

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Session Held - March 28, 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.

### **BUSD AND CTAB CONTINUE NEGOTIATIONS FOR 2023-2026 SUCCESSOR CONTRACT**

**Declining Enrollment's Adverse Impact on District Revenues  
Is Reflected in BUSD's Initial Compensation Offer:  
Salary Increases of 4% (2023-2024), 2%(2024-2025), and 2% (2025-2026)**

**BUSD Proposes Updated Evaluation Forms to Reflect Current State Standards  
CTAB Proposes Lower Class sizes, Reduced Work Year,  
Reduced Professional Development, Increased Prep Time and  
Rejects BUSD Proposal to Equalize TK and Kindergarten Instructional Minutes**

### **Introduction**

This is Berryessa Union School District's (BUSD) second 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 second full day negotiations session for the 2023-2024 school year on February 28, 2023 and exchanged proposals on the following subjects:

**BUSD Presents Second Interim Budget Report:** The Assistant Superintendent of Business Services reviewed the Second Interim Budget Report which summarizes the state of District finances approximately two-thirds through the school year. Major points included:

- ADA has dropped further since the First Interim Budget Report, resulting in an added loss of about \$1.6 M in revenue over the next two years.

March 30, 2023

District's Negotiations  
With CTAB

Volume 1, Issue 2



*Pathway to the Future*

The next session is on:

**April 3, 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

The 8.13% COLA proposed by the Governor in January for 2023-2024 results in only a 2.39% increase in LCFF revenue for BUSD (about 30% of 8.13%) because of declining enrollment. This is BUSD's effective "local COLA."

- BUSD's level of funding is among the lowest in the region or the state based on 2020-2021 data:
  - Total General Fund Revenues Per Student – 892 out of 1,037 statewide.
  - LCFF Revenues Per Student – 913 out of 1,037 statewide.
  - Total Revenues Per Student (Santa Clara County) – 29 out of 31 (note that 16 of 31 school districts in Santa Clara County are Basic Aid districts which generally receive much higher levels of funding per student than LCFF districts like BUSD).
- The District continues to deficit spend, meaning it spends more money than it receives in a year, resulting in decreasing reserves.
  - The total District reserve of about \$10.5M in 2022-2023 is projected to decrease to about \$2.5M in 2024-2025.

**Declining Enrollment's Adverse Impact On District Revenues Is Reflected In BUSD's Initial Compensation Offer:** The District's first offer is as follows:

- 2023-2024: Increase salary schedules by 4% effective July 1, 2023.
- 2024-2025: Increase salary schedules by 2% effective July 1, 2024.
- 2025-2026: Increase salary schedules by 2% effective July 1, 2025.

Since the District is projected to receive only a 2.39% "local COLA" for 2023-2024 (see above), a 4% salary increase will require further spending down of reserves. This will be true for the two subsequent years as well since those COLA's are projected to be about 3.5%. If BUSD continues to realize only 30% of this figure, it would receive only about a 1% "local COLA" to help fund the 2% raises offered.

In addition to the above, BUSD proposed:

- A \$1000 stipend for middle school teachers of band, orchestra and music appreciation.
- An increase in the Middle School Athletic Director stipend from \$2500 to \$3500.
- An increase in the overnight stipend from \$200 to \$250.
- No change in the District's contribution to health benefits, which stands at \$26,800 annually – among the highest in the area.

**BUSD Proposes Updated Evaluation Forms To Reflect Current State Standards:** The "best practice" for certificated evaluations is use of the California Standards for the Teaching Profession (CSTP) which have existed for about 20 years. Although the current negotiated Agreement refers to the CSTP, neither the evaluation form nor the rubric for the standards accurately reflect or contain all of the elements underlying the standards. This misalignment leads to difficulty in understanding and explaining the criteria for evaluation and causes confusion especially for teachers entering the profession who have been educated according to the CSTP.

The District has proposed new forms to bring the evaluation process into full alignment with the CSTP and will present corresponding changes to the Evaluation

Article itself in furtherance of this effort. CTAB indicated it is not opposed to this effort at achieving consistency in the evaluation process.

**CTAB Proposes Lower Class sizes, Reduced Work Year, Reduced Professional Development, Increased Prep Time and Rejects BUSD Proposal to Equalize TK and Kindergarten Instructional Minutes:** CTAB's proposals include:

Lower Class Sizes:

- Reduce staffing ratios to yield smaller class sizes for almost all grades.
- Increase "overage payments" for all grades to be paid from first day of instruction (currently there is a 20-day waiting period).
- Reduce student contact maximums for middle school, including P.E. and music performance classes.
- Establish additional caps on the number of students in excess of staffing ratios and class sizes.
- Require two 6-hour paraprofessionals in moderate/severe SDC classes and one 6-hour paraprofessional in mild/moderate SDC classes.

Reduced Work Year and Reduced Professional Development:

- Reduce the work year from 185 to 183 by eliminating two professional development days (with a reduction in salary).
- Reduce length of staff, grade-level and staff development meetings on early release days from 90 to 60 minutes.

Increased Prep Time: Provide two 50-minute preparation periods per week to teachers in grades K-5 (currently provided for grades 4-5).

TK Instructional Minutes: The District proposed to equalize TK instructional minutes (currently 240) with kindergarten (260 minutes). CTAB rejected this proposal.

*The next negotiations session is scheduled for April 3, 2023.*