

# BERRYESSA UNION SCHOOL DISTRICT

# NEGOTIATION NEWS

First Session- March 2, 2022

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 CSEA soon after each session.

## BERRYESSA UNION SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 364 CONTRACT NEGOTIATIONS FOR THE 2021-2022 SCHOOL YEAR

### **CSEA AND BUSD BARGAINING TEAM BEGIN NEGOTIATIONS AND EXCHANGE PROPOSALS ON 2021-2022 CONTRACT**

Bargaining teams for CSEA and BUSD met on March 2, 2022 to negotiate each parties' respective proposals for 2021-2022.

#### Initial Proposals

CSEA had identified three articles in the collective bargaining agreement in its Initial Proposal for contract reopeners:

- Article 8: Compensation and Benefits
- Article 10: Vacancies, Transfers and Promotions
- Article 13: Uniforms and Equipment

The District had identified the following articles in its Initial Proposal:

- Article 8: Compensation and Benefits
- Article 10: Vacancies, Transfers and Promotions
- Article 11: Leaves
- Article 13: Uniforms and Equipment

#### Articles Negotiated

The parties conducted negotiations over CSEA's proposal, which consisted of the following:

- CSEA's Proposal:
- Compensation: A 6% increase on the salary schedule, and a one-time 4% payment off the salary schedule.
- Squaring off the salary schedule 5% across each step, and 3% each range, starting with Range 3.5, Step 1, at \$15.35 per hour.
- Increasing longevity payments by 5%

March 8, 2022

District's Negotiations  
With CSEA

Volume 1, Issue 1



*Pathway to the Future*

The next sessions are on:

**Thursday March 10th**

**Friday March 11th**

**FOR THE 2021-2022  
SCHOOL YEAR**

#### **Meet the Team**

Roger Gallizzi – Interim  
Assistant Superintendent of  
Human Resources

Mya Duong - Principal of  
Brooktree Elementary School

Kevin Franklin – Assistant  
Superintendent of Business  
Services

Carol Mar - Principal of  
Sierramont Middle School

Bettina Strickland -  
Administrative Assistant of  
Human Resources

Joshua Quitoriano.- Director of  
Fiscal Services

John Yeh - Legal Counsel

- Retroactive payment of all increases to unit members in separate checks.
- Health and Welfare Benefits
- Increasing the employer contribution cap by \$200 to the current member-only cap (to \$1,275), and to the current two-party/family cap (to \$2,109).
- Allowing permanent classified employees who are spouses/domestic partners of other District employees to combine benefits up to the Kaiser family rate, regardless of bargaining unit.
- Retiree Medical Benefits
- Provide retirees not otherwise qualifying for retiree benefits the opportunity to purchase benefits for themselves and spouse/domestic partner at their own cost.

The District issued the following first counterproposal:

- The District's First Counterproposal
- Compensation: A 3% increase on the salary schedule, and a one-time 3% payment off the salary schedule.
- Instead of squaring the salary schedule as proposed by CSEA, increasing the salary range for Special Education Paraeducator I to 7.0; Special Education Paraeducator II to 8.0; and Special Education Paraeducator II obtaining the District certificate of competency to 9.0.
- Rejecting the proposal to increase longevity by 5%
- Accepting the proposal to make retroactive payment of all increases to unit members in separate checks.
- As part of the proposed salary increase, adding one (1) additional work day for unit members for the purposes of providing training.
- Health and Welfare Benefits
- Increasing the employer contribution cap to the current member-only cap to \$1,229, and to the current two-party/family cap to \$2,009.
- Rejecting the proposal to allow permanent classified employees who are spouses/domestic partners of other District employees to combine benefits up to the Kaiser family rate, regardless of bargaining unit.
- Retiree Benefits
- Accepting the proposal to provide retirees not otherwise qualifying for retiree benefits the opportunity to purchase benefits for themselves and spouse/domestic partner at their own cost, with the stipulation that the retiree's costs shall include administrative costs, and shall incur no out-of-pocket expense to the District.

