

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## First Session- March 5, 2020

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.

### BERRYESSA UNION SCHOOL DISTRICT AND CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA BEGIN NEGOTIATIONS FOR 2020-2021 CONTRACT

**"Second Interim Budget Report" Update Provided:  
Ongoing Bargaining Unit Cost Increases Exceed State COLA  
Initial Proposals Exchanged, Tentative Agreements Reached**

Bargaining teams for BUSD and CTAB met on February 28 and March 5 to begin negotiations over a contract for the 2020-2021 school year. The entire contract is open for negotiations this year so both parties can make proposals on any articles in the contract.

During the first two sessions, the teams reviewed their initial proposals, exchanged counterproposals and reached some tentative agreements. The teams also heard a budget update based on the "Second Interim Budget Report." A summary is provided below.

#### **"Second Interim Budget Report" Update Provided: Ongoing Bargaining Unit Cost Increases Exceed State COLA**

School district must update budgets at least twice each year; these are called "interim reports," the second of which will be presented at the March 10 Board meeting. The teams were given a preview of this report, which contained the following major points:

- Enrollment is expected to continue to decline by about 80 students this year (with corresponding loss of state funding).

March 9, 2020

District's Negotiations  
With CTAB

Volume 2, Issue 1



*Pathway to the Future*

Next Scheduled  
meeting on:

**April 2, 2020**

#### **Meet the Team**

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

Kevin Franklin- Assistant  
Superintendent of Business

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

Chris Mosley- Principal of  
Sierramont Middle School

Andrea Ortiz- Principal of  
Noble Elementary School

Jamie Garcia- Administrative  
Assistant of Human Resources

Gregory Dannis- Legal  
Counsel

- The 2020-2021 State Cost of Living Adjustment (COLA) was reduced from the projected 3% to 2.29% (the 2021-2022 projected COLA is 2.71%).
- The “general fund” has decreased by about \$140,000 due to the lowered COLA, declining enrollment, and the decrease in the EL population (which carries its own additional funding, \$500,000 of which was permanently lost last year).
- District contributions to STRS continue to increase by about 1.3%; unlike last year, the Governor has proposed no relief for districts to offset this cost.
- Employee “step and column” costs (natural movement on the salary schedule) are about 1.5%.
- **STRS and step and column cost increases total the equivalent of a 2.8% salary increase – more than the 2.29% State COLA.**
- Employee Health and Welfare costs have increased by about \$636,000 due to increased District contributions negotiated last year.
- The unrestricted “ending balance” (the District’s reserve) is projected to decrease from its current year level of \$7.78 million to \$4.37 million in 2020-2021 to \$2.6 million in 2021-2022, for a total reduction of 67%.
- The above reduction in the ending balance is due to a structural budget deficit (spending more each year than is received that year), necessitating spending down reserves in order to meet expenses.
- Another major factor is the underfunding of special education, which results in the District needing to “contribute” general finds to meet these costs. This general contribution has gone from \$5.2 million in 2013-2014 to \$11.76 million in 2019-2020, an increase of \$6.6 million or 126%.

The next event in the state budget cycle is the “May Revise” which will include updated state revenue projections and potential changes in the Governor’s proposals.

### **Initial Proposals Exchanged, Tentative Agreements Reached**

**DISTRICT INITIAL PROPOSALS.** The District’s Initial Proposal states:

The District is committed to entering into good faith negotiations with representatives of the California Teachers Association of Berryessa in furtherance of the following interests:

- Students are our first priority;
- Our focus is to advance student achievement;
- We place student’s needs before those of adults;
- We support a work place based on mutual respect and integrity;
- Maintain District fiscal solvency and evidence of affordability over time;
- Achieve an equitable settlement based on comparability and fairness; and
- Comply with all legal mandates.

The District's proposals are as follows:

- **Compensation**: The District has an interest in:
  - Providing a competitive salary for its certificated employees in order to maintain the District's ability to recruit and retain certificated employees;
  - Meeting its obligations to be fiscally responsible and to work within limited ongoing resources to meet student needs;
  - Establishing signing bonuses, stipends and other incentives for recruitment and retention of special education providers and other areas of need; and
  - Providing one day of Professional Development (PD) before the first day of school.
- **Benefits**: The District has an interest in providing health and welfare benefits as part of a total compensation package, within the available resources, at a level that will maintain the District's ability to recruit and retain certificated employees.
- **Hours, Responsibilities, Work Year**: The District has an interest in equalizing instructional time for TK with the instructional time provided in kindergarten, especially in light of additional supports that have been provided to TK instructors.
- **Evaluation**: Update and reorganize for easier use the California Standards for the Teaching Profession (CSTP) and related evaluation forms. Update language of the "Five Year Cycle" to remove outdated language based on expired federal law.
- **Leaves**: Move up deadline for intent to return from leave from April 1 to February 1 to assist with timely and efficient staffing.
- **Shared Contract**: Move up deadlines for requesting or renewing shared contract arrangements to assist with timely and efficient staffing. *Tentative Agreement (TA) reached.*

#### **CTAB INITIAL PROPOSALS:**

- **Compensation**:
  - Increase salaries the next three years (2020-21, 2021-22 and 2022-2023) by an amount to equal the average of all Santa Clara County districts by 2022-2023 plus add the State COLA percentage each year.
  - Condense the salary schedule to a maximum of 18 years (currently 21 years).
  - Establish "longevity increments" at 20, 23 and 26 years (currently 22, 26 and 30 years).
- **Benefits**:
  - Change specific dollar amounts of District contribution to "the dollar amount equal to, but no greater than, the Kaiser single, two-party, and family plans."
  - This would be a "floating cap," meaning the District would be required to automatically assume all future increases in Kaiser premiums without any negotiations.
- **Class Size**:
  - Lower maximum class size numbers from "2 students over" (just agreed to last year) to "1 over."
  - Lower maximum electives class size.
  - Lower middle school music and PE class sizes.
  - Increase "overage" dollar payments per student (just increased last year).

- "1 student over" maximum for SDC classes.
- Define classes/caseloads and overages for SDC.
- Define caseloads for social workers and counselors.
- Pursue options in restorative justice and students' social emotional well-being.
- **Hours, Responsibilities, Work Year:**
  - Eliminate homeroom period.
  - Provide two 50-minute prep periods per week to TK-5 and SDC teachers (currently for 4-5 teachers).
  - Pay teacher per diem on release day when sub is absent.
  - One release day per trimester for TK-3 teachers for assessments and preparation.
  - One of the first three teacher workdays shall be exclusively for teacher-directed preparation.
  - \$10/student/day for elementary teachers who take additional students due to absence of subs.
  - CTAB and the District shall jointly plan and schedule professional development activities.
- **Leaves:** Eliminate definition of "personnel necessity." ***TA reached on District counterproposal with date changes (see above), acceptance of CTAB's personal necessity proposal, and addition of prior notice language for such leave.***
- **Assignment, Transfers and Filling of Vacancies:** Add the same requirements currently existing for involuntary transfers (change of site) to involuntary reassignments (movement within a site).
- **Organizational Security:** Accept the District proposal made last October (regarding "agency fees" being declared unconstitutional by the *Janus* decision), and add previous MOU incorporating new law on union access to employee orientations and contact information.
- **Recognition:** Update description of bargaining unit to cover all present and future certificated positions, excluding management/supervisory etc. positions.
- **Length of Contract:** A three year closed agreement with no reopener negotiations (salaries and benefits would be established for each year per the above CTAB proposals).

The Teams will meet again on April 2, 2020.