

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Fifth Session- January 28, 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 CTAB soon after each session.

On January 25, 2022, the bargaining teams for BUSD and CTAB met to continue the 2021-2022 reopener contract negotiations.

- **CTAB Counterproposal**
 - **Article 14: Hours, Responsibilities, Work Year [11:00am].**
 - Itinerant unit members shall not be required to perform adjunct duties.
 - Middle School SDC/RSP teachers receive two preparation periods per school day: one used for teacher directed preparation and the other for Special Education services.
 - Itinerant and Special Education unit members shall not be required to do yard duty with the exception of Special Education classes that participate in General Education recess/break.
 - TK and K teachers shall receive \$50 per day for each day of missed instructional support.
 - Unit members at the elementary school level who are required to have students temporarily placed in their classes shall: (1) receive a per student payment of \$312 divided by 24; and (2) determine the placement of those students by completing a Student Displacement Form.
- **BUSD Counterproposals**
 - **Article 9: Compensation.**
 - The District's proposal covers years 2021-2022 and 2022-2023 and includes multiple components intended to attract and retain staff.
 - For 2021-2022:
 - All salary schedules shall be increased by \$2,000 in each cell effective July 1, 2021.
 - Upon ratification, all unit members shall receive a one percent (1%) on schedule increase in base salary and a one-time, off schedule payment equal to two percent (2%) of base salary based on an additional day of professional development.
 - For 2022-2023, all salary schedules shall be increased by two percent (2%) over the 2021-2022 salary schedules based on an additional day of professional development.
 - A new salary schedule for psychologists intended to accelerate salary increases for purposes of attracting and retaining staff effective this year.

January 26, 2022

District's Negotiations
With CTAB

Volume 4, Issue 5



Pathway to the Future

The next session is on:

February 10, 2022

**FOR THE 2021-2022
SCHOOL YEAR**

Meet the Team

Roger Gallizzi.- Interim Assistant
Superintendent of Personnel

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

Kevin Franklin – Assistant
Superintendent of Business
Services

Chris Mosley- Principal of
Piedmont Middle School

Andrea Ortiz- Principal of
Noble Elementary School

Bettina Strickland -
Administrative Assistant of
Human Resources

Peter Rittling- Legal Counsel

- A \$20,000 signing bonus to Speech Language Pathologists who commit to five (5) years of service with the District payable upon completion of the first year of probation.
- **Article 14: Hours, Responsibilities, Work Year [1:30pm].**
 - The District accepted most language proposed earlier in the day by CTAB with a few exceptions.
 - The District rejected the proposed two preparation periods for middle school SDC/RSP teachers and proposed one homeroom/advisory period included in middle school schedules.
 - TK and K teachers shall receive \$50 per day for each day of missed instructional support provided that the lack of support is caused by a vacancy. That is, the District agreed to pay the \$50 only when the lack of support resulted from its inability to fill a position.

The parties concluded the bargaining session with a discussion of Article 13, Class Size, and the District's rationale for maintaining current language.

