

**BERRYESSA UNION SCHOOL DISTRICT
NEGOTIATION NEWS**

Session Held – March 12, 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 with CTAB soon after each session.

March 18, 2026

District's Negotiations
With CTAB

Volume 2, Issue 6



Pathway to the Future
The next session is on:

CTAB AND BUSD JOINTLY DECLARE IMPASSE IN NEGOTIATIONS FOR SUCCESSOR CONTRACT

**BUSD AND CTAB ("Parties") MET FOR ONGOING AND CONTINUED LABOR NEGOTIATIONS FOR THE 2025-26 SCHOOL YEAR SUCCESSOR AGREEMENT ON MARCH 12, 2026, TO ADDRESS ONE REMAINING PORTION OF ARTICLE 9:
FRINGE BENEFITS**

The District provided two counter proposals in order to resolve Article 9, Fringe Benefits. CTAB maintained its previous proposal provided on February 25, 2026.

BUSD's fringe benefits proposal:

For the 2026–27 school year only, in addition to the District's current contribution, the District shall subsidize up to 76% of any increase to the out-of-pocket costs for the Family Kaiser-Trad-15 plan, applied to all plans based on each member's 26-27 FTE

CTAB Maintains Previous Proposal:

Effective January July 1, 2026, the maximum annual District contribution towards medical benefits shall be 89% of the costs of the Kaiser Trad 15 Family Plan.

Introduction

This is the ninth Negotiation Bulletin Update from BUSD for ongoing successor agreement negotiations with CTAB. This is now the District's sixth District updated bulletin for the 2025-26 school year. The District is committed to continuing to provide the community with updated information regarding negotiations.

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

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 will not compromise on these issues. CTAB has been informed by the District that its compensation demand, which was met, requires budget cuts, directly impacting employees and services. If the District agrees to CTAB's fringe benefits demands, the District will be required to make further budget cuts which will result in additional reductions to staff and services.

Negotiation Session Day # 10¹

In the tenth round of negotiations held on 3.12.26, the Parties jointly convened into their negotiation session at 1 PM. The District started round number one by providing a counter proposal to CTAB regarding benefits. CTAB provided a counter offer, which was the same as its February 25, 2026 counter offer. In round number two of negotiations, the District made another counter offer on benefits, offering a compromise. In round number three, CTAB did not provide a new counter offer. And, in the final round of negotiations for the day, number four, CTAB and the District agreed that the Parties had reached impasse regarding benefits.

Joint Session Number One -

For Article 9, in the first round of negotiations for the day, the District provided its counter offer regarding the last remaining issue, Benefits:

9.18

~~Effective January July 1, 2026, the maximum annual District contribution towards medical benefits shall be 8990% of the costs of the Kaiser Trad 15 Family Plan.~~

For the 2026–27 school year only, in addition to the District's current contribution, the District shall subsidize up to 76% of any increase to the out-of-pocket costs for the Family Kaiser-Trad-15 plan, applied to all plans based on each member's 2026–27 FTE.

This provision is contingent upon the District's receipt of the Student Support and Professional Development Discretionary Block Grant at no less than 75% of the proposed per pupil dollar amount as outlined in the Governor's January 2026–27 proposed budget.

The District explained that its proposal will accomplish the following: (1) All members who have no out-of-pocket costs in 2025-2026 will have no out-of-pocket costs in 2026-2027 and, (2) Lessen the increase of out-of-pocket costs in 2026-2027 to members currently incurring out-of-pocket costs by providing a subsidy.

Attached is a chart outlining the 2026-2027 projected out-of-pocket costs assuming there is an 8.37% premium increase. In this example, assuming an 8.37% premium increase, the District will provide a \$184.54 monthly subsidy. Some members will get up to a \$2,214.48 subsidy to offset projected out-of-pocket costs (\$184.54 x 12 months = \$2,214.48).

CTAB did not provide any change in its benefits demand:

Effective January July 1, 2026, the maximum annual District contribution towards medical benefits shall be 89% of the costs of the Kaiser Trad 15 Family Plan.

