

# BERRYESSA UNION SCHOOL DISTRICT

## NEGOTIATION NEWS

Session Held – May 23, 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 Improves 2023-2024 Salary Proposal:  
5.5% Ongoing Salary Schedule Increase Plus One-Time 1% Salary Payment  
Additional 2% Salary Schedule Increase for 2024-2025**

**CTAB Resubmits Previous Proposal: 16.5% Over Two Years –  
11.5% Salary Schedule Increase for 2023-2024 and 5% for 2023-2024  
Plus Uncapped Full Family Benefits and Increased Longevity Payments**

**"May Revise" State Budget Cuts \$4 Million from BUSD Budget  
Increased State COLA raises BUSD Effective COLA by .09%**

**New BUSD Proposal Lowers Middle School Class Sizes  
And Increases "Overage" Pay for SDC Classes**

**Both Parties Resubmit Proposals on Hours, Responsibilities, Work Year**

### **Introduction**

This is Berryessa Union School Districts (BUSD) sixth 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 sixth full day negotiations session for the 2023-2024 school year on May 2, 2023 and discussed proposals on the following subjects:

**BUSD Improves 2023-2024 Salary Proposal: 5.5% Ongoing Salary Schedule Increase  
Plus One-Time 1% Salary Payment. Additional 2% Salary Schedule Increase for 2024-**

**2025:** BUSD's previous proposal for 2023-2024 contained two options which would have provided either a 5.5% ongoing increase or a 5% ongoing increase plus a 1% one-time payment. The District's new proposal is for a 5.5% ongoing increase plus a 1% one-time payment – essentially combining the best aspects of the previous two options.

May 26, 2023

District's Negotiations  
With CTAB

Volume 1, Issue 6



*Pathway to the Future*

The next session is on:

**June 5, 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 \$2,000 to \$2500 its proposed middle school band/orchestra and music appreciation stipend. CTAB maintained its \$3500 stipend proposal for both elementary and middle schools.

**CTAB Resubmits Previous Proposal: 16.5% Over Two Years –**

**11.5% Salary Schedule Increase for 2023-2024 and 5% for 2024-2025**

**Plus Uncapped Full Family Benefits and Increased Longevity Payments:** In response to the District's new proposal. CTAB resubmitted its previous proposal (from April 26) with no changes or movement. This proposal includes:

- 11.5% salary increase for 2023-2024 and 5% increase for 2024-2025
- Uncapped District payment for full family medical benefits (the current \$26,800 annual contribution is among the highest in California).
- Increase all longevity payments by \$1,000:
  - Reduce 22<sup>nd</sup> year increment to 21<sup>st</sup> year and increase from \$2,000 to \$3,000
  - Increase 28<sup>th</sup> year increment from \$3,000 to \$4,000
  - Increase 30<sup>th</sup> year increment from \$4,000 to \$5,000
- Increases in stipends for AVID Director, Middle School Activities Director, Middle School Athletic Director and Avid Site Team Coordinator
- Increased Tuition Reimbursement from \$3,000 to \$7,800 for Areas of Special Needs

**“May Revise” State Budget Cuts \$4 Million from BUSD Budget. Increased State COLA raises BUSD Effective COLA by .09%:**

The “May Revise” State Budget released on May 12 reflects a projected decrease in state revenues of over \$30 billion compared to the Governor's proposed January Budget. This has resulted in proposed cuts in funding.

For BUSD, this means a loss of about \$4 million due to cuts in the Arts and Music Grant and Learning Recovery Grant (from a combined total of \$10 million down to \$6 million). The District had already relied on the higher funding amount to improve staffing, including in the following areas: psychologists, counselors, instructional coaches, health clerks, extra paraprofessional hours. This is in addition to funding technology and music programs.

The District informed CTAB that the general fund will have to absorb these added expenses if these expenditures are to continue past the 2023-2024 school year.

The District also informed CTAB of the updated state COLA, from 8.13% in January to 8.22% in May. Due to declining enrollment, the actual revenue increase (our “local COLA”) for BUSD based on an 8.13% state COLA was 2.39%. The 8.22% state COLA will increase BUSD's “local COLA” to 2.48% – an increase of .09% (about \$60,000).

Based on the above information – less than a 3% revenue increase for the District - and the fact that most local settlements for 2023-2024 are in the 4%-6% range, the District expressed its puzzlement over CTAB's unchanging proposals for a 16.5% salary increase for two years plus all of the other compensation, health benefit and class size proposals. CTAB did not point to any alternative or independent budget information or analysis that would show how the District could afford these proposals.

**New BUSD Proposal Lowers Middle School Class Sizes and Increases “Overage” Pay for SDC Classes:**

BUSD agreed to CTAB's proposal to lower the staffing ratio from

middle school from 32:1 to 31.1. BUSD proposed to increase class size “overage” pay for SDC classes from \$20 to \$25 per student per day (CTAB is proposing \$30).

**Both Parties Resubmit Proposals on Hours, Responsibilities, Work Year:** Neither BUSD nor CTAB made new proposals on this article. The District continues to propose maintain the 185 day work year; CTAB continues to propose reducing it by two days (eliminating professional development days). The District proposes establishing a 30 minute weekly preparation period for grades 1-3; CTAB proposes two 50-minute weekly preparation periods for grades K-5.

Next Steps:

The parties have scheduled an additional negotiations session on June 5.