

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Fifth & Sixth Sessions- June 11 & 12, 2019

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.

June 11 & 12, 2019

District's Negotiations  
With CTAB

Volume 1, Issue 5



Pathway to the Future

**BUSD AND CTAB HOLD NEGOTIATION SESSIONS #5 AND #6 FOR 2019-2020**

**DISTRICT PROPOSES 4.89% TOTAL COMPENSATION PACKAGE INCLUDING 2.75% RAISE IN SALARY PLUS \$1000 MORE ON SALARY SCHEDULE STEPS 15-21, NEW HIGHER PAY SALARY SCHEDULE FOR SPEECH/LANGUAGE PATHOLOGISTS, TWO INCREASES IN DISTRICT HEALTH AND WELARE PAYMENTS, AND INSTRUCTIONAL SUPPORT AND INCREASED OVERAGE PAY FOR TK TEACHERS**

The teams will meet  
again on:

**September 30, 2019**  
**October 8, 2019**

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**CTAB Proposes 4.25% Salary Increase; Opposes \$1000 Increase to Steps 15-21, Reduced Stipend for SLPs and Increased Stipend for SDC/RSP Teachers, Lower 21:1 TK Class Size, and New 22:1 K/1 Combo Class Size**

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Bargaining teams for BUSD and CTAB met on June 11 and 12, 2019 for their fifth and sixth negotiations sessions over a contract for the 2019-2020 school year. After exchanges of multiple proposals, the parties reached agreement on all articles except compensation and class size. The parties will resume negotiations in the fall. Highlights of the sessions include:

### **DISTRICT PROPOSES 4.89% TOTAL COMPENSATION PACKAGE**

**Salaries:** The District's last proposal included the following:

- 2.75% Salary Schedule Increase effective July 1, 2019.
- Additional \$1000 on Steps 15-21 effective July 1, 2019, across all columns in recognition of credited years of service in the District. This proposal would benefit 34% of the bargaining unit and address a particular area of the schedule that is not as competitive with other districts. The cost of this proposal is equal to about a .27% salary increase.
- Speech and Language Pathologists: SLP salaries will be increased by 10% based on a new salary schedule. SLPs would continue to receive their annual \$4000 stipend.
- Overnight Stipend: Increase from \$150 to \$200 per night.

### **Meet the Team**

Darrien Johnson, M. Ed.-  
Assistant Superintendent of  
Personnel

Joseph McCreary, Ed. D.-  
Assistant Superintendent of  
Education Services

Chris Mosley- Principal of  
Sierramont Middle School

Carol Mar- Principal of  
Laneview Elementary School

Jamie Garcia- Administrative  
Assistant of Human Resources

Gregory Dannis- Legal  
Counsel

**Fringe Benefits: 1.7% Equivalent Salary Increase:** The District proposes two increases to its contribution toward health and welfare premiums, with the first increase following ratification of the new 2019-2020 contract and the second increase on January 1, 2020 as follows:

	<u>Current Contribution</u>	<u>New Contract Amount.</u>	<u>1/1/20 Amount</u>
Employee Only:	\$675/month	\$768.25/month	\$806.66/month
Employee +1:	\$1400	\$1536.50	\$1612.80
Family:	\$1785	\$1928.30	\$2024.72

As of January 1, 2020, the employee only District contribution rate will have increased by 19.5%; the employee plus 1 rate by 15.2% and the family rate by 13.4%. Full implementation of these increases is equal to about an ongoing 1.7% salary increase for unit members.

**CLASS SIZE:** The District proposal includes:

- New language prohibiting TK/1 combo classes (agreed to CTAB proposal).
- New 29:1 class size for 4/5 combo classes (agreed to CTAB proposal).
- Increase “overage” payments from \$7 to \$10 per student per day for grades TK-5 (agreed to CTAB proposal).
- New “overage” pay for TK teachers for each student in excess of 22 (currently 24).
- Decrease the SDC Mild/Moderate maximum class size from 14 to 13 students, above which “overage” payments would be made.

**HOURS, RESPONSIBILITIES, WORK YEAR – TENTATIVE AGREEMENT REACHED:**

- TK Teachers to Receive Instructional Support: The District agreed to CTAB’s proposal to provide instructional support (Instructional Associates) to each TK class for 2.5 hours each day of the week, except Thursdays (which will be for 1 hour). This is the same level of support negotiated last year for kindergarten teachers due to the extended instructional day. The ongoing personnel cost for this additional support is equal to about an ongoing .17% salary increase for all unit members.
- SEAL Program Release Days: The District agreed to CTAB’s proposal to add language to the contract guaranteeing release days (6) for teachers in the SEAL Program to use for planning and preparation activities directly related to this program.

***The District’s total compensation offer is equivalent to an estimated 4.89% salary increase:***

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|---|----------------------------|
| • <b>Salary Schedule Increase:</b>                          | <b>2.75%</b>               |
| • <b>\$1000 Additional Career Increase at Steps 15-21:</b>  | <b>.27%</b>                |
| • <b>Health and Welfare District Contribution Increase:</b> | <b>1.7%</b>                |
| • <b>Instructional Support for TK (IAs):</b>                | <b><u>.17%</u></b>         |
|   | <b>TOTAL: <u>4.89%</u></b> |

**CTAB'S RESPONSE: MAINTAINS 4.25% SALARY INCREASE PROPOSAL; REJECTS INCREASE FOR STEPS 15-21; AND MAINTAINS LOWER TK CLASS SIZE PROPOSAL:**

- 4.25% Salary: On June 12, CTAB did not move from its 4.25% salary demand made on June 11.
- CTAB rejected the District proposal to add \$1000 to steps 15-21.
- CTAB proposed to cut the current \$4000 SLP stipend in half to \$2000 and increase the current SDC/RSP stipend to \$4000.
- CTAB maintained its proposal to lower the TK staffing ratio from 24:1 to 21:1.
- CTAB maintained its proposal to add a new 22:1 ratio for K/1 combination classes.
- CTAB stated it agreed to the District's proposal on health and welfare benefits.

**NEXT STEPS:**

- After receiving CTAB's last proposal, the District informed the union it had no further movement to make at this time and suggested that negotiations resume in the fall. CTAB agreed and the parties set two new dates.
- Bargaining Dates: September 30 and October 8, 2019.