

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Third Session- May 13, 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.

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

BUSD AND CSEA HOLD NEGOTIATIONS SESSIONS FOR 2020-2021

Bargaining teams for BUSD and CSEA met on May 13, 2021 to negotiate Article 8 (Compensation and Benefits) for the current contract, which has a term of July 1, 2019 – June 30, 2022.

Article 8 (Compensation): Proposals

At the end of the April 27, 2021 session, the District had offered CSEA unit members a three percent (3.0%) one-time, off the salary schedule payment, based upon their base salary for the 2020-2021 school year, as well as an increase of 5% to the District's contribution to unit member health benefits, to be effective the first day of the month in 2021 after the District governing board approves the amendments to this Agreement:

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

The District's contribution is intended to protect unit members from increases in the cost of health benefits, up to the limits stated above.

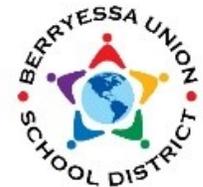
CSEA made a counterproposal to increase unit member salaries 5% on the salary schedule, retroactive to July 1, 2020, and to reject the increase to \$1,129.00 per month the District's contribution to for unit members enrolled in employee-only medical benefit plans.

CSEA Counterproposal: At the May 13, 2021 session, CSEA reissued its proposal to increase the salary schedule by 5% retroactive to July 1, 2020, and to reject the increase of the District's contribution to employee-only

May 13, 2021

District's Negotiations
With CSEA

Volume 2, Issue 2



Pathway to the Future

The next sessions are on:

June 2, 2021 and June 8, 2021

**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

health benefits to \$1,129.00 per month. CSEA proposal also included the following:

- An increase to the FTE for all Paraeducators currently below 4.0 hours to 6.0 hours.
- An increase in Spanish interpreter hours to 7.0 hours.
- An increase in Administrative Secretary hours to 8.0 hours. (collectively “Proposed FTE increases.”)

CSEA also made proposals to:

- Increase the duration during which Special Education Paraeducators I and II receive an extra hour of pay when a long-term substitute teacher is assigned, from 10 days to 30 days. (Article 8.7.7)
- Implement a 19% increase in base salary for unit members beginning with their 30th consecutive year on the longevity schedule. (Article 8.8.2)
- Increase the case load cap of 25 to 30 students for Occupational Therapists, depending on service type. (Article 8.3.5)
- Add a \$1,000 stipend for unit members holding Bachelors’ degrees. (collectively “Additional Compensation Proposals.”)

District Counterproposal:

The District issued a counterproposal maintaining its three percent (3.0%) one-time, off the salary schedule payment. The District’s counterproposal also sought to reinstate the increase to \$1,129.00 per month of the District’s contribution to for unit members enrolled in employee only medical benefit plans. The District noted that 37 unit members were enrolled to receive employee-only benefits, and the increase in the District’s contribution would financially protect those unit members. The District rejected CSEA’s Proposed FTE Increases and Additional Compensation Proposals, noting that the County Office of Education had instructed the District to reduce a structural deficit in its multi-year budget projections.

CSEA Counterproposal:

After the parties exchanged additional counterproposals, CSEA issued a counterproposal to:

- Increase the salary schedule 3%, retroactive to July 1, 2020;
- Reinstate the increase to \$1,129.00 per month the District’s contribution to for unit members enrolled in employee-.,.,.,.only medical benefit plans;
- Re-insert the Proposed FTE increases;
- Re-insert the Additional Compensation Proposals, with the exception of the longevity increase.

The District offered to resume negotiations at a previously-scheduled May 17, 2021 session, but CSEA wished to resume negotiations after the Governor’s issuance of the May revisions to the State budget. The parties will resume negotiations, with sessions scheduled for June 2, 2021 and June 8, 2021.

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.