

**BERRYESSA UNION SCHOOL DISTRICT
NEGOTIATION NEWS**

Session Held – September 25, 2025

October 20, 2025

**District's Negotiations
With CTAB**

Volume 2, Issue 1

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 CONTINUED WITH SUCCESSOR AGREEMENT NEGOTIATIONS ON
SEPTEMBER 25, 2025 TO RESOLVE REMAINING OUTSTANDING ARTICLES**

Parties Continued to Exchange Proposals on Compensation & Benefits, Class Size, Hours/Responsibilities/Work Year, and Leave Provisions – These are terms that were not resolved during the 2024-25 school year.



Pathway to the Future
The next session is on:

Friday October 24, 2025

**FOR THE 2024-2025
SCHOOL YEAR**

Introduction

This is Berryessa Union School District's (BUSD/District) fourth Negotiation Update for continued successor agreement negotiations from the 2024-25 successor agreement negotiations which have continued into now, the 2025-26 school year, between the District and the California Teachers Association of Berryessa (CTAB), collectively "Parties." This is the first update for the 2025-26 school year. These bulletins will continue to be distributed by the District after each negotiation session with CTAB, as BUSD has continued to communicate to the community. In order to keep our District and school related community partners informed about bargaining, and the process involved at each step, these bulletins will be provided for openness and transparency. To be sure, these are information-based items and elements that BUSD is sharing, as we continue to attempt to resolve issues with the well-being of our Students at the core of our focus.

During the 2024-25 school year CTAB and BUSD met four times, without resolving many Articles, despite the District's best efforts to do so. The District and CTAB have now started off negotiations, on many of the same items, in the next succeeding school year.

As a reminder to our community: 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.

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 has continued to emphasize these goals during its negotiations, to date, and will strive in its adherence to these standards in its bargaining process with CTAB. The District has EVERY INTEREST in resolving the outstanding issues in the continued provision of Articles and Proposals, ensuring that the District remains economically solvent, so that our Students are provided with the supports, services, and top-notch educational programming available. We will not compromise on both of these issues or needs.

Negotiation Session Day # 5

In its fifth round of negotiations held on September 25, 2025, the Parties started with general introductions, as there was a new member added to the BUSD administrative bargaining team. The District reviewed a draft agenda with CTAB, and then distributed and reviewed the Negotiations Norms as established and agreed-to by the Parties, which include: Good faith bargaining, focus on issues, not personalities, respectful communication, transparency and openness, and seeking a mutually beneficial agreement. Next, the Parties reviewed counter proposals, beginning with CTAB.

Counter Offers from CTAB

Prior to providing the District with its counter offer Articles, CTAB through its CTA Representative, stated the following information to the District: CTAB recognizes the budget issues faced by the District; Voiced their concerns about the cost of District service agreements/contracts with consultants; and, Asked whether a transfer of indirect cost of \$1 million, as presented on the Unaudited Actuals, was from unrestricted to restricted. The District explained with a broad general information response these transfers are routine changes to restricted programs for administrative costs. CTAB, through its CTA Representative, stated that they would review the SACS report to determine if they understood these numbers/financial transfer correctly. The District responded again, and stated that these transfers were part of the District's charges to restricted programs for administrative costs. CTAB confirmed that they had access to the updated SACS report. CTAB stated that it would review the SACS report on its own to re-check its analysis of this. The District offered to provide other documentation, and/or to provide this supplemental information if needed.

CTAB then provided the District counter offer language on the following Articles: Article 12, Article 13.

Article 12 – Class Size

CTAB presented Article 12 to BUSD, and provided the following Articles: 12.1.1 Maximum class size for TK staffing ration was brought back, this time with a maximum class size of 20, instead of 18, and with a ratio of 10:1. CTAB stated that this was being offered to comply with State law standards. CTAB withdrew its proposal to lower the staffing ratios for K-3 level, article 12.1.1.2, and K-3 combination classes, article 12.1.1.6. K-3 staffing ratio is 24:1 and K-3 combination classes ratio is 22:1 (See 12.1.2.1, and 12.1.2.3). For 12.1.1.2, CTAB proposed that the K-3 ratio of 24:1 be a hard cap, no overage. Under 12.1.3, CTAB proposed that TK-3 alternative staffing ratios be set at 20:1 for TK and 24:1 for K-3.

