

**BERRYESSA UNION SCHOOL DISTRICT
NEGOTIATION NEWS**

Session Held – January 27, 2026

January 30, 2026

District's Negotiations
With CTAB

Volume 2, Issue 4

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:

February 25, 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 JANUARY 27, 2026, TO ADDRESS FOUR REMAINING ARTICLES WHICH STILL HAVE NOT BEEN SETTLED, DESPITE THE DISTRICT'S ONGOING EFFORTS TO REACH RESOLUTION

Once again, the District only received a Counter Proposal regarding Compensation & Benefits (Article 9) from CTAB, and it was the same counter proposal from November 17, 2025. CTAB did not provide counter offers on Class Size, Hours/Responsibilities/Work Year, and Leaves Provision Articles. These are Articles which remain Outstanding. The District's last Counter Proposal, once again, Includes an Ongoing Raise on the Salary Schedule.

TO BE CLEAR -- THE DISTRICT HAS UPDATED ITS COMPENSATION PROPOSAL *which matches* CTAB's compensation proposal: Effective July 1, 2025, all salary schedules will be increased by 2%.

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 seventh Negotiation Bulletin Update from BUSD for its continued and ongoing successor agreement negotiations which have continued from the 2024-25 school year. This is now the District's fourth District updated bulletin for the 2025-26 school year. The District will continue to provide the community with these negotiation session updates so that accurate and transparent information is available. The District has repeatedly stated that its main focus during these labor negotiations is its students and the District's fiscal solvency.

The District has made every effort during now eight sessions to resolve the outstanding Articles with CTAB. Despite its continued and ongoing efforts to reach resolution, the District has not received counter offers on Articles 12, 13 and 15. Further, CTAB has not provided an updated counter offer for compensation and benefits (Article 9) – they have stayed with their same compensation position.

As reminder, 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.

The District has reminded CTAB of these goals during its sessions, and continues to hold firm to these principles in the ongoing bargaining between the Parties. The District remains committed to resolving the outstanding Articles with CTAB, and must emphasize the great leaps it has made regarding compensation, yet still, an agreement has not been reached.

Negotiation Session Day # 8¹

In the eighth round of negotiations held on 1/27/26, the Parties jointly convened into their negotiation session at approximately 10 AM. Once again, the District introduced agenda items, which CTAB appeared to agree to at the beginning of the session, including the District receiving counter offers on outstanding Articles. However, CTAB, also stated that it had questions regarding expenditures from Fund 5000 range, despite the continued efforts by the District to provide it with this information, over numerous bargaining sessions. Again, while CTAB was due to present counters on Articles 12, 13, and 15, they stated that their continued focus would be directed to health care benefits and compensation. Accordingly, the **District only received a counter proposal on Article 9, which was the same proposal from November 17, 2025**. The District has continued to provide CTAB with information about its budget and expenses, based on CTAB's requests. The District has also explained that its financial status will require cost management interventions, if CTAB's compensation demands are met. In total, the Parties exchanged counter proposals on Article 9 (compensation and benefits) two times, and, once again, did not discuss any other outstanding Articles.

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

Joint Session Number One

At the beginning of the joint session between the Parties, CTAB through their CTA representative, requested information regarding the District's spending within the Fund 5000 range. The District explained that it would provide this information to CTAB, but reiterated that this information, along with other detailed budget information has already been provided to CTAB.

CTAB then provided its counter offer on Article 9, verbally, which was the same counter offer it provided on 11/17/25:

Effective July 1, 2025, all salary schedules will be increased by 2%.

Effective January 1, 2026, the maximum annual District contribution towards medical benefits shall be 90% of the costs of the Kaiser Trad 15 Family Plan.

CTAB did not provide the District with a written counter offer during this session, but instead conveyed their counter offer via email. When asked why it had not provided the District with an updated or revised counter offer on compensation and benefits, CTAB stated that it should not have to negotiate against itself. However, as the District pointed out, *the District was the last party to provide a counter offer regarding compensation*. To be clear, as a reminder, in its last bargaining session, 11/17/25, the District provided CTAB with the following counter offer for compensation and health benefits, which included an ongoing increase on the salary schedule:

Effective January 1, 2026, all salary schedules will be increased by .5%. And, effective July 1, 2025, all members will receive a one percent (1%) one-time payment off the salary schedule.

The District remained at its status quo position regarding benefits.

The District also explained that it was actually the party being asked to negotiate against itself. Despite the District's attempt to gain information from CTAB as to its lack of a change in compensation position, it received none.

The Parties thereafter recessed into caucus.

Joint Session Number Two

Counter Offer from BUSD- Article 9, Compensation & Benefits

Following the caucus, the District provided CTAB with a written counter offer, which included a history of counter offers from November 17, 2025, to present. The District then presented its

counter offer on compensation and benefits, which included the following:

Effective July 1, 2025, all salary schedules will be increased by 2%.

Effective January 1, 2026, the maximum annual District contribution towards medical benefits shall be ~~90% of the costs of the Kaiser Trad 15 Family Plan.~~ \$26,800 per unit member.

The District verbally explained its counter offer of 2%, noting that it was in agreement with CTAB on compensation. The District also clearly stated, in a specific manner, that the 2% ongoing salary increase will require the District to follow a cost management plan and reduce or eliminate services positions. The Parties then recessed into separate caucuses.

Final Meeting of the Day –

Two representatives from both the District and CTAB labor negotiating teams met one final time to discuss the District's last offer. The District explained that the 2% ongoing compensation offer could be split, or divided, whereby CTAB could assign a percentage of the 2% to health care benefits. CTAB acknowledged its understanding of the flexibility within this 2% compensation Article, and the ability to apply a portion of the 2% to benefits. The District also invited CTAB to email any counter offers to the District in the interim period between this bargaining session, and the next. The Parties did not exchange any other Articles.

Further Negotiations

The Parties agreed to reconvene in negotiations and to exchange dates for a follow-up session.

NEXT STEPS

Next bargaining session: February 25, 2026

District to propose on: NA

CTAB to propose on: Articles 9, 12, 13 and 15.