

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Session Held – September 25, 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 soon after each session.

BERRYESSA UNION SCHOOL DISTRICT AND TEAMSTERS LOCAL 150 CONCLUDE CONTRACT NEGOTIATIONS FOR THE 2023 – 2024 SCHOOL YEAR

Bargaining teams for the Teamsters and the District met and reached agreement on the 2023-2024 contract in a single negotiations session September 25, 2023.

As part of the sunshine process, Teamsters disclosed proposals on the following articles:

- Article 3: New Employee Orientation
- Article 8: Compensation and Benefits
- Article 14: Uniforms and Equipment

In addition, Teamsters made a proposal to incorporate the Classified Employee Summer Assistance Program into the contract.

The District sunshined proposals on Compensation and Benefits; as well as proposals to curtail the misuse of sick leave on Fridays, Mondays, and the days immediately preceding and following a vacation or holiday; and to require advanced notice, to the extent possible, of use of personal necessity leave.

The parties reached agreements on the following articles:

Article 3 (New Employee Orientation): Including a Teamsters membership application in the new employee packet.

Article 8 (Compensation and Benefits):

- An increase of 5.5% on the salary schedule for 2023-2024 (retroactive to July 1, 2023).
- A one-time payment of 2% off the salary schedule for 2023-2024 (calculated after the 5.5% is added to the salary schedule), to be made no later than two months following BUSD Board approval. For employees starting employment with the District during the 2023-2024 school year, the 2% payment shall be pro-rated by first date of paid service. Employees must be in paid status as of the date of Board approval to be eligible to receive the payment.

September 25, 2023

District's Negotiations
With Teamsters

Volume 1, Issue 1



Pathway to the Future

**FOR THE 2023-2024
SCHOOL YEAR**

Meet the Team

Ricardo Cabrera -
Assistant Superintendent
of Human Resources

Kevin Franklin – Assistant
Superintendent of Business
Services

Joshua Quitariano.- Director
of Fiscal Services

Tina Tong Choy - Principal of
Cherrywood Elementary
School

Dan Norris – Director of
Maintenance/Operations

Bettina Strickland -
Administrative Assistant of
Human Resources

John Yeh - Legal Counsel
Burke, Williams & Sorensen
LLP

- An increase to the maximum employer contribution to eligible unit member health benefits to \$2,233.30 per month (\$26,799.96 per year) per unit member, pro-rated by FTE, effective the first day of the month following BUSD Board approval of the agreement.
- 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 the Teamsters bargaining unit, the Teamsters shall receive the same increase.
- Changing the timeframe for receiving the 5% shift differential compensation from hours worked after 3 p.m. to 2 p.m.

The parties agreed to provisions under which, effective July 1 2024, the Food Service Delivery person will be increased from 11 to 12 months; create 2 new positions under the classification “Bus Driver/Custodian for 8 hours a day at Range 37.5; increase the 2 current 7.5-hour Bus Driver positions to 8 hours; move the HVAC Technician classification from Range 45 to 47; and move the Groundworker (Lead) classification from Range 43 to 45.

The parties also agreed to the following provisions:

- Increasing the allowance for unit members required to wear specific safety shoes or boots from \$250 to \$300 a school year;
- Requiring unit members requesting use of Personal Necessity days to provide notice no less than ten (10) business days prior, or if the need arises within 10 business days, no more than one day after learning of the need.
- The Classified Employee Summer Assistance Program will not be incorporated into the contract, but the District will determine participation on a yearly basis based upon the State’s funding of the program, and will comply with the Education Code provisions governing the program.

Furthermore, the parties agreed to a separate Memorandum of Understanding designed to ensure stability in distribution of pay for unit members who are 10-month employees by distributing their annual pay (including vacation time) over 11 equal installments from August through June. Any residual vacation balances will be paid off in June. Since, under the contract, unit members may only take vacation days on days when students are not in session, the new payment cycle is intended to buffer any potential impact of vacation overuse on a unit member’s net pay during a payroll cycle. The new payment cycle only changes the distribution of unit member pay over the school year, and does not result in any change in gross or net pay for any unit member.