

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Fifth Session- June 8, 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

### **CSEA TO REQUEST A DECLARATION OF IMPASSE FOR NEGOTIATIONS OVER 2020-2021 COMPENSATION**

The CSEA bargaining team notified the District today that it intends to seek a declaration of impasse from the Public Employment Relations Board (PERB) with respect to negotiations over the current contract, which has a term of July 1, 2019 – June 30, 2022.

The parties have held five bargaining sessions during the 2020-2021 school year, on April 15 and 27, May 13, and June 2 and 8. During these sessions, the parties reached tentative agreements on the following articles:

Article 3.7: Bargaining Unit Member Contact Information

Article 16.3.2: Compensatory Time Off

The parties spent the last two negotiations sessions attempting to reach an agreement on Article 8 (Compensation). The parties' last respective proposals are as follows:

#### CSEA Proposal:

- A three percent (3%) increase to the salary schedule across the Board for 2020-2021.
- The increase of 5% to the District's contribution to unit member single, two-party and family health benefits, retroactive to January, 2021.
- A provision under which "all Paraeducators currently working below 4.0 hours shall be offered an increase to 6.0 hours daily and receive compensatory benefits."
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June 8, 2021

District's Negotiations  
With CSEA

Volume 2, Issue 4



*Pathway to the Future*

The next sessions are on:

**TBA**

**FOR THE 2020-2021  
SCHOOL YEAR**

#### Meet the Team

Darrien Johnson, M. Ed.- Lead

Mya Duong - Principal of  
Brooktree Elementary School

Kevin Franklin – Assistant  
Superintendent of Business  
Services

Carol Mar - Principal of  
Sierramont Middle School

Heidi Perry - Administrative  
Assistant of Human Resources

Joshua Quitoriano.- Director of  
Fiscal Services

John Yeh - Legal Counsel

### District Proposal:

- A three percent (3.0%) one-time, off the salary schedule payment.
- The increase of 5% to the District's contribution to unit member single, two-party and family health benefits (up to \$1,129.00 per month for employee-only coverage, up to \$1,909.00 per month for two-party and family coverage), effective the first day of the month after the District governing board approves the amendments to the contract.
- The District rejected the proposal to offer increases to 6.0 hours daily to all Paraeducators working below 4.0 hours. The District explained that the level of instructional staffing decisions are made by the Board as part of determining educational services to be provided by the District, under the Expanded Learning Opportunities Grant Plan approved by the Board on June 1, 2021.

### The Impasse Procedure:

The impasse procedure is available for unions and school districts to resolve differences during the negotiations process. PERB may declare that negotiations are at impasse upon request by one or both parties. PERB, upon declaring impasse, will appoint a mediator to work with the parties to resolve their differences. If necessary, PERB will then convene a factfinding panel of three persons to gather information and issue advisory findings and recommendations. The parties may resolve their differences at any time during the mediation or factfinding process, but must exhaust the process before taking any unilateral action.

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The District has reached agreements with California Teachers Association Berryessa and the Teamsters for a one-time payment of 3% on the current salary schedule, and a 5% increase to the District's contribution to employee health benefits for employee-only, two-party and family coverage.