

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

Session Held – June 24, 2025

July 11, 2025

**District's Negotiations
With CTAB**

Volume 1, Issue 3

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.

BUSD AND CTAB HAVE HELD FOUR NEGOTIATION SESSIONS FOR THE 2024-25 SCHOOL YEAR

Parties Have Exchanged Proposals on Compensation & Benefits, Class Size, Hours/Responsibilities/Work Year, Evaluation, and Leave Provisions

**CTAB HAS REVISED THEIR COMPENSATION PROPOSAL which now includes:
4% one-time payment off of the salary schedule, effective July 1, 2025,
and all salary schedules for the 2025-26 school year to be increased by
4.5% over the 2024-2025 salary schedules**

Introduction

This is Berryessa Union School District's (BUSD/District) third Negotiations Update for 2024-25 negotiations between the District and the California Teachers Association of Berryessa (CTAB). The District will distribute the Negotiations Update on an ongoing basis after meetings with CTAB to inform our community on the progress of negotiations. To date, the District and CTAB have met for four negotiation sessions on April 7, April 14, May 20, and June 24, 2025.

The District is committed to entering into discussions with representatives of California Teachers Association of Berryessa supportive of the following general and shared 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.



Pathway to the Future

The next session is on:

TBD

**FOR THE 2024-2025
SCHOOL YEAR**

Meet the Team

Ricardo Cabrera – Assistant
Superintendent of Human
Resources

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

Kevin Franklin – Assistant
Superintendent of Business
Services

Josh Quitoriano – Director of
Fiscal Services

Andrea Ortiz- Principal of
Noble Elementary School

Chris Mosley- Principal of
Piedmont Middle School

Bettina Strickland -
Administrative Assistant of
Human Resources

Matt Juhl-Darlington – Legal
Counsel

June 24, 2025, Negotiation Session Day # 4

In its fourth round of negotiations, BUSD and CTAB, initially convened at approximately 9 a.m. The Parties started with general introductions, and the District then lead a discussion regarding budget updates.

BUSD Budget Updates

The fiscal department shared a comprehensive slide presentation which included key areas from the 2025-26 fiscal study session. The key areas focused on during the District's budget presentation included:

Budget cycles; Governor's May revise take-aways; Budget problems outlined for the State; Proposition 98 discussed and explained; District and Charter LCFF Entitlement reviewed; SSC Financial Projections Dartboard shared, with an emphasis on planning factors reviewed; 2023-24 Average Reserve Levels focused on; Discretionary Block Grant Proposal considered; Expanded Learning Opportunities process explained; Universal TK and CSP covered; Federal Level President's Budget Proposal for FY 2026; A review of Budget Impacts to BUSD with an emphasis on Revenue Assumptions; Review of BUSD LCFF funding; General Revenue Splits covered with a review of 2025-26 LCFF analyzed; General Fund Expenditures reviewed with analysis of 2025-26 school year reviewed, with an emphasis on funding complications; Analysis of Contribution to Restricted Programs; General Fund Contributions; Enrollment trends reviewed with projections analyzed through 2027-28, showing a continued decline in enrollment; Budget Assumptions for 2026-27 and 2027-28 school years; Revenue Assumptions for 2026-27 and 2027-28 school years; Expenditure Assumptions for 2026-27 and 2027-28 school years; Multi-year projections for 2026-27 school year.

Further, the District fiscal team offered CTA a question and answer period to further review information from the budget presentation. CTAB asked a handful of questions, most of which were about the lease revenue that will be generated from the former District occupied school sites. The District offered to provide CTAB with a copy of the budget presentation.

The District made it clear that it is still facing significant financial restraints, budgetary shortfalls will continue, and declining enrollment as a trend will continue.

BUSD Proposals

District again requested all of the counter proposals from CTAB, which the District had provided proposals on in the last round of negotiations. The District restated that it was still awaiting a counter proposal on Article 15. CTAB stated that it was still working on this Article.

Article 14 - Evaluation

The District provided an updated discussion on Article 14, Evaluation. The Parties agreed that each side had reached mutually agreeable language on Article 14.10.1, but that the District was still waiting on language contained within the CSTP evaluation tool. CTAB agreed to provide these updates.

Article 9 – Compensation and Benefits

The District provided CTAB with one counter-offer regarding compensation. Per Article 9.1.2, for the 2025-2026 school year, the District proposed a one-time 1% off salary schedule payment effective July 1, 2025. The District offered no other counter-offers and emphasized that it was staying with the status quo regarding Article 9.17.6, Longevity, Article 9.18, Fringe Benefits, and no change to the salary schedules for the 2024-2025 school year. Parties have appeared to reach agreement on Article 9.24 (new article), Mileage.

The District emphasized that based upon the budgetary information provided earlier in the joint negotiation session, a one-time off schedule payment was being offered. That is, since the District continues to face budgetary constraints, it is proposing a two year compensation deal, with a one-time off-schedule payment for July 1, 2025.

Article 12 – Class Size

The District presented Article 12 to CTAB, and reiterated its last counter-offer, in essence remaining at the status quo regarding Articles concerning staffing ratios and Speech and Language Pathologists caseloads. The District reiterated that the Parties had reached agreement regarding Article 12.2.1.2, TK-3 Class Size Overage Payments.

Article 13 – Hours, Responsibilities, Work Year

The District reemphasized its continued and ongoing counter-offer on CTAB's offered language contained within Article 13.4.2, regarding Psychologists and SLPs being added as those to receive release time. The District stated that it agreed to this additional staff member inclusion, contingent upon a protocol to be developed to make up missed services for District students. No changes to preparation time (K-3) nor the work year were presented by the District.

Single Counter Offer from CTAB

CTAB did not provide any counter offer language on Articles presented from the District including Article 12, Article 13, and Article 15. CTAB emailed the District with language suggestions regarding the CSTPs attached to Article 14. As a reminder, the Parties have already reached an agreement regarding Article 14.10.1.

Article 9 – Compensation and Benefits

CTAB provided a counter offer regarding compensation. CTAB agreed to a 0% increase to the salary schedules for the 2024-25 school year and asked for a one-time off schedule payment of 4% for all members effective July 1, 2025. CTAB also proposed that all salary schedules be adjusted for the 2025-26 school year with an increase of 4.5% over the 2024-2025 salary schedules. CTAB emphasized that this counter offer is based upon the District's proposed two year compensation deal. CTAB agreed to the District's status quo counter-offer regarding longevity.

CTAB continued to propose that the District contribution towards medical benefits shall be 95% of the costs of the Kaiser-Trad 15 Family plan per unit member.

CTAB explained that it had no other Articles to provide at the June 24, 2025 negotiation session.

BUSD and CTAB budgetary, finance, and compensation discussion

During the discussion regarding compensation, summarized above, the District asked CTAB how it had calculated its request for additional compensation with a one-time 4% off schedule payment, effective July 1, 2025, and a 4.5% salary increase to all salary schedules for the 2025-26 school year. In two different lines of questioning, the District pointedly asked CTAB how it believed the District could compensate its members at the levels it has proposed based upon the financial information which had been reviewed earlier in the same negotiation session. CTAB stated that it was based upon the economic realities that their members face.

Further Negotiations

The District stated that it could not provide any counter offers on any additional Articles, including Article 9, Compensation and Benefits, until CTAB provided the District with counter offers on all outstanding terms.

The Parties agreed to reconvene in negotiations following the summer recess and have exchanged dates to meet in September and October 2025.

NEXT STEPS

Next bargaining session: TBD, following summer break.

District to propose on: Article 9.

CTAB to propose on: Articles 12, 13, and 15.