

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Session Held – September 11, 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 soon after each session.

September 12, 2023

District's Negotiations
With CSEA

Volume 1, Issue 2



Pathway to the Future

The next session is on:

TBD -

**FOR THE 2023-2024
SCHOOL YEAR**

BERRYESSA UNION SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 364 CONTRACT NEGOTIATIONS FOR THE 2023 – 2024 SCHOOL YEAR

Bargaining teams for CSEA and BUSD met on September 11, 2023, to discuss their respective proposals on the 2023-2024 collective bargaining agreement.

CSEA's initial proposal included the following:

- A twelve percent (12%) increase to the salary schedule;
- An increase in the District's maximum contribution to health and welfare benefits to \$26,799.96 per unit member;
- Horizontal (i.e., across) "squaring" of the salary schedule to result in no less than a 5% salary increase between each step;
- The right of part-time Paraprofessionals to increase their hours to 6 a day, and School Library/Multi-Media Technicians to 5 a day; and an increase in stipends for certain classifications and work duties.

The District's initial proposal included minor modifications to Article 10 ("Vacancies, Transfers, and Promotions.")

The District issued counterproposals containing the following:

- Accepting CSEA's proposal to increase the District's maximum contribution to health and welfare benefits to \$26,799.96 per unit member;
- Proposing a four percent (4%) increase to the CSEA salary schedule;
- Proposing, in addition to CSEA's 5% horizontal squaring, vertical squaring to result in a no less than 2% salary increase between ranges on the salary schedule.

Meet the Team

Ricardo Cabrera -
Assistant Superintendent
of Human Resources

Kevin Franklin – Assistant
Superintendent of Business
Services

Joshua Quitariano.- Director
of Fiscal Services

Mya Duong - Principal of
Brooktree Elementary School

Carol Mar - Principal of
Sierramont Middle
School

Bettina Strickland -
Administrative Assistant of
Human Resources

John Yeh - Legal Counsel
Burke, Williams & Sorensen
LLP

Squaring the salary schedule ensures that all classifications receive a commensurate salary increase when advancing from one step, or range, to the next.

CSEA's initial proposal involved squaring the salary schedule horizontally (across steps), such that no unit member would realize less than a 5% increase when advancing a step.

The District's counterproposal, in addition to including CSEA's proposed horizontal squaring, proposed to include vertical squaring such that no classification would realize less than a 2% increase when moving to the next range. The District's [proposed salary schedule](#) and [Job Family Schedule Mapping](#) can be accessed here.

The District's rationale for including vertical squaring was that the salary schedule could not truly be squared unless both components (horizontal and vertical movement) were squared.

The District's proposal to add 2% vertical squaring to the salary schedule would have resulted in an average additional 2% increase in salary for CSEA unit members collectively.

CSEA's bargaining team twice rejected the District's proposal to square the salary schedule vertically, reverting to its original proposal to only square it horizontally, and stating that it would not accept a proposal to square the salary schedule both horizontally and vertically.

The parties will resume negotiations as soon as possible.