

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Session Held – May 2, 2023

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.

BUSD AND CTAB CONTINUE NEGOTIATIONS FOR 2023-2026 SUCCESSOR CONTRACT

BUSD Increases 2023-2024 Salary Proposal From 5% to Either:

- A) An Ongoing 5.5% Salary Increase; or**
- B) An ongoing 5% Increase Plus a 1% One-Time Off the Schedule Payment**

**Comparability Data Shows District Total Compensation
Is At or Among the Top of Comparable Districts
Even as Historical Deficit Spending Continues to Deplete Reserves**

New BUSD Proposal Lowers Some Class Sizes and Increases "Overage" Pay

Parties Sign Three Tentative Agreements

Introduction

This is Berryessa Union School District's (BUSD) fifth Negotiations Update for 2023-2024 successor contract negotiations between the District and the California Teachers Association of Berryessa (CTAB). The District will distribute the Negotiations Update after meetings with CTAB to inform our community on the progress of negotiations.

Bargaining teams for BUSD and CTAB held their fifth full day negotiations session for the 2023-2024 school year on May 2, 2023 and discussed proposals on the following subjects:

BUSD Increases 2023-2024 Salary Proposal: BUSD increased its 2023-2024 proposed 5% salary increase with a new proposal that offered CTAB a choice between two options:

- A) All salary schedules shall be increased by five and one-half percent (5.5%) effective July 1, 2023; **OR**
- B) All salary schedules shall be increased by five percent (5%) effective July 1, 2023. In addition, unit members shall receive a one-time off the schedule payment equal to one percent (1%) of their salary after the 5% salary schedule increase described above. This payment shall apply only to unit members employed by the District as of July 1, 2023.

May 5, 2023

**District's Negotiations
With CTAB**

Volume 1, Issue 5



Pathway to the Future

The next session is on:

May 23, 2023

**FOR THE 2023-2026
SCHOOL YEAR**

Meet the Team

Ricardo Cabrera – Assistant
Superintendent of Human
Resources

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

Kevin Franklin – Assistant
Superintendent of Business
Services

Chris Mosley- Principal of
Piedmont Middle School

Andrea Ortiz- Principal of
Noble Elementary School

Gregory J. Dannis – Legal
Counsel

Bettina Strickland -
Administrative Assistant of
Human Resources

BUSD also increased from \$1,000 to \$2,000 its counterproposal to CTAB's proposed middle school band/orchestra and music appreciation stipend.

BUSD Comparability Data Shows District Total Compensation Is At or Among the Top of Comparable Districts: The District provided comparative data from 2021-2022 compiled by an independent source (School Services of California) that showed BUSD compensation (salaries and benefits) are at or among the top of comparable districts (Union, Evergreen, Cupertino, Franklin-McKinley, Oak Grove, Alum Rock, Moreland and Mt. Pleasant). This data which is [linked](#) here included the following rankings:

- **1st Place: Beginning Compensation** - \$63,750 salary at BA+30 Step 1 plus average District health and welfare (HW) benefit contribution (\$21,160) to equal \$84,910.
 - Comparable districts' average salary was \$62,206 and average benefit contribution \$16,804 to equal \$75,204.
 - BUSD had the highest average District HW contribution among the comparable districts.
- **3rd Place: "Middle" Compensation** - \$90,524 salary at BA+60 Step 10 plus average \$21,160 HW contribution to equal \$111,684.
- **1st Place: Highest Salary Schedule Compensation** - (\$122,419) plus average \$21,160 HW contribution to equal \$143,579.
- **2nd Place: Highest Average Compensation** - \$99,524 salary plus average \$21,160 HW contribution to equal \$120,684.

The data also showed that, based on typical progression on a salary schedule, a BUSD unit member's earnings over 25 years (a statistic often used by CTA) would rank third among the comparable districts.

Historical Deficit Spending Continues to Deplete Reserves: The District provided data from an independent consultant to the District's Budget Stabilization Committee showing:

- Since 2015-2026 to 2021-2022, its unrestricted reserve has decreased from around \$19 million to about \$4.8 million. This is projected to decrease further to around \$750,000 in 2022-2023.
- This spending down of reserves is due to deficit spending in at least each of the past 5 years and the present year (e.g. almost \$5 million in 2021-2022 and projected \$3.4 million in 2022-2023).

New BUSD Proposal Lowers Some Class Sizes and Increases "Overage" Pay: The District's new class size proposal included:

- Lower class sizes in K-3 combination classes (i.e., currently 22:1 in grades K-1 but proposal would expand this to grades K-3).
- Lower class sizes in 4/5 combination classes from 29:1 to 28:1.
- Increase in "overage" pay from \$10 to \$15 per student per day in excess of the applicable contractual class size maximum.

Parties Sign Three Tentative Agreements: The parties signed tentative agreements on articles addressing Evaluation (updating to the most current state standards), Association Rights (the District agreed to increase the number of paid release days for the CTAB President/designee), and Organizational Security (frequency of payroll deductions for union dues).

Following distribution of the new District proposals described above, the parties spent the balance of the day in discussions over the remaining items to be negotiated, including CTAB's proposal to reduce the work year from 185 to 183 days (with a resulting reduction in salary). The District noted that the data discussed above shows the average teacher work year in the comparable districts and statewide for elementary districts is 185 days.