

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Session Held – April 3, 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

**CTAB Reduces Total Compensation Proposal for 2023-2024 By About 1%
BUSD and CTAB Exchange Counterproposals on
Hours, Responsibilities and Work Year, and Class Size
District Completes Proposals to Update Evaluation System
to Reflect Current State Standards**

Introduction

This is Berryessa Union School Districts (BUSD) third 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 third full day negotiations session for the 2023-2024 school year on April 3, 2023 and exchanged proposals on the following subjects:

CTAB Reduces Total Compensation Proposal for 2023-2024 By About 1%: The District's CBO informed CTAB that its first total compensation offer equaled a 17.74% overall increase when one accounts for the proposed increases in salary, stipends, health benefits, and the impact of proposals to reduce class size and alter hours of employment.

At the April 3 session, CTAB responded to the District's compensation offer (salary increases of 4% (2023-2024), 2% (2024-2025), and 2% (2025-2026) by lowering its proposed 2023-2024 salary increase from 13% to 12% with modifications in other salary-related areas and some changes to its class size proposal.

These new proposals reduced CTAB's total compensation proposal for the 2023-2024 school year from 17.74% to 16.78%. CTAB maintained its proposal to increase salaries by an additional 5% in 2024-2025 and 4% in 2025-2026. All of these cost estimates include a 1% reduction in salaries based on CTAB's proposal to eliminate

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**District's Negotiations
With CTAB**

Volume 1, Issue 3



Pathway to the Future

The next session is on:

April 26, 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

2 professional development days beginning in 2023-2024, a proposal to which the District has not agreed.

BUSD and CTAB Exchange Counterproposals on Hours, Responsibilities and Work Year, and Class Size:

BUSD Proposal - Hours, Responsibilities and Work Year: The District retained language CTAB proposed to change in areas such as reporting to sites one-half hour before the first scheduled student class, grades 4-5 prep time, length of faculty etc. meetings on early release days, reduction of the work year by eliminating two professional development days, and the amount of instructional support for kindergarten teachers.

The District also retained its proposal to raise TK instructional minutes to equal those in kindergarten. The District provided the names of four local districts who already do this. The District increased its proposed stipend for SEAL teachers from \$1500 to \$2000 for prep and planning activities. The District agreed to CTAB's proposal clarifying that kindergarten teachers may, on a voluntary basis, assess students and plan for instruction for up to 7 hours before the work year.

BUSD Proposal - Class Size: The District did not agree to CTAB proposals to reduce class sizes and caseloads at almost every level and to establish and/or increase overage payments. The CBO provided data showing that the cost of this proposal alone would be equivalent to a 3.3% salary increase. The District proposed language to follow state law on the maximum TK adult to student ratio and class size. The District also proposed to reduce from 20 to 15 days the period of time in which overage payments are not made at the beginning of the year.

CTAB Counterproposal – Class Size: In response, CTAB maintained all of its original proposals to reduce class sizes and caseloads. CTAB altered its overage proposal to require payments of \$15/day for the first student over maximums and \$20/day for the second student in grades TK-5. CTAB rejected the District proposal for the 15 day grace period for paying overages and retained its proposal to require such payments from day one. CTAB dropped its proposal to require the District to staff each Moderate/Severe SDC class with two six-hour paraprofessionals.

District Completes Proposals to Update Evaluation System to Reflect Current State

Standards: At the last session, the District proposed new evaluation forms to bring the evaluation process into full alignment with the California Standards for the Teaching Profession (CSTP). On April 3, the District presented corresponding changes to the Evaluation Article itself and Appendix H (Peer Assistance and Review) in furtherance of this effort. In large part, this means moving from outdated criteria and ratings (e.g. satisfactory and unsatisfactory) and instead to referring to the CSTP and the prescribed rating structure (Exceeds Standard, Meet Standard, Approaching Standard and Does Not Meet Standard).

The next negotiations session is scheduled for April 26, 2023.