

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Session Held – February 27, 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.

**BERRYESSA UNION SCHOOL DISTRICT AND  
CALIFORNIA TEACHERS ASSOCIATION OF  
BERRYESSA**

**HOLD FIRST NEGOTIATIONS SESSION  
FOR 2023-2026 SUCCESSOR CONTRACT**

**Parties Exchange Proposals on Hours, Evaluation, Length of Contract  
Association Rights and Organizational Security (Union Dues Deductions)**

**CTAB Proposes 22% Salary Increase Over Three Years,  
Increases to and New Stipends, Increased Longevity Pay  
And District-Paid Full Family Fringe Benefits**

### **Introduction**

This is Berryessa Union School District's (BUSD) first 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.

The District's initial proposal to CTAB contains the following statement of interests:

The District is committed to entering into discussions with representatives of California Teachers Association of Berryessa supportive of the following general and shared interests:

- Students are the first priority;
- Emphasis is upon advancing student achievement;
- Children's needs are placed before those of adults;
- Respect, integrity, and morale are supported and advanced;
- District fiscal solvency and evidence of affordability over time are maintained;
- Comparability and fairness are reflected, resulting in an equitable settlement; and
- Legal mandates are complied with and adhered to.

**March 3, 2022**

**District's Negotiations  
With CTAB**

**Volume 1, Issue 1**



*Pathway to the Future*

The next session is on:  
March 28, 2023

**FOR THE 2023-2026  
SUCCESSOR  
CONTRACT**

### **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

Bettina Strickland -  
Administrative Assistant of  
Human Resources

Gregory J. Dannis- Legal Counsel

Bargaining teams for BUSD and CTAB held their first negotiations session for the 2023-2024 school year on February 27, 2023 and exchanged proposals on the following subjects:

### **BUSD PROPOSALS:**

#### **Hours, Responsibilities, Work Year Pay and Allowances:**

- Add a "zero period" to middle school schedules to expand opportunities for students to take electives, especially for about 350 students across middle schools whose instructional schedules effectively prevent them from taking electives at present. Teachers who volunteer to teach the zero period would receive extra compensation.
- Reallocate more time to be devoted to professional development and Professional Learning Communities on early student release days (currently Thursdays).
- Establish a \$1500 stipend for SEAL teachers in place of the current 6 release days in light of the substitute shortage.
- Equalize instructional minutes for Transitional Kindergarten and Kindergarten.

#### **Evaluation and Certificated Employees Evaluation System Forms/Rubric:**

- The District proposes to update and modify evaluation forms to align with the rubric and to update the rubric to reflect current CSTPs (California Standards for the Teaching Profession).
- The District also proposes to have specific evaluation forms for non-classroom teaching positions, i.e., Nurses, Psychologists, Speech and Language Pathologists, Resource Specialists, Counselors and Instructional Coaches

#### **Length of Contract:**

- A three-year contract, from 2023 through 2026.
- The District proposes to explore a multiyear "closed" agreement that addresses all articles including 9 (Compensation and Benefits).

### **CTAB PROPOSALS:**

#### **Compensation and Benefits:**

##### Compensation:

- A 22% increase to salary schedules over three years –
  - 2023-2024: 13% salary increase.
  - 2024-2025: 5% salary increase.
  - 2025-2026: 4% salary increase.
- Increase all stipends and longevity increments by the same percentages as salary increases, now and in the future.
- Add a stipend equal to 5% of salary for unit members who teach elementary music, middle school band/orchestra, choir and music appreciation.
- Add an annual \$5000 stipend for Psychologists.
- Increase current stipends for AVID Director and Site Team Coordinator, and Middle School Activities Director and Athletic Director.
- Increase tuition reimbursement in areas of need from \$3000 to \$7800.
- Modify and increase longevity increments by \$1000; increments would increase automatically with salary increases (e.g., by 13% in 2023-2024 etc. under CTAB's initial compensation proposal).

##### Fringe Benefits:

- Eliminate current \$26,800 annual district contribution and replace with "the Kaiser family rate" which is now about \$28,500.
- This change would automatically increase the District's contribution along with rate increases.

**Association Rights:**

- Increase release time for CTAB President/Designee from 30 to 60 days annually (in addition to the existing 1 day per week release time for the President).
  - The District counter proposed an increase to 45 days with language that CTAB would make every effort not to schedule this release time on District and/or site professional development days.

**Organizational Security:**

- Change frequency of CTAB dues deductions from 10 months to 11 months to reflect current practice.
  - The District counter proposed with general language to tie dues deductions to whatever pay cycle might exist now or in the future to avoid having to change the number of months should such cycle change.

**Length of Contract:** A three-year “closed” contract, from 2203 through 2026.

**NEXT STEPS**

Next bargaining session: March 28.

District to propose on: Compensation and Benefits, Evaluation.

CTAB to propose on: Class Size, Hours.