

# BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

## Third Session- December 8, 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

On December 8, 2021, the bargaining teams for BUSD and CTAB met to continue the 2021-2022 reopener contract negotiations.

The BUSD team began the session with augmenting the financial information provided during the prior session on December 3, including the following:

- Expenditure Breakdown for 2018-2019 and 2019-2020: Demonstrated percentage of budget allocated to CTAB unit members as **57%** of expenses.
- Summary of Settlements between BUSD and CTAB for 2015-2016 through 2020-2021: For all years the total compensation was 33.1333%, statutory COLA was 10.86%, and STRS rate was 5.45%. Data showed that total compensation provided to CTAB unit significantly exceeded statutory COLA
- Daily Rate of Pay: BUSD is second highest among comparable districts and one of the shortest work year.
- Per Student Funding: BUSD receives less funding per student than approximately 75% of comparable districts.
- The data shared with CTAB is attached for reference.
- **BUSD Counterproposals:**
  - **Article 9: Fringe Benefits.**
    - Combine articles 9 Compensation and 10 Fringe Benefits into one article so all language addressing remuneration is in one single article.
    - Clarify BUSD obligation to pay 100% of the contribution for dental and vision for unit member working 0.5 FTE or higher.
  - **Article 13: Class Size.**  
Status quo.
- **CTAB Proposal:**

December 13, 2021

District's Negotiations  
With CTAB

Volume 4, Issue 3



*Pathway to the Future*

The next session is on:

**January 12, 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

o **Article 14: Hours, Responsibilities, Work Year:**

- All itinerant unit members are excused from performing adjunct duties.
- Middle school SDC/RSP teachers receive two preparation periods per school day; one for teacher directed preparation and the other for duties related to special education services.
- Unit members teaching in the SEAL language program may choose to reschedule or receive compensation when one of their release days is cancelled (often due to lack of substitutes).
- Itinerant and special education unit members are excused from yard duty.
- Kindergarten and transitional kindergarten teachers who fail to receive the agreed to instructional support shall receive \$75 per day
- Elementary school teachers are no longer required to accept additional students in their classes due to lack of substitutes but must consent; unit members who consent to accept additional students shall determine the placement of the students.

Regular 2021-22 Teachers Salary Schedule Effective <b>PROPOSED - DRAFT -183 Days</b>											
Step\Range	C		D		E		F		G		
	BA+ 30	MA	BA+ 45	MA	BA+ 60	MA	BA+ 75	MA	BA+ 90	MA	
1	3.26 %	3.17 %	3.20 %	3.11 %	3.14 %	3.06 %	3.12 %	3.04 %	2.98 %	2.90 %	
2	3.20 %	3.11 %	3.14 %	3.06 %	3.08 %	3.00 %	2.99 %	2.91 %	2.85 %	2.78 %	
3	3.14 %	3.06 %	3.08 %	3.00 %	2.99 %	2.92 %	2.86 %	2.79 %	2.74 %	2.68 %	
4	3.08 %	3.00 %	3.01 %	2.93 %	2.87 %	2.80 %	2.75 %	2.69 %	2.64 %	2.58 %	
5	3.02 %	2.94 %	2.83 %	2.76 %	2.75 %	2.69 %	2.64 %	2.59 %	2.54 %	2.48 %	
6	2.89 %	2.82 %	2.71 %	2.65 %	2.65 %	2.59 %	2.55 %	2.49 %	2.45 %	2.40 %	
7	2.78 %	2.71 %	2.59 %	2.54 %	2.55 %	2.50 %	2.46 %	2.40 %	2.36 %	2.32 %	
8	2.67 %	2.61 %	2.49 %	2.44 %	2.46 %	2.41 %	2.37 %	2.32 %	2.29 %	2.24 %	
9	2.57 %	2.51 %	2.39 %	2.35 %	2.38 %	2.33 %	2.29 %	2.25 %	2.21 %	2.17 %	
10	2.57 %	2.51 %	2.31 %	2.26 %	2.30 %	2.25 %	2.22 %	2.18 %	2.14 %	2.11 %	
11	2.57 %	2.51 %	2.31 %	2.26 %	2.22 %	2.18 %	2.15 %	2.11 %	2.08 %	2.04 %	
12	2.57 %	2.51 %	2.31 %	2.26 %	2.19 %	2.15 %	2.08 %	2.05 %	2.02 %	1.98 %	
13	2.57 %	2.51 %	2.31 %	2.26 %	2.15 %	2.11 %	2.02 %	1.99 %	1.96 %	1.93 %	
14	2.57 %	2.51 %	2.31 %	2.26 %	2.12 %	2.08 %	2.02 %	1.99 %	1.96 %	1.93 %	
15	2.57 %	2.51 %	2.31 %	2.26 %	2.08 %	2.05 %	1.96 %	1.92 %	1.90 %	1.87 %	
16	2.57 %	2.51 %	2.31 %	2.26 %	2.08 %	2.05 %	1.96 %	1.92 %	1.90 %	1.87 %	
17	2.57 %	2.51 %	2.31 %	2.26 %	2.02 %	1.98 %	1.89 %	1.86 %	1.84 %	1.81 %	
18	2.57 %	2.51 %	2.31 %	2.26 %	2.02 %	1.98 %	1.89 %	1.86 %	1.84 %	1.81 %	
19	2.57 %	2.51 %	2.31 %	2.26 %	1.96 %	1.93 %	1.83 %	1.81 %	1.78 %	1.76 %	
20	2.57 %	2.51 %	2.31 %	2.26 %	1.96 %	1.93 %	1.83 %	1.81 %	1.78 %	1.76 %	
21	2.57 %	2.51 %	2.31 %	2.26 %	1.93 %	1.90 %	1.81 %	1.78 %	1.76 %	1.73 %	

**BERRYESSA UNION SCHOOL DISTRICT HAS ONE OF THE HIGHEST DAILY RATES**

Daily Rate of Pay				
	BA + 30	Days	Rate	Rank
BUSD	\$61,298.00	183	\$334.96	2
Alum Rock	\$59,197.00	185	\$319.98	6
Oak Grove	\$55,610.00	186	\$298.98	7
Evergreen	\$59,765.00	184	\$324.81	5
Franklin McKinley	\$62,690.00	184	\$340.71	1
Mt. Pleasant	\$59,766.00	185	\$323.06	4
Moreland	\$60,260.00	185	\$325.73	3

**BERRYESSA UNION SCHOOL DISTRICT HAS ONE OF THE BEST BENEFIT PACKAGES**

Certificated Staff 20-21 Benefits					
School District	Employee	Emp + 1	Emp + Fam	Comp	Rank
Alum Rock	\$10,751	\$19,217	\$25,480		3
BUSD	\$10,164	\$20,321	\$25,511		2
Campbell	\$11,430	\$11,430	\$11,430		11
Evergreen	\$20,676	\$20,676	\$20,676		6
Franklin-McKinley	\$8,639	\$18,474	\$26,160		1
Milpitas	\$12,852	\$12,852	\$12,852		10
Moreland	\$9,453	\$16,833	\$21,651		5
Mt. Pleasant	\$13,000	\$13,000	\$13,000		9
Oak Grove	\$12,145	\$20,441	\$23,850		4
SCCOE				\$17,120	8
Union	\$11,266	\$16,179	\$20,400		7