

**BERRYESSA UNION SCHOOL DISTRICT  
NEGOTIATION NEWS**

Session Held – November 17, 2025

**December 5, 2025**

**District's Negotiations  
With CTAB**

**Volume 2, 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 ("Parties") HELD ANOTHER NEGOTIATION SESSION FOR THE 2025-26 SCHOOL YEAR SUCCESSOR AGREEMENT NEGOTIATIONS ON NOVEMBER 17, 2025, TO ADDRESS OUTSTANDING ARTICLES WHICH HAVE YET TO BE RESOLVED, DESPITE THE DISTRICT'S CONTINUED EFFORT TO DO SO**

**While the Class Size, Hours/Responsibilities/Work Year, and Leave Provisions Articles remain Outstanding from CTAB, the District only received a Counter Proposal regarding Compensation & Benefits. Terms in Articles from the 2024-25 school year that were not resolved during negotiations between the Parties still remain. The District's last Counter Proposal Includes an Ongoing Raise on the Salary Schedule.**

**THE DISTRICT HAS REVISED ITS COMPENSATION PROPOSAL *which now includes the following*: Effective January 1, 2026, all salary schedules will be increased by .5%. And, effective July 1, 2025, all members will receive a one percent (1.0%) one-time payment off the salary schedule. CTAB did not provide counter offers due on Articles 12, 13, and 15.**

**Introduction**

This is the sixth Negotiation Update from BUSD for its ongoing successor agreement negotiations that have carried over from successor agreement negotiations during the 2024-25 school year. The District provides the third update for the 2025-26 school year. As stated in the most recent update from the District, the school community will be provided with these bulletins from negotiation sessions with CTAB to ensure information is distributed on an ongoing basis. The reasoning behind the distribution of these updates is to promote openness and transparency with the bargaining between BUSD and CTAB. As stated at the bargaining table, the District's main focus during these negotiation sessions is its students and BUSD's financial stability.

The District has made every effort during now SEVEN SESSIONS to resolve the outstanding Articles with CTAB. CTAB and the District will meet to negotiate the remaining outstanding Articles: 9, 12, 13 and 15. CTAB is now due to provide counter offers on ALL of the remaining unresolved Articles.



*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

Josh Quitoriano – 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

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 goals have continued to be raised by the District each time the Parties negotiate. As a reminder, the District remains FIRMLY COMMITTED to resolving outstanding Articles immediately to ensure our Students receive the quality education they are entitled to and we maintain financial stability. As the District has repeatedly reiterated in these communications to the community: There will be no compromise on these issues.

### **Negotiation Session Day # 7<sup>1</sup>**

In its seventh round of negotiations held on 11/17/25, the Parties jointly convened into its negotiation session at approximately 10 AM. Once convened, the District introduced agenda items, which CTAB partially agreed to. While CTAB still must present counter offers on Articles 12, 13, and 15, they stated that their primary focus, at this time, is on health care benefits and compensation, and thus the other remaining issues in the outstanding Articles would be set to the side. Thus, while the District intended to receive counter proposals from CTAB on Articles, 12, 13, and 15, it only received a counter proposal on Article 9. The District provided yet another round of financial analysis and data regarding CTA's continued questions regarding services and other operating expenses. The District also provided CTAB with a summary comparison of the current adopted budget and the negative impacts of CTAB's 10/24/25 compensation proposal (3% Increase on schedule and 1% of schedule) and medical benefit increases. The District has continued to provide CTAB with these financial data analysis points, with specified measured information in chart format, with detailed explanations provided, to ensure that CTAB understands how certain funds are expended, and also to make clear how negatively impacted the District would be financially if CTAB's latest proposal on compensation was implemented. In total, the Parties exchanged counter proposals on compensation three times, and did not discuss any other outstanding Articles.

### **Joint Session Number One**

At the beginning of the joint session between the Parties, CTAB through their CTA representative, made a statement to the following: CTAB's main issues for its membership is health care insurance and compensation, and that if

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<sup>1</sup> This is the third round of negotiations for the current school year with CTAB, and the seventh negotiation session rolled over from the previous school year.

agreement can be reached on these issues, then the other remaining Articles can be discussed and potentially resolved. Accordingly, CTAB did not provide counter offers on the outstanding Articles which they were to respond with at this session. Next, the District provided detailed budget and financial information to CTAB based upon their continued and ongoing questions regarding service expenditures by the District and CTAB's current compensation and health and welfare demand, which would significantly impact the District's financial resources to the point where it would be in the negative under a budget certification status.

