

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## First Session- October 27, 2021

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.

### BERRYESSA UNION SCHOOL DISTRICT AND CALIFORNIA TEACHERS ASSOCIATION OF BERRYESSA BEGIN CONTRACT NEGOTIATIONS FOR THE 2021-2022 SCHOOL YEAR

Bargaining teams for BUSD and CTAB met on October 27, 2021 to begin negotiations over a new contract beginning with the 2021-2022 school year. This is the second year (2021-2022) of a three year contract (2020-2021 through 2023-2024). Each party may "reopen" negotiations on Compensation, Fringe Benefits and up to two additional articles.

During this initial session, the teams reviewed their initial proposals. In addition to both teams opening on compensation and benefits, CTAB proposed to open on Class Size and Hours, Responsibilities and Work Year and BUSD opened on Evaluation.

The following specific proposals were presented at the first session:

- **CTAB Proposals:**
  - **Compensation:**
    - 2021-2022:
      - 9% across the board salary schedule increase.
      - Additional 5% salary schedule increase for education specialists (RSP/SDC) psychologists and speech language pathologists.
      - Increase Master's stipend from \$1725 to \$1925.
      - Increase middle school coaches stipend from \$1000 to \$2000.
    - 2022-2023:
      - 3% across the board salary schedule increase.
  - **Fringe Benefits:**
    - Require District to contribute up to full cost (present and future) of Kaiser family plan. Currently the District contribution is a fixed dollar amount up to over \$25,500/year for family coverage.

November 1, 2021

District's Negotiations  
With CTAB

Volume 3, Issue 1



*Pathway to the Future*

The next session is on:

**December 3, 2021**

**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

Gregory Dannis- Legal  
Counsel

- Require District to pay full cost of specified dental and vision plans regardless of part-time status. This area needs further clarification regarding current plans and District practice.
- **Class Size:** The proposal included:
  - Defining staffing ratios and class sizes differently.
  - Removing the 20 day “leveling period” at the beginning of the year, meaning any overage payments would start on the first day of instruction.
  - Adding language prescribing the “equitable placement” of SDC students.
  - Basing middle school overage payments on individual class sizes instead of current total student contacts, except for instrumental music.
- **BUSD Evaluation Proposal:** The District proposed to add a “goal setting” activity as part of the evaluation process in order to encourage a more collaborative approach to evaluation between unit members and evaluators. After discussion with CTAB, the District withdrew this proposal in order to re-draft it in a manner which is better integrated with the current evaluation process and time lines.

The teams will meet again on December 3, 2021 and scheduled additional dates through March, 2022.

BUSD Negotiations Team

[list –include Peter Rittling as Alternate Legal Counsel?]