CSEA issued the following first counterproposal:

- CSEA's First Counterproposal:
- Compensation: A 4% increase on the salary schedule, and a one-time 3% payment off the salary schedule.
- In addition to increasing the salary range for Special Education Paraeducator I to 7.0; Special Education Paraeducator II to 8.0; and Special Education Paraeducator II obtaining the District certificate of competency to 9.0; moving current Paraeducators from Range 6.5 to 7.0, 7.5 to 8.0 and 8.5 to 9.0. CSEA also proposed to give all paraeducators the option to increase their hours to 5 a day. Adding the proposal that that certificate of competency training be provided every school year during unit member work hours.
- Adding a proposal that if any other bargaining unit received a salary schedule increase, off-schedule payment, or increase in health benefits greater than CSEA, then CSEA would receive the same increase.
- Making retroactive payment of all increases to unit members in separate checks.
- Proposing that one (1) additional work day for unit members for the purposes of providing training would exclude 12-month employees, and providing retroactive payment to unit members for risk management training provided by Keenan earlier this school year.

- Health and Welfare Benefits
- Increasing the employer contribution cap to the current member-only cap by \$150 (to \$1,279), and to the current two-party/family cap (to \$2,059).
- Reinstating its proposal that classified employees who are spouses/domestic partners of other District employees could combine benefits up to the Kaiser family rate, regardless of bargaining unit.
- Retiree Benefits
- Agreeing that the proposal to provide retirees not otherwise qualifying for retiree benefits the opportunity to purchase benefits for themselves and spouse/domestic partner at their own cost would include the stipulation that the retiree's costs shall include administrative costs, and shall incur no out-of-pocket expense to the District.

The District issued the following second counterproposal:

- The District's Second Counterproposal:
- Compensation: Accepted CSEA's counterproposal for a 4% increase on the salary schedule, and a one-time 3% payment off the salary schedule.
- Accepted CSEA's proposal that, in addition to increasing the salary range for Special Education Paraeducator I to 7.0; Special Education Paraeducator II to 8.0; and Special Education Paraeducator II obtaining the District certificate of competency to 9.0; moving current Paraeducators from Range 6.5 to 7.0, 7.5 to 8.0 and 8.5 to 9.0; and accepting CSEA's proposal to give all paraeducators the option to increase their hours to 5 a day and that certificate of competency training shall be offered every school year. Rejecting CSEA's proposal that certificate of competency training be provided during unit member work hours.
- Countering CSEA's proposal that if any other bargaining unit received a salary schedule increase, off-schedule payment, or increase in health benefits greater than CSEA, then CSEA would receive the same increase by adding a provision that any increase in the employer contribution to health and welfare benefits would be calculated by the percentage increase.
- Making retroactive payment of all increases to unit members in separate checks.
- Accepting CSEA's proposed addition that one (1) additional work day for unit members for the purposes of providing training would exclude 12-month employees, and rejected CSEA's proposal to provide retroactive payment to unit members for risk management training provided by Keenan earlier this school year.
- Health and Welfare Benefits
- Accepting CSEA's proposal to increase the employer contribution cap to the current member-only cap by \$150 (to \$1,279), and to the current two-party/family cap (to \$2,059). Added a proposal that the increase would be effective the month following Board approval of the Agreement.
- Rejecting the proposal to allow permanent classified employees who are spouses/domestic partners of other District employees to combine benefits up to the Kaiser family rate, regardless of bargaining unit.
- Retiree Benefits
- Providing retirees not otherwise qualifying for retiree benefits the opportunity to purchase benefits for themselves and spouse/domestic partner at their own cost, with the stipulation that the retiree's costs shall include administrative costs, and shall incur no out-of-pocket expense to the District.
- The parties' next negotiations sessions are scheduled for **March 10 and March 11, 2022.**