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

~~For the 2026–27 school year only, in addition to the District's current contribution, the District shall subsidize up to 76% of any increase to the out-of-pocket costs for the Family Kaiser-Trad-15 plan, applied to all plans based on each member's 2026–27 FTE.~~

CTAB pointed out "three goals" it wanted to achieve regarding benefits: (1) Reduce the benefits contribution for families; (2) A floating cap; and (3) No contingency language.

The progression of the counter offers provided by the District will meet two of these three goals during the course of the day.

The counter offer provided by the District in round number one of negotiations will lessen the increase of out-of-pocket costs in 2026-2027 for members currently incurring out-of-pocket costs by providing a subsidy of up to \$2,214.48, including those on a family plan.

Finally, the District passed out the Employer Medical Benefits Contributions Effective 10.1.2025 – 9.30.2026 benefits chart which shows the breakdown of benefits received by teachers.

The Parties thereafter recessed into caucus.

Joint Session Number Two -

Counter Proposal from BUSD

Following the caucus, in round number two of negotiations for the day, BUSD, provided a counter offer to its own proposal regarding benefits.

As a matter of compromise, the District offered the following regarding the last remaining issue, Benefits:

9.18

~~Effective January **July 1, 2026**, the maximum annual District contribution towards medical benefits shall be **8990%** of the costs of the Kaiser Trad 15 Family Plan.~~

For the 2026–27 school year only, in addition to the District's current contribution, the District shall subsidize up to 76% of any increase to the out-of-pocket costs for the Family Kaiser-Trad-15 plan, applied to all plans based on each member's 2026–27 FTE.

~~**This provision is contingent upon the District's receipt of the Student Support and Professional Development Discretionary Block Grant at no less than 75% of the proposed per pupil dollar amount as outlined in the Governor's January 2026–27 proposed budget.**~~

Notably, the District removed the contingency language from its benefits proposal, thereby guaranteeing CTAB that its members would receive the benefits increase as outlined here. This elimination of the contingency language also met one of the three goals outlined by the CTA Representative at the negotiations. That is, that the benefits offer will not be contingent upon the block grant funding model.

The Parties recessed into caucus thereafter.

Joint Session Number Three -

Counter Offer from CTAB

In the third round of negotiations between the Parties for the day, CTAB stated that it did not have any further counter offers regarding benefits and suggested that the Parties were at impasse. The District did not agree to CTAB's impasse position at this point of the day, and requested another caucus.

Joint Session Number Four -

Counter Offer from CTAB

Following a meet and confer between CTAB and BUSD negotiation representatives, and following a caucus, the District stated that it had no further counter offers to provide, and that its last offer was its last, best and final offer. When the District asked CTAB if this was its last, best, and final offer, CTAB did not state this, and instead said it was "rejecting" the offer from the District, and added that it did not "appear that the District is willing to move" on its offer.

The final counter offer from the District meets two of the three goals CTAB said it wanted to achieve.

The Parties agreed that they were at impasse on the sole issue of benefits, and agreed to jointly file the required PERB impasse declaration documentation.

Further Negotiations

The Parties have agreed to enter into mediation, through the impasse process with PERB. The Parties will jointly file its impasse statement together.

NEXT STEPS

Mediation: TBD

District to propose on: Article 9, Benefits only

CTAB to propose on: Articles 9, Benefits only

Medical Plan	Tier Name	2025-26 Out-of-Pocket	2026-27 Projected Out-of-pocket (assuming 8.37% increase)	2026-27 District Subsidy	26-27 projected out-of-pocket less subsidy rates
Kaiser-Trad 15	Single	-	-		-
	2-Party	-	184.40	184.40	-
	Family	667.67	910.48	184.54	725.94
Kaiser-Trad 30	Single	-	-	-	-
	2-Party	-	109.63	109.63	-
	Family	577.67	812.95	184.54	628.41
Kaiser-Ded 1000	Single	-	-		-
	2-Party	-	-		-
	Family	355.67	572.37	184.54	387.83
Kaiser-HSA-3400	Single	-	-	-	-
	2-Party	-	-	-	-
	Family	-	-	-	-
Anthem-PPO	Single	-	-	-	-
	2-Party	674.67	918.07	184.54	733.53
	Family	1,542.67	1,858.72	184.54	1,674.18
Anthem-HMO-FN	Single	-	-	-	-
	2-Party	654.67	896.40	184.54	711.86
	Family	1,516.67	1,830.55	184.54	1,646.01
Anthem-HMO-Select	Single	-	-	-	-
	2-Party	449.67	674.24	184.54	489.70
	Family	1,249.67	1,541.20	184.54	1,356.66

