

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Second Session- March 25, 2019

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.

March 25, 2019

District's Negotiations
With CTAB

Volume 1, Issue 2



Pathway to the Future

BUSD AND CTAB HOLD SECOND NEGOTIATIONS SESSION FOR 2019-2020 District Makes First Compensation Proposal for 1.5% Salary Increase

Bargaining teams for BUSD and CTAB met on March 25, 2019 for their second negotiations session over a contract for the 2019-2020 school year.

During this session, the District responded to CTAB's Compensation and Class Size proposals from the prior negotiations session. CTAB provided new proposals on Fringe Benefits and Hours, Responsibilities and Work.

BUSD PROPOSALS:

- **Compensation:**
 - 1.5% across the board salary increase.
 - Enhanced initial placement on salary schedule for Speech Language Pathologists to establish more competitive beginning salary.
 - Increase overnight stipend (e.g. science camp) from \$150 to \$200.
- **Class Size:**
 - Establish maximum staffing ratio for 4/5 combination classes at 29:1.
 - Increase grades TK-5 Class Size Overage Payments from \$7 to \$10 per student over the maximums currently provided in the contract.
 - Clarify the 20 day period after which the class size overage payments begin.

CTAB PROPOSALS:

- **Fringe Benefits:** Increase the District's contribution to medical benefit premiums as follows:
 - Employee only: From \$675/month to \$975/month.
 - Two-Party: From \$1400/month to \$1800/month.
 - Family: From \$1785/month to \$2285/month.

The teams will meet
again on:

April 8, 2019

Meet the Team

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

Phuong Le- Deputy
Superintendent

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

Chris Mosely- Principal of
Sierramont Middle School

Carol Mar- Principal of
Laneview Elementary School

Jamie Garcia- Administrative
Assistant of Human Resources

Gregory Dannis- Legal Council

- **Hours, Responsibilities, Work Year:**

- Provide all middle school RSP/SDC teachers with an additional daily prep period (for a total of 2 per day).
- Provide all TK-3 teachers with two 50 minute prep periods per week (as is currently provided to grades 4-5).
- Provide extended day kindergarten teachers \$75 for each day “instructional support (an aide) is not provided (due to a vacancy or an aide on leave without a substitute).
- Provide \$75 per day to TK teachers similar to the above.
- Prohibit placement of students in a substitute’s class when an elementary class is split among teachers due to absences.
- Prohibit assignment of a substitute to a class other than the class for which a unit member has requested the substitute.
- Require all state and federally mandated training to take place during District professional development time.

DISTRICT REVIEWS CHALLENGES AHEAD

After receiving the CTAB proposals described above, the District stated the following to the CTAB team:

- The District believes it has very limited means and resources with which to bargain compensation and cost items this year.
- The District is therefore concerned at the breadth and scope of CTAB’s “cost proposals.” In addition to a 6% raise, CTAB has proposed significant increases in staffing as well as fringe benefit costs.
- The District believes the bargaining teams face a challenge on how to address these cost issues and will need CTAB’s help and collaboration in order to maintain the positive negotiations process.
- The District is determined to work hard and negotiate in good faith to reach a settlement together, without the need to rely on outside assistance.

CTAB responded that it has questions regarding the District’s budget and its “limited resources” perspective. The District welcomed these questions and expressed hope for a straightforward and data driven discussion of finances.