

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Third Session- May 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 CSEA soon after each session.

BUSD AND CSEA HOLD NEGOTIATIONS SESSION FOR 2019-2020

Bargaining teams for BUSD and CSEA held their third negotiations session on May 30, 2019, for a successor to the current contract, which has a term of July 1, 2016-June 30, 2019.

The bargaining teams reached a tentative agreement on the following Article:

Article 3.3 Organizational Security (Dues and Fees): This provision of the contract was updated to reflect new legal developments regarding union dues with the Janus ruling.

The parties discussed CSEA's proposals on the following Articles:

Note: Proposed new language in **Bold**

Article 11.4 (Sick Leave for Personal Necessity): Up to seven (7) days of the leave granted annually to unit members for personal ~~illness~~ **necessity** may be used **by the unit member** for **personal** reasons ~~of personal necessity~~. **A unit member may use no more than three (3) days (maximum allowable is seven (7) days of personal necessity) as "no tell" days which shall not be subject to section 11.4.4.**

Article 15.1 (Vacation Accrual): Modify the vacation accrual chart to the following:

| | 160-190 Days | 191-223 Days | 224 Or More Days |
|-------------------------------------------------------------------|--------------|--------------|------------------|
| First through fourth year: First through third year | 10 days | 11 days | 12 days |
| Fifth through ninth year: Fourth through sixth year | 12 days | 13 days | 15 days |
| Tenth through eleventh year: Seventh through ninth year | 14 days | 15 days | 17 days |
| Twelve plus years: Ten plus years | 16 days | 19 days | 20 days |

May 30, 2019

District's
Negotiations
With CSEA

Volume 1, Issue 3



Pathway to the Future

The teams will meet
again on:

June 13, 2019

Meet the Team

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

Mya Duong- Principal
of Brooktree
Elementary School

Chris Mosley- Principal
of Sierramont Middle
School

Jamie Garcia-
Administrative Assistant
of HR

John Yeh- Legal
Counsel

The parties discussed the District's proposals on the following Articles:

Note: Proposed new language in **Bold**

Article 11.4 (Sick Leave for Personal Necessity):

- 11.4.1 Up to seven (7) days of the **sick** leave granted annually to unit members ~~for personal illness~~ may be used ~~by the unit member~~ for reasons of personal necessity.
- **11.4.1.1 Unit members may annually use up to two (2) of the allotted seven (7) Personal Necessity Leave days as Discretionary Days.**
- **11.4.1.2 Unit members are not required to provide a reason for the use of any Discretionary Day but must provide at least three (3) work days' notice of the use of such day to their immediate supervisor through completion and submission of the "Leave of Absence Request Form."**
- **11.4.1.3 Discretionary Days may not be used on scheduled training or staff development days, immediately before, after or during a holiday recess period, or during the first two (2) weeks or the last two (2) weeks of the instructional school year without prior approval.**
- **11.4.1.4 Unused Discretionary Days do not accumulate and cannot be carried over from year to year.**

Article 15.1 (Vacation Accrual):

- District will provide a proposal at the next scheduled meeting.

Article 8 (Compensation and Benefits):

- District provided information on the Vision Plan changes that will go into effect on January 1, 2020.

The teams meet again on Thursday, June 13, 2019 and Wednesday, June 19, 2019.