

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Session Held – June 5, 2023

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.

CTAB AND BUSD JOINTLY DECLARE IMPASSE IN NEGOTIATIONS FOR 2023-2026 SUCCESSOR CONTRACT

**BUSD Maintains 2023-2024 Salary Proposal:
5.5% Ongoing Salary Schedule Increase Plus One-Time 1% Salary Payment
Additional 2% Salary Schedule Increase for 2024-2025**

**CTAB Maintains Previous Proposal: 16.5% Over Two Years –
11.5% Salary Schedule Increase for 2023-2024 and 5% for 2023-2024
Plus Uncapped Full Family Benefits and Increased Longevity Payments**

Class Size and Hours, Responsibilities and Work Year Articles Also Remain Unresolved

Introduction

This is Berryessa Union School District's (BUSD) seventh Negotiations Update for 2023-2024 successor contract negotiations between the District and the California Teachers Association of Berryessa (CTAB). The District will distribute the Negotiations Update after meetings with CTAB to inform our community on the progress of negotiations.

Bargaining teams for BUSD and CTAB held their seventh negotiations session for the 2023-2024 school year on June 5, 2023 and discussed the following subjects:

CTAB AND BUSD JOINTLY DECLARE IMPASSE IN NEGOTIATIONS FOR 2023-2026

SUCCESSOR CONTRACT: After reviewing each party's proposals on Compensation and Benefits, Class Size and Hours, Responsibilities and Work Year, the District and CTAB concluded that the differences in their positions were so significant that further face to face meetings would not produce a settlement. When this occurs, under the state collective bargaining law (the Educational Employment Relations Act, or EERA), one or both parties can declare an "impasse" in negotiations and seek the assistance of a state mediator. The District and CTAB agree to jointly file for impasse.

The Impasse Process: The EERA requires the parties to participate in all stages of the impasse process until agreement is reached or the process is exhausted. These stages are:

- **Mediation:** A neutral state mediator is appointed by the state to assist the parties in narrowing their differences and reaching agreement. This stage can last for months at the discretion of the mediator. Only the mediator can release the parties to the next stage.

June 5, 2023

District's Negotiations
With CTAB

Volume 1, Issue 7



Pathway to the Future

The next session is on:

TBD - Fall 2023

**FOR THE 2023-2026
SCHOOL YEAR**

Meet the Team

Ricardo Cabrera – Assistant
Superintendent of Human
Resources

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

Kevin Franklin – Assistant
Superintendent of Business
Services

Chris Mosley- Principal of
Piedmont Middle School

Andrea Ortiz- Principal of
Noble Elementary School

Gregory J. Dannis – Legal
Counsel

Bettina Strickland -
Administrative Assistant of
Human Resources

- Factfinding: A three-person panel – one selected by the District, one by the union and a third party neutral selected by these two representatives – holds a hearing where each party presents facts and evidence in support of their positions. The panel then issues an advisory report with suggested terms for settlement.
- Post-Factfinding: The parties must consider whether the factfinding report “breaks the impasse” and calls for more negotiations.
- Unilateral Action: If the parties cannot reach agreement, each can take unilateral action: The District can unilaterally impose its last best offer, and the union/unit members can engage in concerted activities (e.g. a strike).

ISSUES AT IMPASSE

Compensation and Benefits

BUSD: 5.5% Ongoing salary schedule increase plus one-time 1% salary payment for 2023-2024; additional 2% salary schedule increase for 2024-2025. New middle school music stipend, increased Middle School Activity Director Stipend, and increased overnight stipend.

CTAB: 16.5% over two years – 11.5% salary schedule increase for 2023-2024 and 5% for 2023-2024 plus uncapped full family benefits and increased longevity payments. \$5,000 annual stipend for Psychologists, Counselors and School Social Workers and increases to various other stipends.

Class Size

BUSD: Lower class sizes in middle school, 4/5 combination classes, K-3 classes and Mild to Moderate SDCs. Increase “overage” payments per student per day and begin payments five days sooner .

CTAB: TK maximum class size at 20 (10:1 student/adult). Current state law is a maximum of 24 (12:1 student/adult). Absolute caps on overages at all grade levels. Further increase in overage payment in Mild to Moderate SDCs.

Hours, Responsibilities and Work Year

BUSD: New 30-minute weekly preparation period for grades 1-3 teachers. Additional day (45 minute period) of enrichment for TK students. Expansion of instructional support for TK teachers from 2.5 to six hours per day.

CTAB: Reduction of the basic work year from 185 to 183, eliminating two professional development days and reducing salary accordingly. Up to seven hours pay for kindergarten teachers to assess incoming students prior to the start of the work year. Begin \$50/day payments on first day of absence of instructional support (currently begins after three consecutive days). Reduce start time of teacher duty day by 15 minutes. Reduce meeting time on early release days from 90 to 60 minutes.

TENTATIVE AGREEMENTS REACHED

Association Rights
Organizational Security
Evaluation

The District will continue to negotiate in good faith throughout the impasse process (which is likely to begin in the fall) in order to reach a fair and reasonable settlement based on available District resources.