Regular 2021-22 Teachers Salary Schedule Effective PROPOSED - DRAFT											
	184 Days										
	C		D		E		F		G		
Step Range	BA+30	MA	BA+45	MA	BA+60	MA	BA+75	MA	BA+90	MA	
1	4.30%	4.21%	4.23%	4.15%	4.17%	4.09%	4.15%	4.07%	4.01%	3.93%	
2	4.23%	4.15%	4.17%	4.09%	4.11%	4.03%	4.02%	3.94%	3.88%	3.81%	
3	4.17%	4.09%	4.11%	4.03%	4.02%	3.95%	3.89%	3.82%	3.77%	3.70%	
4	4.11%	4.03%	4.04%	3.96%	3.90%	3.83%	3.78%	3.71%	3.66%	3.60%	
5	4.05%	3.97%	3.86%	3.79%	3.78%	3.72%	3.67%	3.61%	3.56%	3.51%	
6	3.92%	3.85%	3.73%	3.67%	3.68%	3.62%	3.57%	3.52%	3.47%	3.42%	
7	3.80%	3.74%	3.62%	3.56%	3.58%	3.52%	3.48%	3.43%	3.39%	3.34%	
8	3.70%	3.64%	3.52%	3.46%	3.49%	3.43%	3.39%	3.35%	3.31%	3.26%	
9	3.60%	3.54%	3.42%	3.37%	3.40%	3.35%	3.32%	3.27%	3.24%	3.19%	
10	3.60%	3.54%	3.33%	3.28%	3.32%	3.28%	3.24%	3.20%	3.17%	3.13%	
11	3.60%	3.54%	3.33%	3.28%	3.25%	3.20%	3.17%	3.13%	3.10%	3.06%	
12	3.60%	3.54%	3.33%	3.28%	3.21%	3.17%	3.11%	3.07%	3.04%	3.00%	
13	3.60%	3.54%	3.33%	3.28%	3.17%	3.13%	3.04%	3.01%	2.98%	2.95%	
14	3.60%	3.54%	3.33%	3.28%	3.14%	3.10%	3.04%	3.01%	2.98%	2.95%	
15	3.60%	3.54%	3.33%	3.28%	3.10%	3.07%	2.98%	2.94%	2.92%	2.89%	
16	3.60%	3.54%	3.33%	3.28%	3.10%	3.07%	2.98%	2.94%	2.92%	2.89%	
17	3.60%	3.54%	3.33%	3.28%	3.04%	3.00%	2.91%	2.88%	2.86%	2.83%	
18	3.60%	3.54%	3.33%	3.28%	3.04%	3.00%	2.91%	2.88%	2.86%	2.83%	
19	3.60%	3.54%	3.33%	3.28%	2.98%	2.94%	2.85%	2.82%	2.80%	2.77%	
20	3.60%	3.54%	3.33%	3.28%	2.98%	2.94%	2.85%	2.82%	2.80%	2.77%	
21	3.60%	3.54%	3.33%	3.28%	2.95%	2.92%	2.82%	2.80%	2.77%	2.75%	

2021-22 Proposed Psychologist Salary Schedule Effective 07/01/2021

Collapsed - DRAFT

All Cells increased by \$2,000 and additional 1%

Old Step/Range	New Step/Range		MA		
				Master Stipend	\$1,725
1	1	81,153	82,895		
3	2	87,985	89,727	Doctoral Stipend	
5	3	94,812	96,554	3% of cell placement	
7	4	101,645	103,387		
9	5	108,468	110,211	Work Year	194
11	6	115,300	117,042	Psychologist	days
13	7	122,129	123,871		
15	8	126,129	127,872	Longevity:	
17	9	130,129	131,871	Year 22 - 25 add \$2,000 to Year 11	
19	10	134,130	135,872	Year 26 - 29 add \$3,000 to Year 11	
21	11	136,128	137,871	Year 30 and after add \$4,000 to Year 11	

Annual Stipend \$5,000

2021-22 Proposed Psychologist Salary Schedule Effective 07/01/2021

Non-ELD 0.9835

Old Step/Range	New Step/Range		MA		
				Master Stipend	\$1,725
1	1	79,847	81,589		
3	2	86,567	88,309	Doctoral Stipend	
5	3	93,281	95,023	3% of cell placement	
7	4	100,001	101,743		
9	5	106,712	108,454	Work Year	194
11	6	113,431	115,173	Psychologist	days
13	7	120,147	121,889		
15	8	124,081	125,823	Longevity:	
17	9	128,015	129,757	Year 22 - 25 add \$2,000 to Year 11	
19	10	131,950	133,692	Year 26 - 29 add \$3,000 to Year 11	
21	11	133,915	135,658	Year 30 and after add \$4,000 to Year 11	

Annual Stipend \$5,000

The next negotiations session is scheduled for Feb 10, 2022.