



# **Berryessa Union School District**

## **NEGOTIATION FACTS**

*A series of Updates about labor negotiations*

February 9, 2016

### **Committed to keeping you informed —**

The Board of Education and District administration believe all stakeholders in the educational community (students, parents, employees and the wider community) should have access to accurate and timely information regarding School District operations including negotiations. Editions of this publication provide facts about the collective bargaining process, issues being discussed in negotiations, and related information. Interested parties may obtain additional information by accessing the School District's web site at [www.berryessa.k12.ca.us](http://www.berryessa.k12.ca.us). Please be sure to click on "Negotiations Updates."

### **CSEA NEGOTIATIONS**

As previously reported in the February 3, 2016 Joint Communication, the Classified unit and the Noon Duty Supervisor unit represented by CSEA, Chapter 364 have reached tentative agreements with the District. The Noon Duty Supervisor unit has ratified the tentative agreement, and the Classified Unit is scheduled to vote on the tentative agreement on this week. If ratification is complete, both tentative agreements will be presented to the Board of Trustees for consideration at the February 23, 2016 Board meeting.

**CSEA 364 Classified Unit representatives** are: Heidi Perry; Laurie Andrade; MaryKay Sapirstein; Gloria Vargas; Mark Corpuz; Debbie Narvaes; James Trujillo (CSEA Rep.).

**CSEA 364 Noon Duty representatives** are: Rhonda Valdez; Heidi Perry; Elva Abram; Debbie Narvaes; James Trujillo (CSEA Rep.).

**BUSD representatives** are: Eduardo Luna; Lakeisha Blackshire; Tina Hsu; Dr. Joseph McCreary; Phoung Le; Maila Nguyen; Dr. Douglas Staine; Janet Sommer (District Counsel).

### **TEAMSTERS NEGOTIATIONS**

The District and Teamsters reached a conceptual agreement at their last bargaining session and are scheduled to meet again on February 24, 2016 to draft and finalize written agreement which, after final agreement, will be presented to the unit members and the Board of Trustees for vote and approval.

**Teamsters Local 150 representatives** are: Peter Reyes; Robert Corona; Michael Goodner; Johnny Salgado; Alan Daurie (Business Agent).

**BUSD representatives** are: Mari Fujikawa; Joann Vaars; Phoung Le; Maila Nguyen; James Bakos; Dr. Douglas Staine; Janet Sommer (District Counsel).

### **CTAB NEGOTIATIONS**

Representatives from CTAB and BUSD met on Monday, February 8<sup>th</sup>, for a joint negotiation session. This was the sixth meeting for this cycle. During November and December, the parties met and exchanged proposals on all open articles. At the February 8 meeting, the teams reviewed the status of prior proposals, shared information and viewpoints, and exchanged new proposals. The chart on the following page summarizes the proposals that are currently under consideration.

**CTAB NEGOTIATIONS CURRENT PROPOSAL SUMMARY**  
**(Proposals as of February 8, 2016)**

| Article  | District's Proposal   | CTAB's Proposal   |
|--|---|---|
| <p><b>Compensation Art. 9</b></p>              | <p><b>2015-2016 Salary:</b> 4% salary schedule increase effective 7/1/15.</p> <p><b>2016-2017 Salary:</b> 2 Options Presented (either option to be effective 7/1/16):</p> <ul style="list-style-type: none"> <li>• <b>Option 1:</b> 3% salary schedule increase and restructuring of salary schedule to reduce from 33 steps to 21 steps (with one longevity increment at year 23) and related changes;</li> </ul> <p><i>or</i></p> <ul style="list-style-type: none"> <li>• <b>Option 2:</b> 4.7% across the board salary schedule increase with no restructuring.</li> </ul> <p>Both of the above options include a 1% salary schedule increase (within the 3% or 4.7% total) in exchange for increasing the basic work year by 2 work days.</p> <p><b>Other salary provisions:</b></p> <ul style="list-style-type: none"> <li>• Establish signing bonuses and revised stipends for Speech Language Pathologists;</li> <li>• Increase maximum scholarship grant for tuition expenses for unit members enrolled in specified hard-to-staff credential programs from \$1,500 to \$2,500 per year.</li> <li>• Eliminate \$100 class change bonus.</li> </ul> | <p><b>2015-2016 Salary:</b> 4.5% salary schedule increase effective 7/1/15.</p> <p><b>2016-2017 Salary:</b> 5% salary schedule increase and salary schedule restructuring to reduce from 33 to 20 steps and related changes effective 7/1/16.</p> <p><b>Other salary provisions:</b></p> <ul style="list-style-type: none"> <li>• Increase maximum scholarship grant for tuition expenses for unit members enrolled in specified hard-to-staff credential programs from \$1,500 to \$7,378 per year;</li> <li>• Eliminate coursework approval provisions for unit credit for column movement;</li> <li>• Eliminate time limits for submitting units for column movement.</li> </ul> |
| <p><b>Benefits Art. 10</b></p>                 | <p>Effective 1/1/16, increase District's monthly contribution caps to:</p> <ul style="list-style-type: none"> <li>• \$631 – single,</li> <li>• \$1,262 – 2-party,</li> <li>• \$1,531 – family.</li> </ul> <p>Beginning 1/1/17, increase caps to:</p> <ul style="list-style-type: none"> <li>• \$646 -- single,</li> <li>• \$1,337 – 2-party, and</li> <li>• \$1,706 - family.</li> </ul>  | <p>Effective 1/1/16, increase District's monthly contribution caps to:</p> <ul style="list-style-type: none"> <li>○ \$646 – single,</li> <li>○ \$1,337 – 2-party,</li> <li>○ \$1,706 – family.</li> </ul> <p>No additional cap increase provided in 2016-17.</p>  |
| <p><b>Class Size (Special Ed.) Art. 13</b></p> | <p>Increase SDC class size overage payment from \$5 to \$10 per student per day.</p>  | <p>Increase SDC class size overage payment from \$5 to \$10 per student per day.</p> <p>Limit SDC overage to one student over maximum in contract.</p>  |
| <p><b>Hours Art. 14</b></p>                    | <p>Increase basic work year by 2 days (from 183 to 185 days for returning teachers, and 184 to 186 days for new teachers).</p>  | <p>Require District to provide at least 5 extra paid days (per diem pay) for Resource Specialists' and SDC teachers' job requirements. Scheduling of days must be pre-approved by the immediate supervisor.</p>   |

| Article                          | District's Proposal   | CTAB's Proposal |
|----------------------------------|---|-----------------|
| <b>Leaves<br/>Article 16</b>     | <ul style="list-style-type: none"> <li>• Add provisions on differential pay for maternity and paternity leave as required by recent legislation;</li> <li>• Clarify requirement for medical certification upon return to work from sick leave;</li> <li>• Update Appendix G.</li> </ul> |                 |
| <b>Retirement<br/>Article 17</b> | Delete obsolete language.   |                 |

**Future CTAB Negotiation Dates**

Future negotiations dates are scheduled for February 25, March 16, and March 21, 2016.

**Members of the CTAB Bargaining Team**

CTAB representatives are: Melanie Ontiveros; Amy Swain; Joe Herman; Radha Bala; Nadya Houston; Kris Clarke (CTA Rep.).

**Members of the School District Bargaining Team**

BUSD representatives are: Chris Mosley; Parisa Nunez; Phoung Le; Maila Nguyen; Dr. Douglas Staine; Janet Sommer (District Counsel).