#### BUSD Presentation on Services and Other Operating Expenditures: 7 year comparison and 2024-25 Budget Actuals

The District's CBO provided two levels of financial details. The first areas of financials covered by the District included an exhaustive review of services and other operating expenditures, based on a seven year comparison from 2018-19 school year, through the 2024-25 school year. These financials were presented in both chart and verbal explanation. This comparison showed that the increase in services from 2018-19 to 2024-25 can be attributed to 2 main factors. 1) Higher general administrative cost such as insurance and utilities-driven by inflation and other market conditions and 2) Increased contracted services tied to state-administered programs, such as the Expanded Learning Opportunities Program (ELOP), for which the District received additional restricted funding. The CBO also explained difference between the initial 2024-25 proposed budget and 2024-25 actual expenditures, which amounted to significant spending increases in areas which are out of the District's control. Most notable were the following budget differences/increases: Expanded learning opportunity grant (\$779,808.37); Utility Costs (\$300,242.39); Substitute costs (\$538,473.27); All insurance related costs (\$88,239.97); Repairs, Equipment (\$381,965.22); Special Education Contracts (\$686,838.34). What these noted differences show, is that while services may be budgeted, there is no certainty that additional expenditures will not be required. This was clearly explained to CTAB. (See attached Services and Other Operating Expenditures chart)

#### Summary Comparison: Current adopted budget compared to CTAB's compensation demand (3% increase on schedule, and 1% off schedule with medical benefits increase)

Following the Services discussions as noted above, the District's CBO provided a comprehensive financial analysis of the current adopted budget for school years 2025-26, 2026-27 (projection), 2027-2028 (projection), and the significant negative financial impact CTAB's current compensation and health care coverage demands would have on the District were it to adopt CTAB's proposals. Notably, if the District agrees to CTAB's current demand of 3% ongoing in salary, and 1% off schedule, and increases in health care costs, the District's financial status would be dire. That is, for the 2025-26 budget, the District would have \$1,416,776.73 available for the state required reserve, which is 1.54% under the state required 3%; for the 2026-27 projected budget, the District would have a negative ending balance of \$144,268.30 and no available balance for the state required reserve; and for the 2027-28 projected budget, the District would have \$52,030.06 available for the state required reserve, which is 2.94% under the state required 3%. The District clearly explained to CTAB that the District would in-turn, be in a negative budget certification status with their current compensation and health coverage demands. Further, the District reiterated that

if these budget deficits were in essence adopted, the only way to move forward into these school years, and to operate the District in a financially sound manner, further employee jobs and positions would require cuts, and some services would have to be eliminated. (See attached Summary Comparison chart)

### **Counter Offer from BUSD- Article 9, Compensation & Benefits**

After presenting the real picture of the financial consequences of implementing CTAB's unreasonable demands, the District provided a counter offer on Article 9, which included the following: Effective July 1, 2025, all members will receive a one and a half (1.5%) one-time payment off the salary schedule. The District also reiterated its counter offer on health and welfare benefits, stating that this should remain at the status quo.

### **Joint Session Number Two**

#### **Counter Offer from CTAB - Article 9, Compensation & Benefits**

Following a caucus, the Parties convened into the second joint session of the day for continued bargaining. CTAB began this next session by asking clarifying questions about the budget and financial data presentation from earlier in the day. Next, CTAB presented what it coined as a package proposal offer for compensation and benefits, which included the following demand: Effective July 1, 2025, all salary schedules will be increased by 2%. And, 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 then stated, through their CTA representative that "we need an on-schedule salary increase." The Parties then convened into another caucus, and recessed to allow the District to work on a counter offer.

### **Joint Session Number Three**

#### **Counter Offer from BUSD - Article 9, Compensation & Benefits**

Next, the District provided CTAB with a counter offer regarding compensation and benefits. The District explained that it had worked diligently to take into consideration its demand that there be an on schedule salary proposal. The District's CBO also provided yet another financial data document, this time providing a multi-year projections (MYP) breakdown for the 2025-26 through the 2027-28 school year. The District provided this information to CTAB in order to further reiterate the financial distress that the District is facing, and to give background information necessary before providing its counter offer on Article 9

The District then provided CTAB with a counter offer on Article 9, which included the following: 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. CTAB, through its CTA representative, stated that this counter offer was amounted to a "pay cut." The District stated that the offer was made because CTAB had stated that they demanded that an offer needed to be made which included a salary increase on the schedule. CTAB stated in turn that the District was not considering its health benefits demand. The District responded by stating that offers of compensation could be moved to increases in benefits, if that was something they wanted to consider. The Parties ended bargaining for the day. The District remains committed to offering CTAB a

compensation proposal, which it can afford, within the confines of its extreme budgetary restrictions, without cutting further positions or services.

### **Further Negotiations**

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

### **NEXT STEPS**

Next bargaining session: TBD

District to propose on: NA

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