

**Berryessa Union School District and
California Teachers Association of Berryessa
California Teachers Association/National Education Association (“Association”)**

AGREEMENT REGARDING ELECTED OFFICER RELEASE TIME

Recitals

This Agreement is between the Berryessa Union School District ("District") and the California Teachers Association of Berryessa/California Teachers Association/National Education Association (" Association").

Under Education Code §44987:

(a) (1) The governing board of a school district shall grant to any employee, upon request, a leave of absence without loss of compensation for the purpose of enabling the employee to serve as an elected officer of any local school district public employee organization, or any statewide or national public employee organization with which the local organization is affiliated; and

(a) (3) Following the school district's payment of the employee for the leave of absence, the school district shall be reimbursed by the employee organization of which the employee is an elected officer for all compensation paid the employee on account of the leave. Reimbursement by the employee organization shall be made within 10 days after its receipt of the school district's certification of payment of compensation to the employee.

Through this agreement, the CTAB president seeks leave time under Education Code §44987, (a) (4):

(4) The leave provided under this section shall be in addition to any leave to which public employees may be entitled by other laws or by a memorandum of understanding or collective bargaining agreement.

Agreement

1. The District shall grant the CTAB president a paid leave of absence equaling twenty percent (20%) of the 2026-2027 school year without any loss of pay or benefits, including Health and Welfare benefits and employer STRS contribution.
2. The President shall be release from regular duties for 20% of the school year. For the 2026-2027 school year, the release days shall general be scheduled as follows:
 - a. August 10, 2026 – November 20, 2026: Tuesdays and Wednesdays
 - b. November 30, 2026 – June 11, 2027: Mondays and Tuesdays

The President’s release time shall be scheduled in accordance with the above dates and may be adjusted by mutual agreement between the District and the Association.

3. The CTAB president is expected to participate in two professional development days as part of their professional responsibilities (currently scheduled for September 18, 2026 and November 2, 2026) unless prevented by urgent union business.

4. If the President release days are not suitable during a given week, the president may choose another day for union business in his capacity as an elected officer of CTAB. The president will notify the district at least forty-eight (48) hours prior to the desired release time unless prevented by urgent union business.
5. The union shall reimburse the District for the 20% release time at the same rate of salary and benefits as the union president is currently receiving.
6. The term of this Agreement is for the 2026-2027 school year.
7. **The Parties agree to the terms and conditions stated above and execute this agreement as follows:**

On Behalf of the Association:



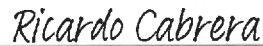
Christie Gurney (Aug 28, 2026 13:53:27 PDT)

Christine Gurney

CTA of Berryessa, Treasurer

Date: **08/28/2026**

On Behalf of District Management:



Ricardo Cabrera (Aug 31, 2026 10:59:57 PDT)

Ricardo Cabrera

Assistant Superintendent of Human Resources

Date: **08/31/2026**