

California Teachers Association of Berryessa

2020-2023 SUNSHINE PROPOSAL

October 12, 2021

Pursuant to the Educational Employment Relations Act, the Association hereby submits its initial bargaining proposal for the successor 2020-2023 Collective Bargaining Agreement.

Article 9 Compensation

- CTAB proposes condensing the salary schedule to a maximum of 18 years and BA + 60 Units.
- CTAB proposes a salary increase equivalent to the average of the SC County districts at BA+60 Step 10, include pay increases for Columns C and D for all steps, in addition to the projected COLA for the 21-23 school years.
- CTAB proposes increases to longevity increments.
- CTAB proposes increasing Educational Specialists and Special Activities stipends.
- CTAB proposes increasing tuition reimbursement for areas of special needs.

Article 10 Fringe Benefits

- CTAB proposes changing the dollar amounts in 10.1.2 to "the dollar amount equal to, but no greater than, the Kaiser single, two-party, and family plans."
- CTAB proposes only CTA vendors shall have access to unit members for solicitation purposes.

Article 13 Class Size

- CTAB proposes capping class sizes.
- CTAB proposes reducing the number of students in elective classes including PE and Music.
- CTAB proposes an increase in Class Overage payments.
- CTAB proposes caseloads for psychologists, nurses, social workers, and counselors.
- CTAB proposes paraprofessionals to be present for the entire instructional day for special education classes.

Article 14 Hours, Responsibilities, Work Year

- CTAB proposes adding language designating time for teacher preparation during the workdays prior to the instructional days at the beginning of the school year.
- CTAB proposing additional prep time for educational specialists and TK-3 grade educators.
- CTAB proposes increasing the amount of pay for substitute teaching by unit members.
- CTAB proposes changes in 14.14 that allow the parties to jointly schedule and plan professional development.

BERRYESSA STUDENTS DESERVE THE BEST