit members. A copy of Administrative Regulation 4218 Board Policy 4219 is attached to this Agreement as Appendix B. A unit member may appeal disciplinary action through the procedures set forth in Administrative Regulation 4218 Board Policy 4219, and may not use the grievance procedures of Article 7 to appeal disciplinary action.
- 27.2 Administrative Regulation 4218 Board Policy 4219 shall be maintained through the duration of this Agreement. Before the Board modifies Administrative Regulation 4218 Board Policy 4219, the District shall provide the Union with notice and opportunity to negotiate any proposed change(s) within the scope of bargaining defined by the Educational Employment Relations Act. (Government Code Section 3540, et seq)

For BERRYESSA UNION SCHOOL DISTRICT,

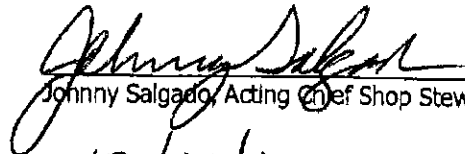
For TEAMSTERS,



Darrien Johnson, M. Ed., Assistant Superintendent,  
Human Resources

12/19/19

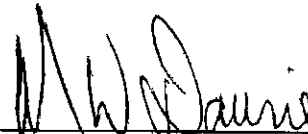
Date



Johnny Salgado, Acting Chief Shop Steward

12/19/19

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Alan Daurie, Business Agent

12/19/19

Date

BERRYESSA UNION SCHOOL DISTRICT  
AND  
TEAMSTERS LOCAL UNION 150

2019-2020 NEGOTIATIONS

December 19, 2019


TENTATIVE AGREEMENT

**ARTICLE 33: TERM AND EXECUTION OF AGREEMENT**

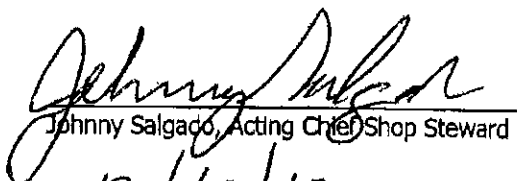
- 33.1 This Agreement entered into and effective upon ratification shall remain in effect from July 1, ~~2019~~ up to and including June 30, ~~2022~~ 2019. ~~This Agreement shall remain in effect unless either party gives written notice of a desire to reopen, modify, amend, or terminate. The three year contract with openers for wages, benefits and upto two additional articles for each party in the second and third year.~~
- 33.2 This Agreement is a result of good faith meeting and negotiating between Teamsters, Local 150 and the District, and was ratified by the Union and was approved by the Berryessa Union School District Board of Trustees \_\_\_\_\_.

For BERRYESSA UNION SCHOOL DISTRICT,

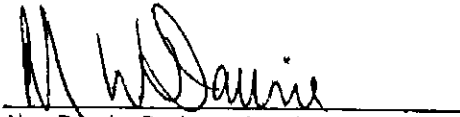
For TEAMSTERS,

  
Darrien Johnson, M. Ed., Assistant Superintendent,  
Human Resources

12/19/19  
Date

  
Johnny Salgado, Acting Chief Shop Steward

12/19/19  
Date

  
Alan Daurie, Business Agent

12/19/19  
Date

## TEAMSTERS UNION - LOCAL 150

*2019-20 Effective July 1, 2019 3.5%*

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
30.0	2,628 (15.11)	2,731 (15.70)	2,841 (16.34)	2,954 (16.98)	3,071 (17.66)	3,202 (18.41)
30.5	2,747 (15.79)	2,828 (16.26)	2,959 (17.01)	3,072 (17.66)	3,191 (18.35)	3,323 (19.11)
31.0	2,632 (15.13)	2,745 (15.78)	2,865 (16.47)	2,995 (17.22)	3,116 (17.92)	3,247 (18.67)
32.0	2,865 (16.47)	2,995 (17.22)	3,116 (17.92)	3,247 (18.67)	3,394 (19.51)	3,554 (20.43)
33.0	3,737 (21.49)	3,903 (22.44)	4,063 (23.36)	4,232 (24.33)	4,395 (25.27)	4,559 (26.21)
34.0	3,194 (18.36)	3,334 (19.17)	3,477 (19.99)	3,631 (20.88)	3,799 (21.84)	3,962 (22.78)
35.0	3,582 (20.60)	3,726 (21.42)	3,876 (22.29)	4,040 (23.23)	4,212 (24.22)	4,387 (25.22)
36.0	3,762 (21.63)	3,908 (22.47)	4,063 (23.36)	4,225 (24.29)	4,386 (25.22)	4,562 (26.23)
36.5	3,825 (21.99)	3,993 (22.96)	4,165 (23.95)	4,331 (24.90)	4,499 (25.87)	4,672 (26.86)
37.0	3,659 (21.04)	3,814 (21.93)	3,966 (22.80)	4,128 (23.74)	4,291 (24.67)	4,465 (25.67)
37.5	3,733 (21.46)	3,893 (22.38)	4,044 (23.25)	4,202 (24.16)	4,374 (25.15)	4,543 (26.12)
38.0	3,554 (20.43)	3,705 (21.30)	3,869 (22.25)	4,049 (23.28)	4,238 (24.37)	4,412 (25.37)
38.5	3,556 (20.45)	3,732 (21.46)	3,924 (22.56)	4,121 (23.69)	4,321 (24.84)	4,543 (26.12)
39.0	3,869 (22.25)	4,055 (23.32)	4,238 (24.37)	4,412 (25.37)	4,618 (26.55)	4,825 (27.74)
40.0	4,055 (23.32)	4,238 (24.37)	4,412 (25.37)	4,618 (26.55)	4,825 (27.74)	5,049 (29.03)
41.0	4,238 (24.37)	4,412 (25.37)	4,618 (26.55)	4,825 (27.74)	5,049 (29.03)	5,266 (30.28)
42.0	4,412 (25.37)	4,618 (26.55)	4,825 (27.74)	5,049 (29.03)	5,266 (30.28)	5,510 (31.68)
43.0	4,396 (25.28)	4,581 (26.34)	4,767 (27.41)	4,950 (28.46)	5,137 (29.54)	5,323 (30.61)
44.0	4,547 (26.14)	4,752 (27.32)	4,967 (28.56)	5,203 (29.92)	5,428 (31.21)	5,679 (32.65)
45.0	4,706 (27.06)	4,918 (28.28)	5,141 (29.56)	5,384 (30.96)	5,617 (32.30)	5,878 (33.80)
46.0	4,872 (28.01)	5,091 (29.27)	5,321 (30.59)	5,572 (32.04)	5,814 (33.43)	6,083 (34.98)

Group	Position	Group	Position
39.0	A.V. Technician	36.0	Grounds Worker
39.0	Bus Dispatcher (Lead)	38.0	Grounds Worker II
37.5	Bus Driver	43.0	Grounds Worker-Lead
38.0	Bus Driver/Mechanic II	44.0	HVAC Technician
42.0	Bus Driver/Trainer	43.0	Maintenance Worker III
40.0	Technology Support Specialist I	40.0	Maintenance-Grounds Worker
44.0	Technology Support Specialist II	44.0	Mechanic (Lead)
46.0	Technology Support Specialist III	41.0	Mechanic III
37.0	Custodian	36.0	Mower Operator
36.5	Delivery Person	32.0	Reprographic Assistant
40.0	District Reprographics Technician	42.0	Transportation Coordinator
44.0	Energy Technician	35.0	Utility Crew
30.5	Food Services Assistant I	40.0	Warehouse Worker (Lead)
32.0	Food Services Assistant II		

Board Approve date: \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_