Assuming an 8.37% increase

All rates are monthly

Based on 1.0 FTE coverage

CTAB

2/24/2024

EMPLOYER MEDICAL BENEFITS CONTRIBUTIONS Effective 10.01.2025 - 9.30.2026

Medical	Effective 2/1/2024 Management/Confidential	Effective 2/1/2024 Certified Management	Effective 5/1/2022 Certificated	Effective 1/1/2024 CSEA	Effective 12/1/2023 Teamster	Teamster Hired before 6/1/10 and less than full-time
Single	\$2,233.33	\$2,233.33	\$2,233.33*	\$2,233.33*	\$2,233.33*	\$1075.00 or prorated based on FTE
2-party	\$2,233.33	\$2,233.33	\$2,233.33*	\$2,233.33*	\$2,233.33*	\$1075.00 or prorated based on FTE
Family	\$2,233.33	\$2,233.33	\$2,233.33*	\$2,233.33*	\$2,233.33*	\$1075.00 or prorated based on FTE
Dental	\$55.02/110.00/185.99	\$55.02/110.00/185.99	\$55.02/110.00/185.99	\$55.02/110.00/185.99	\$55.02/110.00/185.99	Premium for all: \$5.85/\$11.73/\$19.80 *
Vision	\$8.45/\$16.89/\$31.89	\$8.45/\$16.89/\$31.89	\$8.45/\$16.89/\$31.89	\$8.45/\$16.89/\$31.89	\$8.45/\$16.89/\$31.89	Premium for all: \$4.34/\$8.69/\$16.44 *

*Pro-rated (.5 FTE and above) for employees working less than full-time. Benefits will be calculated according to the employee's total FTE. The resulting district contribution amount will be applied to health and welfare in the following order: dental, vision and medical.

MEDICAL PLANS - SISC	SINGLE	Out-of-pocket	2-PARTY	Out-of-pocket	FAMILY	Out-of-pocket
HMO Kaiser Trad - 15	\$1,116.00 72	\$0.00	\$2,231.00 60	\$0.00	\$2,901.00 69	\$667.67
HMO Kaiser Trad - 30	\$1,081.00 3	\$0.00	\$2,162.00 1	\$0.00	\$2,811.00 21	\$577.67
HMO Kaiser Ded - 1000	\$996.00 0	\$0.00	\$1,991.00 0	\$0.00	\$2,589.00 7	\$355.67
HMO Kaiser HSA - 3400	\$762.00 1	\$0.00	\$1,524.00 0	\$0.00	\$1,981.00 0	\$0.00
PPO Anthem PPO	\$1,442.00 30	\$0.00	\$2,908.00 7	\$674.67	\$3,776.00 3	\$1,542.67
HMO Anthem Full Network	\$1,432.00 14	\$0.00	\$2,888.00 7	\$654.67	\$3,750.00 4	\$1,516.67
HMO Anthem Select	\$1,333.00 3	\$0.00	\$2,683.00 3	\$449.67	\$3,483.00 3	\$1,249.67

4/17/2025 IN RED: NO OUT OF POCKET FOR FULL TIME CERTIFICATED, CSEA, TEAMSTER, MANAGEMENT

*Rates to increase starting Jan 2026: Only affects employees' out of pocket if enrolled in premium plan

JPA- SISC

306 Total w/ Benefits

114 have out of pocket expense 37%

192 Fully Paid 63%