

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Third Session- February 9, 2021

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

### **BERRYESS UNION SCHOOL DISTRICT AND CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA CONTINUE NEGOTIATIONS FOR 2020-2021 CONTRACT**

**District Offers to Continue Extended Sick Leave Benefits and  
Notifies CTAB of Mandatory Professional Development for 2021-2022**

**2020-2021 First Interim Budget Reviewed  
Deficit Spending Projected for 2021-2022 and 2022-2023  
CTAB Maintains 10% Wage Increase Proposal Over Next Three Years**

Bargaining teams for BUSD and CTAB met on February 9, 2021 to continue negotiations over a contract for the 2020-2021 school year. A summary of this session is provided below.

**District Offers to Continue Extended Sick Leave Benefits:** Under a federal law that expired on December 31, 2020, employees received ten extra days of sick leave to be used for COVID-related illness and circumstances (the Families First COVID Relief Act – FFCRA). The District proposed to extend this extra sick leave benefit through the end of this school year (June 30, 2021) at District expense. This extra leave would not be available in connection with any COVID-related absence or quarantine caused by non-essential travel contrary to state and county guidelines and orders. CTAB will respond to this proposal.

#### **District Notifies CTAB of Mandatory Professional Development for 2021-2022:**

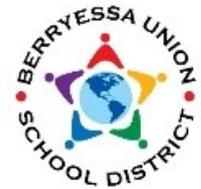
The District is being required to implement a “Coordinated Comprehensive Early Intervening Service (CCEIS) plan throughout the 2020-21 school year, and into June 2021 to promote learning for targeted students (Latinx students performing below grade level expectations). The District notified CTAB of this requirement (as they had in December, 2020) and provided more detail on the hours and days of professional development needed for grades K-2 teachers at three target schools. CTAB will propose an MOU covering what it believes are negotiable effects of this professional development.

#### **Questions for CTAB:**

February 9, 2021

District's Negotiations  
With CTAB

Volume 2, Issue 3



*Pathway to the Future*

The next sessions are on:

**April 20, 2021**

**and April 29, 2021**

#### **Meet the Team**

Darrien Johnson, M. Ed.-  
Assistant Superintendent of  
Personnel

Joseph McCreary, Ed. D.-  
Assistant Superintendent of  
Education Services

Kevin Franklin – Assistant  
Superintendent of Business  
Services

Chris Mosley- Principal of  
Sierramont Middle School

Andrea Ortiz- Principal of  
Noble Elementary School

Jamie Garcia- Administrative  
Assistant of Human Resources

Gregory Dannis- Legal  
Counsel

## **2020-2021 First Interim Budget Reviewed -Deficit Spending Projected for 2021-**

**2022 and 2022-2023:** The District reviewed data from the First Interim budget and answered questions from CTAB. Major areas covered were as follows:

- At this stage, all state budget proposals are preliminary, pending negotiations between the Governor and Legislature, updated tax revenue information (in the “May Revise”) and final adoption of the budget in June.
- The State Cost of Living Adjustment (COLA) to schools remains at zero. The proposed COLA for 2021-2022 is 3.84%.
- The CTAB bargaining unit was reduced by approximately 7 teachers from 2019-2020 to 2020-2021.
- The District continues to experience significant declining enrollment (on which state funding is based).The 2020-2021 budget projected a loss of 100 students; however, the drop in enrollment has increased by an additional 225 students.
- The loss of state funding due to declining enrollment is magnified since the District was receiving additional, targeted state funding for many of the students who have left.
- Based on current projections and state budget proposals, the District’s unrestricted general fund deficit for 2020-2021 is about \$3.8 million and for 2022-2023 about \$2.65 million.
- This means that current expenses – without any increases in salaries or benefits – exceed the revenues being received each year, causing the District to spend down its ending balance (its “savings account”) to remain fiscally viable.

**CTAB Maintains 10% Wage Increase Proposal Over Next Three Years:** After listening to the District’s budget data, CTAB submitted a new salary proposal calling for a 3% increase in 2020-2021, a 4% increase in 2021-2022 and a 3% increase in 2022-2023, for a total 10% increase. CTAB’s previous proposal also called for a 10% increase of 4% the first year and 3% in both of the succeeding year.

CTAB also stated it was maintain its proposal to increase the District’s contributions to health benefits to cover the single, two party and family Kaiser rates now and in the future (the District would be required to automatically cover any increases in premiums).