

# BERRYESSA UNION SCHOOL DISTRICT

## NEGOTIATION NEWS

SESSION HELD – JANUARY 21, 2026

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 soon after each session.

### **Berryessa Union School District and Teamsters Local 150** **Continue Successor Contract Negotiations**

The bargaining teams for Teamsters Local 150 (Teamsters) and the Berryessa Union School District (District) met for a fifth session of successor negotiations for the 2025-2026 contract on January 21, 2026,

The parties exchanged counterproposals on Article 8 (Compensation and Benefits), with the District's latest counterproposal involving an across-the-board increase to base salary on the salary schedule of one and a half (1.5) percent. The District is also in the process of reviewing information provided by Teamsters in support of the union's proposal to increase salary schedule ranges for the following classifications: Food Service Delivery Person, Grounds Worker, Maintenance-Grounds Worker, and Custodian, and to provide middle school differential pay for Child Nutrition Assistants.

The parties have reached tentative agreements on the following articles in prior sessions:

- Article 4 ("Employee Rights"), regarding mutual commitment to workplace respect.
- Article 14 (Uniforms and Equipment), proposing a provision that kitchen employee shoes meet OSHA requirements, and requiring department approval of shoes purchased by unit members under the reimbursement provision.
- Article 16 (Vacation), in which the District proposed that unit members' accrued vacation be paid out at the end of each school year, instead of accruing from year-to-year.
- Article 24 (On-Call Duties), increasing the stipend for unit members performing on-call services for emergencies or break-ins from \$75 to \$100 per week..
- Article 9 (Probation and Evaluation) calling for consideration of the site Principal's input for site-assigned unit members where the Principal is not the official evaluator.
- Article 10 (Transfers), proposing criteria to be considered for administratively-initiated transfers.
- Article 28 (Layoffs), making procedural changes to the notification requirements.
- Article 30 (Holidays), moving the Good Friday holiday to the day before Spring Break.
- Article 34 (Term of Agreement), calling for a 3-year contract through 2027-2028, with yearly reopeners on compensation and benefits, and up to two additional articles.

The next negotiations session is scheduled for February 6, 2026.

January 29, 2026

**District's Negotiations  
With Teamsters**

**Volume 1, Issue 5**



*Pathway to the Future*

The next session is on:

**February 6, 2026**

**FOR THE 2025-2026  
SCHOOL YEAR**

#### **Meet the Team**

Ricardo Cabrera – Assistant  
Superintendent of Human  
Resources

Josh Quitarano – Assistant  
Superintendent of Business  
Services

Tina Choy- Principal of Ruskin  
Elementary School

Dan Norris- Director of  
Maintenance

Marla Zapata – Asst. Director  
of Maintenance

Bettina Strickland -  
Administrative Assistant of  
Human Resources

John Yeh – Legal Counsel  
Burke, Williams & Sorensen