

# BERRYESSA UNION SCHOOL DISTRICT

## NEGOTIATION NEWS

First Session- December 18, 2019

Second Session- December 19, 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 Teamsters soon after each session.

**Bargaining teams for BUSD and Teamsters Local Union 150 reached a tentative agreement for a successor agreement with a term of July 1, 2019-June 30, 2022 after two negotiation sessions this week.**

### **TENTATIVE AGREEMENTS REACHED**

The parties reached tentative agreements on the following articles:

#### **Article 8 (Compensation and Benefits):**

Unit members shall receive an increase of 3.5% on the salary schedule, retroactive, for the 2019-2020 school year. Also, an additional step on the longevity scale shall be added prospectively for unit members entering their 25<sup>th</sup> consecutive year receiving an increase of 16% in base salary.

The District's contributions to unit member health benefits were also increased for employee-only, two-party and family coverage.

#### **Article 9 (Probation and Evaluation):**

The schedule for evaluating new probationary employees was changed from the second and sixth month to the third and sixth month, consistent with the schedule for evaluating unit members promoted into new positions.

#### **Article 11 (Leaves):**

This article has been revised to require a doctor's note after absences of three consecutive days in the event of habitual absences.

December 18 & 19, 2019

District's Negotiations  
With Teamsters

Volume 1, Issue 1



### **Meet the Team**

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

Kevin Franklin- Assistant  
Superintendent of Business

Joshua Quitariano- Director  
of Fiscal Services

Miguel Cruz- Director of  
Maintenance, Operations,  
and Transportation

Tina Choy- Principal of  
Cherrywood Elementary  
School

Anthony Alberts, Assistant  
Principal of Morrill Middle  
School

Jamie Garcia- Administrative  
Assistant of HR

John Yeh- Legal Council

**Article 14 (Uniform and Equipment) and Article 21 (Safety):**

The allowance for unit members required to use safety shoes or boots has been increased from \$150 to \$200, and the shoe allowance increased from one to two.

**Article 16 (Vacation):**

The schedule for vacation accrual has been reconfigured to allow unit members to accrue vacation at a faster rate.

**Article 22 (Transportation):**

Bidding for route assignments will now occur twice a year: in August for the regular school year, and in June for the extended school year.

Additional provisions clarify the conditions under which transportation employees shall be assigned extra work during "fill time" between scheduled bus routes.

**Article 27 (Discipline):**

This article was revised to reflect updates to new Board Administrative Regulation numbers on employee discipline.

**Article 33 (Term and Execution):**

The term of the successor agreement shall be three (3) years, from July 1, 2019 through June 30, 2022, with each party having the right to reopen wages, benefits, and up to two additional articles in the second and third years.

**The tentative agreement is subject to ratification by Teamster unit members and the BUSD Board.**