

BERRYESSA UNION SCHOOL DISTRICT

NEGOTIATION NEWS

Sixth Session- September 4, 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 CSEA soon after each session.

BUSD AND CSEA HOLD SIXTH NEGOTIATIONS SESSION FOR 2019-2020

Bargaining teams for BUSD and CSEA held their sixth negotiations session on Wednesday, September, 4, 2019, for a successor to the current contract, which has a term of July 1, 2016-June 30, 2019.

Note: New language in **Bold**.

DISTRICT'S LAST PROPOSAL:

Article 8: Compensation and Benefits

- 3.26% Salary Schedule Increase effective July 1, 2019 (**BUSD Accepted CSEA Proposal**)
- Each Classified employees that assumes this classroom responsibility, shall receive the above rate (Article 8.6.2.2) (**BUSD Accepted CSEA's Intent**)
- If a new long-term substitute is assigned, the ten (10) day limit shall reset (Article 8.7.7) (**BUSD Accepted CSEA Proposal**)
- 1.5% Increase of Base Salary for Occupational Therapists for obtaining and maintaining National Board Certification (**CSEA Accepted BUSD Proposal**)
- \$1,000 Stipend for Speech-Language Pathology Assistants (**CSEA Accepted BUSD Proposal**)
- \$200 Stipend per day for overnight travel for Science Camp (**Previous Agreement**)
- \$21.43 per hour for TCI Training up from \$17.86 (**Previous Agreement**)

District Supplemental Benefits Contribution for Medical Premiums ~~Beginning July 1, 2019~~

Effective the first day of the month in 2019, after the District governing board approves the amendments to this Agreement, the District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that, when added to the District Basic Contribution in Section 8.9.1.1 will not exceed the following amounts:

- \$1,075 per month for unit members enrolled in employee only medical benefit plans; and

September 9, 2019

District's
Negotiations
With CSEA

Volume 1, Issue 6



Pathway to the Future

The teams will
meet again on:

September 11, 2019

Meet the Team

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

Kevin Franklin- Assistant
Superintendent of
Business Services

Josh Quitarano
Director of Fiscal Services

Mya Duong- Principal of
Brooktree Elementary
School

Carol Mar - Principal of
Sierramont Middle
School

Jamie Garcia-
Administrative Assistant
of HR

John Yeh- Legal Counsel

- ~~\$1,829~~ **\$1,818** per month for unit members enrolled in two-party or family medical benefits plans.

The supplemental benefits contribution shall be prorated for part-time unit members as described in Section 8.9.3. **(Previous Agreement)**

CSEA'S LAST PROPOSAL:

Article 8: Compensation and Benefits

- **3.26% Salary Schedule Increase effective July 1, 2019 (BUSD Accepted CSEA Proposal)**
- **Each classified employee that assumes this responsibility, shall receive the above rate (Article 8.6.2.2) (BUSD Accepted CSEA's Intent)**
- **If a new long-term substitute is assigned, the ten (10) day limit shall reset (8.7.7). (BUSD Accepted CSEA Proposal)**
- **1.5% Increase of Base Salary for Occupational Therapists for obtaining and maintaining National Board Certification (CSEA Accepted BUSD Proposal)**
- **\$1,000 Stipend for Speech-Language Pathology Assistants (CSEA Accepted BUSD Proposal)**
- **\$200 Stipend per day for overnight travel for Science Camp (Previous Agreement)**
- **\$21.43 per hour for TCI Training up from \$17.86 (Previous Agreement)**

District Supplemental Benefits Contribution for Medical Premiums Beginning July 1, 2019

Effective the first day of the month in ~~2018~~ **2019** after the District governing board approves the amendments to this Agreement, the District will provide to each eligible full-time unit member a supplemental monthly contribution toward the costs of the medical plans that, when added to the District Basic Contribution in Section 8.9.1.1 will not exceed the following amounts:

- \$1,075 per month for unit members enrolled in employee only medical benefit plans; and
- ~~\$1,373~~ **\$1,818** per month for unit members enrolled in two-party or family medical benefits plans.

The supplemental benefits contribution shall be prorated for part-time unit members as described in Section 8.9.3. **(Previous Agreement)**

Both BUSD and CSEA have mutually agreed to consolidate the "Noon Duty Supervisor" unit with the "Clerical and Instructional Employees" CSEA Chapter 364. The necessary documents have been signed and forwarded to the Public Employee Review Board (PERB).

The District is not in agreement with the following language proposed by CSEA

- Occupational Therapists shall receive one thousand dollars(\$1000) in lieu of claiming mileage
- Speech-Language Pathology Assistants shall receive a five hundred dollar (\$500) stipend to their salary in lieu of claiming mileage.

- \$1,000 Stipend for BA/BS
- For the term of the contract, unit members assigned to 180-day, 181-day and 183-day positions will work and receive pay for an additional two days of service.
- When an Instructional Associate, Dual Immersion Instructional Associate, Kindergarten Instructional Associate, PE Instructional Associate or Transitional Kindergarten Instructional Associate is assigned to class when a substitute is provided, the above classification shall receive an additional hour of pay for each day with the substitute, except in the case of the assignment of a long-term substitute, in which case, the above class will be paid an additional hour for only the first (ten) days. If a new long-term substitute is assigned, the ten (10) day limit shall reset.

- Note: Currently, the District pays Dual Immersion Instructional Associates a stipend for maintaining a classroom under Article 8.6 Maintaining a Classroom due to the lack of qualified substitutes.

The teams meet again on Wednesday, September 11, 2019.