

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

First and Second Session- April 15, 2021 and April 27, 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 CSEA soon after each session.

BERRYESSA UNION SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 364 CONTRACT NEGOTIATIONS FOR THE 2020-2021 SCHOOL YEAR

Bargaining teams for BUSD and CSEA held two negotiations sessions, on April 15, 2021 and April 27, 2021, on reopeners on the current contract, which has a term of July 1, 2019 – June 30, 2022.

Initial Proposals:

CSEA submitted initial proposals to the Board of Education on the following articles:

- Article 3: CSEA Rights
- Article 8: Compensation and Benefits
- Article 16: Hours

The District submitted its initial proposal to the Board on the following articles

- Article 8: Compensation and Benefits

April 12, 2021 Session:

The District provided an overview of, and answered questions about, the Second Interim Budget Report that was approved by the Board. The parties then discussed CSEA's proposal to modify Article 3.7, which addresses the type of contact information that the District provides to CSEA regarding its unit members.

April 27, 2021 Session:

The parties reached two tentative agreements.

April 29, 2021

District's Negotiations
With CSEA

Volume 2, Issue 1



Pathway to the Future

The next sessions are on:

May 13, 2021 and May 17, 2021

**FOR THE 2020-2021
SCHOOL YEAR**

Meet the Team

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

Kevin Franklin – Assistant
Superintendent of Business
Services

Joshua Quitariano.- Director of
Fiscal Services

Carol Mar - Principal of
Sierramont Middle School

Mya Duong - Principal of
Brooktree Elementary School

Heidi Perry - Administrative
Assistant of Human Resources

John Yeh - Legal Counsel

Article 3.7 (Bargaining Unit Member Contact Information): Tentative Agreement

The parties reached a tentative agreement on Article 3.7 (Bargaining Unit Member Contact Information). The tentative agreement consists of the following:

“The current Article 3.7 shall be replaced in its entirety with the following:

The District shall provide to CSEA the following information for any new hired employees within 30 days of the date of hire, or by the first pay period of the month following hire, and for all unit members on the last working day of September, January, and May, except for any information subject to exclusion pursuant to Government Code Section 6254.3(c):

- Name
- Job title
- Department
- Work location
- Work, home and personal cellular telephone numbers
- Personal email addresses on file with the employer, if any, and home address
- Employee identification number
- FTE value (e.g. 1.00 or 0.75 or similar)
- Hire date

The District shall make an excel file accessible to CSEA by emailing it directly to data_c@csea.com.”

Article 16.3.2 (Compensatory Time Off): Tentative Agreement

“Article 16.3.2 of the contract will be modified as follows (underlined text represents provisions added by CSEA to the current contract language):

Reasonable attempts should be made for compensatory time to be taken within two (2) months of the time the work is completed. Compensatory time shall be taken prior to June 30 of the fiscal year in which the compensatory time was earned, otherwise, any unused time as of that date, will automatically be paid in cash compensation. The taking of compensatory time shall be scheduled with the supervisor in a manner not to impair the District’s services.”

Article 8 (Compensation): Proposals

The District made the following proposal to CSEA:

“The current Article 8.1 shall be replaced in its entirety with the following:

2020-2021 Salary

8.1 Unit members shall receive a three percent (3.0%) one-time, off the salary schedule payment, based upon their base salary for the 2020-2021 school year. The base salary shall exclude stipends and other supplemental pay, but shall include longevity pay accrued under the Contract.

The current Article 8.9.1 shall be replaced in its entirety with the following:

8.9.1.2 Effective the first day of the month in 2021 after the District governing board approves the amendments to this 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 8.9.1.1 will not exceed the following amounts:

- \$1,129.00 per month for unit members enrolled in employee only medical benefit plans; and
- \$1,909.00 per month for unit members enrolled in two-party or family medical benefits plans.

The supplemental benefits contribution shall be prorated for part-time unit members as described in Section 8.9.3.”

CSEA made the following counterproposal to the District:

“The current Article 8.1 shall be replaced in its entirety with the following:

2020-2021 Salary

8.1 Unit members shall receive a ~~three percent (3.0%) one-time~~ **five percent (5.0%), off-on** the salary schedule payment, based upon their base salary for the 2020-2021 school year. The base salary shall exclude stipends and other supplemental pay, but shall include longevity pay accrued under the Contract.

The current Article 8.9.1 shall be replaced in its entirety with the following:

8.9.1.2 Effective the first day of the month in 2021 after the District governing board approves the amendments to this 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 8.9.1.1 will not exceed the following amounts:

- ~~\$1,129.00 per month for unit members enrolled in employee only medical benefit plans; and~~
- \$1,909.00 per month for unit members enrolled in two-party or family medical benefits plans.

The supplemental benefits contribution shall be prorated for part-time unit members as described in Section 8.9.3.”

The parties have scheduled additional negotiations sessions for May 13, 2021 and May 17, 2021.