

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Special Edition

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.

### BERRYESSA UNION SCHOOL DISTRICT AND CTAB REACH AGREEMENT ON SCHOOL CLOSURES RELATED TO CORONAVIRUS COVID-19

**District Proposes to Review and Discuss State Economic Conditions With CTAB on May 20 Before Proceeding with Negotiations for 2020-2021.**

This is a Special Edition of the Negotiations Update for 2020-2021 contract negotiations between the Berryessa Union School District (BUSD) and the California Teachers Association of Berryessa (CTAB).

Bargaining teams for BUSD and CTAB met "virtually" from separate locations on March 26 and 27, 2020 to address the closure of schools due to COVID-19 and the impact on students, staff and families. After multiple exchanges of proposed language, the parties agreed to a Memorandum of Understanding (MOU) addressing the continuity of education for students and other matters of concern to staff, such as leaves of absence and the continuation of salaries and benefits. This MOU will remain in effect through June 30, 2020 at which time it will expire automatically without precedent.

**MOU on School Closure Related to COVID-19:** Highlights of the MOU, the full text of which can be accessed [here](#), are as follows:

- The parties recognized the priority in the Governor's Executive Order N-26-20 requiring districts to:
  - “Continue delivering high-quality educational opportunities to students to the extent feasible through, among other options, distance learning and/or independent study.”
- Unit members shall continue to work remotely for the duration of school closure and remain available via email and respond to administrators, parents and students to the extent possible through email or, at the choice of the unit member by phone or other means.

March 30, 2020

District's Negotiations  
With CTAB

Volume 2, Issue 2



*Pathway to the Future*

Next Scheduled  
meeting on:

**May 20, 2020**

#### Meet the Team

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

Kevin Franklin- Assistant  
Superintendent of Business

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

Chris Mosley- Principal of  
Sierramont Middle School

Andrea Ortiz- Principal of  
Noble Elementary School

Jamie Garcia- Administrative  
Assistant of Human Resources

Gregory Dannis- Legal  
Counsel

- Distance learning shall be provided to students and may include enrichment, engagement, review, and exposure to new standards-based content. Teachers will determine the best way for their students to continue learning which could be via District system platforms, other online platforms, email lessons, or other means.
- Unit members will be provided optional training and may request additional training for the use of technology for the purposes of distance learning.
- Special Education - The parties agree to meet in person or remotely as needed to address implementing guidance from the California Department of Education as well as the United States Department of Education in order to provide equitable and appropriate education for students with special needs.
- Timelines for completing summative evaluations and related procedures are adjusted to provide flexibility if schools do not reopen for the 2019-2020 school year.
- Major provisions of the collective bargaining agreement will remain in full force and effect through the closure including Compensation, Health and Welfare Benefits, Leaves of Absence, and Assignment, Transfer and Filling of Vacancies.

Due to the rapidly changing developments related to this pandemic, the parties also agreed to keep communicating with each other as needed:

The parties share joint interests in keeping communications open and working collaboratively for the benefit of students, staff, and the District community as events continue to unfold during the coronavirus outbreak.

The Parties understand the coronavirus (COVID-19) pandemic situation is very fluid and mutually agree to review the provisions of the MOU, as necessary.

**District Proposes to Review and Discuss State Economic Condition With CTAB on May 20 Before Proceeding with Negotiations for 2020-2021.**

At the close of negotiations over the MOU, the parties began to discuss the status of "regular" contract negotiations which are currently scheduled to occur on April 2, 9, 22 and May 20. The District expressed a strong interest in concentrating all its energy and efforts on "continuing delivering high-quality educational opportunities to students" per the Governor's direction, and ensuring staff, their families, and our district's families are supported during this school closure.

In addition, the severe adverse impact on the State economy can hardly be quantified at this point. This makes it difficult if not impossible, for the District to bargain over CTAB's proposals, most of which would increase District costs through areas such as direct compensation increases, health and welfare benefits (if premiums increase), class sizes and hours of work (prep periods).

Finally, unlike many other Districts, it is fortunate that BUSD and CTAB are already settled for the 2019-2020 school year; this means compensation, benefits and other working conditions are known and in place. Given all that is going on and

the unknown future of the economy, the District cannot pursue regular negotiations at this time.

The District reiterated these points to CTAB leadership in a communication sent on Monday, March 30, 2020 and proposed that the parties hold the May 20 date on their calendars. The Governor's "May Revision Budget" should be issued by this date and the District believes this would be a timely opportunity for the parties to review and discuss the state of the economy before moving forward with negotiations.