

**BERRYESSA UNION SCHOOL DISTRICT
NEGOTIATION NEWS**

Session Held – February 25, 2026

March 10, 2026

**District's Negotiations
With CTAB**

Volume 2, Issue 5

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.



Pathway to the Future

The next session is on:

March 12, 2026

**FOR THE 2024-2025
SCHOOL YEAR**

BUSD AND CTAB ("Parties") MET FOR CONTINUED LABOR NEGOTIATIONS

FOR THE 2025-26 SCHOOL YEAR SUCCESSOR AGREEMENT ON FEBRUARY 25, 2026, TO ADDRESS FOUR REMAINING ARTICLES WHICH HAVE NOW BEEN SETTLED,

EXCEPT ONE: BENEFITS

The District and CTAB exchanged Counter Proposals regarding Compensation & Benefits and the remaining Articles to be resolved including Articles 12, 13 and 15. The Parties have now reached agreement on all terms, including a 2% increase to the salary schedules retroactive to July 1, 2025, except benefits.

Meet the Team

Ricardo Cabrera – Assistant Superintendent of Human Resources

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

Josh Quitariano – Assistant Superintendent of Business Services

Dr. Samantha Rainer- Principal of Summerdale Elementary School

Chris Mosley- Principal of Sierramont Middle School

Bettina Strickland - Administrative Assistant of Human Resources

Matt Juhl-Darlington – Legal Counsel w/DWK

Introduction

This is the eighth Negotiation Bulletin Update from BUSD for ongoing successor agreement negotiations with CTAB. This is now the District's fifth District updated bulletin for the 2025-26 school year. The community will be provided with updated information regarding negotiations with CTAB. Students and the District's fiscal solvency continue to be the District's main focus during these sessions.

The District's initial proposal to CTAB contained the following statement of interests

The District is committed to entering into discussions with representatives of CTAB with the following supportive shared and general interests:

- Students are the first priority;
- Emphasis is upon advancing student achievement;
- Children's needs are placed before those of adults;
- Respect, integrity, and morale are supported and advanced;
- District fiscal solvency and evidence of affordability over time are maintained;
- Comparability and fairness are reflected, resulting in an equitable settlement; and
- Legal mandates are complied with and adhered to.

These issues will not be compromised.

Negotiation Session Day # 9¹

In the ninth round of negotiations held on 2/25/26, the Parties jointly convened into their negotiation session at approximately 10:00 AM. The District provided a counter proposal to CTAB based upon its emailed counter offer. The Parties exchanged a package offer regarding Articles 9 (Compensation and Benefits), Article 12 (class size), Article 13 (Hours/Responsibilities/Work Year), and Article 15 (Leave Provisions).

Joint Session Number One -

In the first joint negotiation session, **for Article 9**, the District provided its counter offer to the counter proposal received from CTAB, which included two options for compensation: Option A – **2%** salary increase effective July 1, 2025, on all salary schedules, or

Option B – **1.5%** salary increase effective July 1, 2025, on all salary schedules plus **.5%** applied towards District medical benefits contribution.

During this portion of the District's presentation of Article 9, Compensation and Benefits, it provided counter information regarding comparative medical benefit models in other Districts, explaining what CTAB has already accepted, and agreed with, that the District's current Benefits package is highly competitive as compared to other neighboring Districts.

Further, the District passed out a highly detailed chart, *Employer Medical Benefits Contributions Effective 10.1.2025 – 9.30.26*, which shows that 306 total unit members receive benefits, with a breakdown of 114 unit members having out of pocket expenses, which represents 37%, and 192 of the unit members receiving fully paid benefits, which represents 63%. See attachment.

BUSD shared with CTAB that its compensation and benefits demands will require cuts to personnel and programs for the 2025-26 school year, with positions being eliminated due to these future increases.

For Article 12, class size, the District agreed to CTAB's last exchanged negotiation terms, and the Parties reached agreement on this Article.

For Article 13, the District provided a counter offer regarding elementary school parent conferencing. The District maintained the status quo in the release time for 4th – 5th grade teachers associated with parent conference times, declining to expand this to TK-3 grade teachers.

For Article 15, BUSD reiterated its position regarding the importance of personal necessity leave to mirror what is included in the District's Administrative Regulation concerning such leaves.

The Parties thereafter recessed into caucus.

Joint Session Number Two -

Counter Offer from CTAB

Following the caucus, in round number two of negotiations for the day, CTAB provided a counter offer with the package resolution, which included a counter offer on Article 9, for 2% salary increase retroactive to July 1, 2025, and a reiterated their demand that the District pay 90% of the costs of the Kaiser Trad 15 Family Plan..

¹ This is the fifth round of negotiations for the current school year with CTAB, and the ninth negotiation session from the previous school year.

For Article 12, Class Size, CTAB and BUSD reached an agreement on terms.

For Article 13, Hours, CTAB agreed to the District's status quo proposal and the Parties reached agreement on this Article.

For Article 15, Leaves, CTAB continued to reject personal necessity leave proposals from BUSD.

Joint Session Number Three -

Counter Offer from District

In the third round of negotiations between the Parties for the day, agreement was reached on all terms for the contract, excluding benefits. That is, the District agreed to **Article 9, Salary and Benefits**, 2% salary increase to the salary schedules retroactive to July 1, 2025, and ongoing, yet, rejected CTAB's proposed benefits language (District pays 90% of the cost of the Kaiser Trad 15 Family Plan).

Joint Session Number Four -

Counter Offer from CTAB

Following a meet and confer between CTAB and BUSD negotiation representatives, CTAB proposed that *Effective July 1, 2026, the maximum annual District contribution towards medical benefits shall be 89% of the costs of the Kaiser Trad 15 Family Plan.*

Post Joint Session Meeting

Following the Joint Sessions One through Four noted above, the District and CTAB's negotiations representatives met again to discuss ways to potentially resolve the benefits issue, with the District promising to provide a counter offer on benefits via email between this and the next negotiation session.

The District has now emailed a counter offer on benefits to CTAB, with the Parties agreeing to meet on March 12, with the hopes of resolving this last remaining term of the contract.

Further Negotiations

The Parties agreed to reconvene in negotiations.

NEXT STEPS

Next bargaining session: March 12, 2026

District to propose on: Article 9, Benefits only

CTAB to propose on: Articles 9, Benefits only