

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Session Held – October 12, 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.

October 13, 2023

District's Negotiations
With CSEA

Volume 1, Issue 3



Pathway to the Future

The next session is on:

October 20, 2023

**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 October 12, 2023, and made material progress on the 2023-2024 collective bargaining agreement.

The parties reached a tentative agreement on the District's initial proposal to make minor modifications to Article 10 ("Vacancies, Transfers, and Promotions"), including to provisions governing the performance of training duties by unit members.

The parties exchanged proposals on the terms of Article 8 ("Compensation and Benefits"). In a prior session, CSEA had proposed to increase the salary schedule by 12%, and the District issued a counterproposal with a 4% increase. The parties then exchanged the following salary proposals:

- CSEA: 10% on the salary schedule;
- District: 5% on the salary schedule, 1% one-time payment off the salary schedule;
- CSEA: 8% on the salary schedule;
- District: 5 ½% on the salary schedule; 2% one-time payment off the salary schedule.

The District explained that since the State has provided, in recent years, additional one-time (as distinguished from ongoing) funding, one-time salary increases off the salary schedule helped the District control costs with an eye towards trying to avoid deeper budget cuts in future years.

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

The parties also exchanged proposals regarding the following provisions in Article 8:

- An increase in the District's maximum contribution to health and welfare benefits to \$26,799.96 per unit member;
- A provision that, for 2023-2024 only, if any other bargaining unit receives a salary schedule increase, off schedule payment, or a hard dollar increase to the current employer contribution to unit member health and welfare benefits greater than CSEA, then CSEA shall receive the same increase.
- Staffing levels and work hours for paraprofessionals;
- Stipends and range increases for Speech Language Pathologist Assistants;
- Proposed stipends, or increases to existing stipends, for unit members holding post-secondary degrees; performing additional duties when school site clerical staff is absent; providing interpreting/translating services in certain languages; performing medical-related duties; special education paraprofessionals serving classrooms with a newly-hired teacher starting mid-year; and
- Increases to the increments, and reimbursement limit, under the Career Ladder program.

CSEA had also made a proposal to implement horizontal "squaring" of the salary schedule to result in no less than a 5% salary increase between each step. After a District counterproposal to also to include vertical squaring of 2% between ranges, CSEA withdrew its proposal to square the salary schedule.

The parties will resume negotiations on October 20, 2023.