

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Session Held – April 26, 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

**BUSD Increases 2023-2024 Salary Proposal From 4% to 5%
CTAB Decreases 2023-2024 Salary Proposal From 12% to 11.5%
District Emphasizes Budget Realities Compared to CTAB Demands**

**BUSD and CTAB Exchange Counterproposals on
Hours, Responsibilities and Work Year, and Class Size
District Proposes New Prep Time for Grades 1-3
Parties Reach Agreement on Updated Evaluation System
to Reflect Current State Standards**

Introduction

This is Berryessa Union School Districts (BUSD) fourth 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 fourth full day negotiations session for the 2023-2024 school year on April 26, 2023 and exchanged proposals on the following subjects:

BUSD Increases 2023-2024 Salary Proposal From 4% to 5%; CTAB Decreases 2023-2024 Salary Proposal From 12% to 11.5%:

District Proposal:

- 5% salary increase for 2023-2024 and 2% salary increases in 2024-2025 and 2025-2026.
- The District agreed with CTAB Proposal to provide intern support stipends to School Social Workers (in addition to those already received by Speech language Pathologists and Psychologists).

May 1, 2023

District's Negotiations
With CTAB

Volume 1, Issue 4



Pathway to the Future

The next session is on:

May 2, 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

- **CTAB Response:**
- CTAB lowered its 2023-2024 salary proposal by one-half percent, from 12% to 11.5 % and maintained its proposed 5% salary increase for 2024-2025.
- CTAB dropped the third year of its previous salary proposal, meaning this would be a two year settlement.
- CTAB reduced its proposed stipend for elementary music, middle school band/orchestra, choir and music appreciation from \$4000 to \$3500.
- CTAB maintained its prior proposals to increase compensation in almost all other areas, including stipends, tuition reimbursement, and longevity increments.
- CTAB maintained its proposal to guarantee District-paid full family health and welfare benefits at the Kaiser family rate.

Note: The District already contributes \$26,800 per employee towards medical benefits. This is one of the highest amounts in Santa Clara County as well as the State of California.

District Emphasizes Budget Realities Compared to CTAB Demands: In a candid exchange, the District team called upon CTAB to acknowledge District "budget realities" when proposing compensation and other cost increases such as reduced class sizes and increased preparation time. Major points included:

- The District continues to experience declining enrollment, losing state funding per student. This results in a lower "local COLA" of about 2.39% based on the state projected COLA of 8.13%.
- The District continues to deficit spend, meaning it spends more money in a year than it receives that year, necessitating spending down reserves.
- Comparing only salaries with other districts does not account for the District's contribution of nearly \$30,000 per employee towards health benefits. Many other districts contribute closer to half this amount, enabling allocation of more dollars to salaries.
- Reducing class sizes means hiring more teachers at about \$100,000 each. This increased expenditure means less revenue would be available for salary increases.
- Purchase of a new building is with restricted dollars generated by developer fees which legally cannot be spent on salaries. The planned purchase will cost about \$10 million, compared to a \$15 million price tag for remodeling the current District Office. The new building is less than one-half mile (or six parcels of property) outside District boundaries.
- The District also stated that negotiations are more effective and efficient when each party has an idea of what the other party's realistic goal is regarding compensation increases. However, by starting at 13% for 2023-2024 and coming down 1.5% over the course of four negotiations sessions and maintaining nearly every other cost proposal despite receiving District budget information demonstrating this is not feasible, the District cannot discern CTAB's realistic goals.

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

BUSD Proposal on Hours, Responsibilities and Work Year - District Proposes New Prep Time for Grades 1-3:

- The District proposed adding 30 minutes per week of preparation time to grade 1-3 teachers and 30 minutes pay at the hourly rate if the teacher must keep students in their classroom during this time due to the absence of the prep teacher.

- Maintain at least 18 preparation days per year on early student release days (the District had proposed reducing this to 12 days).
- Maintain the 185 day work year (and avoid reduction in salary).
- Maintain current TK instructional time (the District had proposed equalizing this to kindergarten) but add 45 minutes of enrichment to TK students.
- Provide 6 hours per day of instructional support (e.g. an instructional aide) to TK teachers.

BUSD Proposal on Class Size:

- Maintain proposal to staff TK at state mandated student/adult ratio (currently 12:1).
- Reduce grades 4/5 combination class size from 29:1 to 28:1
- Agree with CTAB to reduce elementary Mild to Moderate class size from 13 to 12.
- Begin paying class size "overage payments" after first fifteen days of instruction (currently after 20 days).

CTAB Proposal on Hours, Responsibilities and Work Year:

- Reduce time employees must be on work site from one half hour to one quarter hour before the student day (the District pointed out this would cause severe traffic congestion during student drop off times).
- Provide two 50 minute prep periods for grades K-5 (currently exists for grades 4-5).
- \$600 per day for SEAL teachers who opt not to take any of the 6 preparation and planning release days.
- Reduce work year from 185 to 183, thereby eliminating two professional development days and reducing salary by about 1%.

CTAB Proposal on Class Size:

- TK staffing ration at 20:1 (below state mandated level).
- Reduce class sizes by 1 at middle school, K-3 combination classes, and 4-5 combination classes.
- Reduce middle school maximum daily student contacts from 160 to 155 except for PE which would be capped at 170.
- Increase all class size "overage payments" by \$5 (to equal \$15) for the first student over maximum and \$10 for the second student (to equal \$20) and prohibit more than two students over the maximum.
- Prohibit more than one student over maximum in Special Day Classes.
- Begin class size "overage payments" on the fifth day of school (currently these begin after 20 student instructional days).

Parties Reach Agreement on Updated Evaluation System: CTAB agreed to the District's proposal to update the evaluation rubric to reflect the most up to date standards and elements and to ensure consistency with contract language.

NEXT STEPS

Next bargaining session: May 2.