

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Seventh Session- September 30, 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.

September 30, 2019

District's Negotiations
With CTAB

Volume 1, Issue 6



Pathway to the Future

**DISTRICT INCREASES TOTAL
COMPENSATION PROPOSAL TO 5.265%
INCLUDING RAISING SALARY OFFER TO
3.26% TO MATCH STATE COLA;**

Next Scheduled
meeting on:

October 8, 2019

PLUS:

\$1000 MORE ON SALARY SCHEDULE STEPS 15-21;

INCREASED STIPENDS FOR RSP AND SDC TEACHERS;

NEW HIGHER PAY SALARY SCHEDULE FOR SPEECH/LANGUAGE PATHOLOGISTS;

TWO INCREASES IN DISTRICT HEALTH AND WELFARE PAYMENTS; AND

INSTRUCTIONAL SUPPORT AND OVERTIME PAY FOR TK AND K/1 TEACHERS

CTAB Rejects Proposal and Demands Package in Excess of 6.6%;

District Will Consider Declaration of Impasse in Negotiations

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

Andrea Ortiz- Principal of
Noble Elementary School

Jamie Garcia- Administrative
Assistant of Human Resources

Gregory Dannis- Legal
Counsel

Bargaining teams for BUSD and CTAB last met on September 30 for their seventh negotiations sessions over a contract for the 2019-2020 school year. The parties have reached agreement on all articles except compensation and class size. Here are details of the District's most recent offer, which is a "Comprehensive Settlement Package intended to settle all outstanding issues":

DISTRICT PROPOSES 5.265% TOTAL COMPENSATION PACKAGE

Salaries: The District's new proposal included the following:

- 3.26% Salary Schedule Increase effective July 1, 2019. This percentage equals the 2019-2020 State Cost of Living Adjustment (COLA) received by the District.
- Additional \$1000 on Steps 15-21 effective July 1, 2019, across all columns in recognition of credited years of service in the District. This proposal would benefit 34% of the bargaining unit and address a particular area of the schedule that is not as competitive with other districts. The cost of this proposal is equal to about a .27% salary increase.
- RSP and SDC Teachers: Increase annual stipend from \$2000 to \$2500. The cost of this proposal is equal to about a .065% salary increase.
- Speech and Language Pathologists: SLP salaries will be increased by 10% based on a new salary schedule. SLPs would continue to receive their annual \$4000 stipend.
- Instructional Support for TK: Additional instructional assistant time will be equal to about a .17% salary increase.

Fringe Benefits: 1.7% Equivalent Salary Increase: The District proposes two increases to its contribution toward health and welfare premiums, once following ratification of the new 2019-2020 contract and the second increase on January 1, 2020 as follows:

| | <u>Current Contribution</u> | <u>New Contract Amount</u> | <u>1/1/20 Amount</u> |
|----------------|-----------------------------|----------------------------|----------------------|
| Employee Only: | \$675/month | \$768.25/month | \$806.66/month |
| Employee +1: | \$1400 | \$1536.50 | \$1828.30 |
| Family: | \$1785 | \$1928.30 | \$2024.72 |

As of January 1, 2020, the employee only District contribution rate will have increased by 19.5%; the employee plus 1 rate by 15.2% and the family rate by 13.4%. Full implementation of these increases is equal to about an ongoing 1.7% salary increase for unit members. CTAB has indicated agreement with this proposal.

CLASS SIZE: The District improved its proposal by adding overage pay to K/1 combination classes over 22 and for 4/5 combination classes over 29. The entire proposal includes:

- New language prohibiting TK/K combo classes (agreed to CTAB proposal).
- New 29:1 class size for 4/5 combo classes (agreed to CTAB proposal).
- Increase "overage" payments from \$7 to \$10 per student per day for grades TK-5.

- New “overage” pay for TK (and now K/1) teachers for each student in excess of 22 (currently 24).
- Decrease the SDC Mild/Moderate maximum class size from 14 to 13 students, above which “overage” payments would be made.

CTAB Rejects Proposal and Demands Package in Excess of 6.6%;
District Will Consider Declaration of Impasse in Negotiations

In response to the District’s new proposal, CTAB’s proposal:

- Decreased its salary offer from 4.25% to 4%.
- Rejected the District proposal to add \$1000 to steps 15-21 of the salary schedule.
- Eliminated the \$4000 SLP stipend and increased the RSP/SDC stipend from \$2000 to \$4000.
- Agreed to the proposed SLP salary schedule if a 4% raise was added on top.
- Added back a “Longevity Increments” proposal that it had made on May 14, 2019 and had *dropped* on June 12, 2019 (22-25 years=\$2000, 26-29 years=\$4000, and 30 years and after \$6000).
- Reduced the TK staffing ratio from 24:1 to 22:1.

CTAB stated it did not know the total cost of its proposal. The District provided information to CTAB that its proposal would amount to approximately a 6.65% annualized, ongoing total compensation increase, including the need for an additional TK teacher due to CTAB’s staffing proposal.

The District questioned why CTAB was proposing a total compensation increase twice the amount of the State COLA, especially in a District with serious declining enrollment, and when no other known settlements even approach this amount. CTAB responded that “the District is saving money” and can afford it.

The District also questioned how CTAB bringing back a longevity proposal that had been dropped over three months ago was not “regressive bargaining.” CTAB responded this was not regressive bargaining because it lowered its salary proposal from 4.25% to 4%, but did not provide any data to show the cost of these proposals are offsetting.

To close the session, the District stated it was disappointed and felt CTAB’s latest proposal had moved the process backwards. The District stated it would notify CTAB prior to the session on October 8 whether it will meet as scheduled or declare an “Impasse” in negotiations with the Public Employment Relations Board. If “Impasse” is declared, this will trigger the mediation process and potentially the fact-finding process, both of which could possibly take up to an additional six months to complete.