

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Fourth Session- May 14, 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.

BUSD AND CTAB HOLD FOURTH NEGOTIATIONS SESSION FOR 2019-2020 DISTRICT QUESTIONS CTAB ON RATIONALE FOR DOUBLE DIGIT PACKAGE Both Parties Make New Salary Offers CTAB's Proposals Still Exceed Three Times the State COLA

Bargaining teams for BUSD and CTAB met on May 14, 2019 for their fourth negotiations session over a contract for the 2019-2020 school year.

DISTRICT RESPONSE TO CTAB PROPOSAL: The District opened the meeting with a written Response to CTAB's April 8 proposal which contained a "Status of Negotiations" and "Questions for CTAB." The full document may be viewed [HERE](#). Some of the points raised by the District were:

Status of Negotiations:

- CTAB opened negotiations at 6% salary, plus longevity and stipend increases, increased benefit contributions from the District, lower class size, and additional prep periods – all of which add up to a double digit total compensation increase.
- After three bargaining sessions, CTAB has not moved off most of its initial proposals.
- The District has lost its concentration funding [\$800,000] and is in declining enrollment.
- The District had a qualified first interim budget for 2018-2019 even after depleting reserve accounts (Funds 17 and 20), and only recently had its second interim approved after multiple meetings with the Santa Clara County Office of Education (SCCOE) to affirm plans to address continued deficit spending.

Questions for CTAB:

- What is CTAB's rationale and documentation supporting the feasibility of a double digit total compensation increase?
- What message or Association goals is CTAB trying to communicate to the District, its members and the community by not moving off of its initial 6% salary proposal and its other cost proposals?
- Is 6% CTAB's Last Best Offer?

May 14, 2019

District's Negotiations
With CTAB

Volume 1, Issue 4



Pathway to the Future

The teams will meet
again on:

June 11, 2019

June 12, 2019

Meet the Team

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

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

Chris Mosley- Principal of
Sierramont Middle School

Carol Mar- Principal of
Laneview Elementary School

Jamie Garcia- Administrative
Assistant of Human Resources

Gregory Dannis- Legal
Counsel

- What additional questions does CTAB have regarding the District's budget?
- What are CTAB's main priorities for its members in these negotiations?
- Does CTAB believe that an agreement can be reached by June 12th?
- If an agreement is not reached by June 12th, is CTAB open to negotiating throughout the summer?

The District emphasized that these negotiations are for *next year* (2019-2020) for which a State Budget has not even been finalized. Together with closing out the 2018-2019 District budget, these events often provide more flexibility in negotiations but this information will not be known until July.

As it stands now, however, the State COLA is 3.26% (down from 3.46%), and the total package of CTAB's proposals are at least three times that amount.

The District concluded its Response as follows:

The District remains committed to negotiating in good faith, as it always has with CTAB. Without any movement by CTAB, however, the District does not know CTAB's true priorities or its reasoning for demanding a double digit total compensation increase given the District's current fiscal status. The District hopes CTAB's answers to these questions will enable the parties to move forward in a joint effort to reach a fair agreement.

As the District stated in its presentation to CTAB on April 8, its "Desired Outcome" for these negotiations is as follows:

To negotiate in good faith
through a constructive and positive manner
that results in a collaborative settlement.

BOTH PARTIES MAKE NEW SALARY OFFERS

CTAB Decreases 6% Salary Offer to 5%: Following the District's Response, CTAB's new proposal lowered its salary offer from 6% to 5% but retained most of the other cost items previously proposed (e.g. increased District health and welfare benefits contributions, reductions in class size, two preparation periods for middle school RSP/SDC teachers, payment to teachers when an instructional aide is absent, etc.).

CTAB Proposes "Longevity" to Begin on Regular Salary Schedule: CTAB modified its "Longevity Increments" proposal to call for additional annual salary payments of \$2000, \$4000 and \$6000 beginning in years 15, 20 and 25 respectively. Upon District questioning, CTAB confirmed its proposal would require longevity payments in all columns of the schedule (currently longevity does not apply to the first two columns) and would begin at year 15 even though the regular schedule already has 20 steps. This means all teachers would receive their regular salary and a longevity increment at steps 15 through 20.

BUSD Increases 1.5% Salary Offer to 2%: The District thanked CTAB for listening to its presentation and then made a new offer. The District reciprocated by making a new proposal as follows:

The District appreciates CTAB's effort to keep negotiations moving forward by reducing its salary proposal from 6% to 5% and withdrawing some other cost items from its initial proposal. Many significant cost items still remain in CTAB's proposals, including longevity payments, health and welfare increases to cover the current and following calendar years, lower class sizes, and additional preparation periods for RSP/SDC teachers.

The District's focus in these negotiations is to use what limited resources it has on improving basic salaries and benefits. Therefore, in order to keep negotiations moving forward, the District increases its compensation proposal to provide for a **two percent (2%)** increase to 2018-2019 salary schedules, effective July 1, 2019.

As we await the closing out of the District's 2018-2019 budget and adoption of the 2019-2020 State budget, the District remains hopeful that the parties will continue to narrow their differences in future negotiations.

The teams will meet again on June 11 and 12, 2019.