Under 12.2.1.1 class size overage payments, CTAB proposed that overages should be paid for every student in excess of 20 students in class for TK or K-3 combination classes, CTAB withdrew its language previously offered regarding overages class size in K-3 classrooms not exceed by more than 2 students. (See 12.2.1.2) Despite the District's continued disagreement, CTAB once again, renewed its request for speech and language pathologist ratio caseload to be reduced by 5, a weighted student caseload formula, and its request for one SLP to solely be responsible to AAC

(Augmentative and Alternative Communication) cases and create special carve out duties. Again, the District has objected to these SLP and AAC requests as they would have a significant financial impact on the District. (See 12.3, in general)

CTAB proposed new language for mild-moderate special day classes to have no fewer than 2 paraeducators assigned to each class and for moderate-severe special day classes to have no fewer than 3 paraeducators assigned to each class.

Article 13 – HOURS, RESPONSIBILITIES, WORK YEAR

CTAB provided counter offers for Article 13 as follows: They renewed their request that Psychologists and SLPs be included, along with elementary and special day class and middle school RSP/SDC teachers to receive 6 days of additional release time in the school year. As a reminder, the District has agreed to this new proposed CTAB language, with the inclusion of Psychologists and SLPs, but with a contingency that a protocol/process to make up student missed services be developed. CTAB continues to disagree with including contingency language regarding the make up of missed student services (See 13.4.2). CTAB again renewed its request that K-3 teachers shall have 15 extra minutes of preparation time during the instructional week at 45 minutes, from 30 minutes. CTAB continued to request that mandatory staff/grade-level/staff development meetings not take place during school conference weeks, as well as its request that teachers in grades TK – 5th grade be provided with 2 additional release days in connection with parent conference days. The original contract language is limited to 4th – 5th grade teachers. Finally, CTAB withdrew its proposal to reduce the work year by two days

CTAB did not provide a counter offer on Article 15 during this initial Joint Session of Negotiations, despite the District's request that it do so in the last rounds of negotiations. CTAB's counter offer was emailed after the initial Joint Session.

BUSD Proposals

The District started its counter proposal portion of negotiations with a Budget Impact Analysis presentation, including the provisions of detailed documentation concerning the reality of the District's budget. (See Attached Salary Analysis document) The District provided this comprehensive financial impacts analysis based upon CTAB's continued salary increase demand of a one time off-schedule payment of 4%, for all members effective July 1, 2025, and a salary schedule increase of 4.5% ongoing and on schedule to be adjusted for the 2025-26 school year. CTAB was shown the negative financial impacts the salary increase requests would have on the District including budget deficit spending of negative \$3.4 million in 2025-26, \$5.1 million in 2026-27, and \$4.9 million in 2027-28 in the District's fund balances, and, the District's required statutory reserve levels ending in negative balances of \$.5 million in 2025-26, \$2.1 million in 2026-27, and \$ 2.0 million in 2027-28. The District made the point of providing this Salary Impact Analysis documentation, to explain to CTAB directly, what their current salary demands would have on the District in the short and long term; the consequences would create a dire economic impact on the District.

Article 9 – Compensation and Benefits

The District followed it Salary Impact Analysis presentation and review and provided CTAB with a counter offer on compensation and benefits. For compensation, the District reiterated, and re-proposed its last offer of a counter offer regarding compensation, which includes an offer to all CTAB members of a one-time 1% off salary schedule payment effective July 1, 2025. The District offered no other counter-offers. The District also presented CTAB with a benefits contribution chart (See attached). This chart covered the costs of benefit contribution amounts. These breakdowns were explained to CTAB. Of note, CTAB, through its CTA Representative

did state that “the level of insurance provided by the District is an incentive for teachers to be here (in the District).”

Joint Session Number 2

The Parties thereafter caucused, and then reconvened in an afternoon Joint Session. CTAB started off with a proposal on Article 15, Leave Provisions, and the District provided counter offers on Articles 12 and 13.

Counter Offer from CTAB

Article 15 - Leave Provision

CTAB emailed the District its counter offer regarding the Leave Provision, and then presented it to BUSD in the joint session. CTAB once again, rejected the District's offer to add acceptable reasons for personal necessity leave time, including the types of personal matters which may precipitate a leave. As a reminder, the District has explained in prior proposals of this Article, that these reasons listed have been added for the benefit of its members so they may understand what types of circumstances will qualify as a triggering event.

CTAB did not provide any other Articles or counter offers.

Counter Offers from BUSD

Article 12 – Class Size

The District provided a counter proposal regarding class size, including an agreement in principle to honor the State's standards for TK staffing ratio by deleting CTAB's original language regarding maximum class size, and simply adding language for the 2025-26 school year's ratios set to 10:1 and 20:2. The Parties have appeared to reach agreement on teacher ratios in 12.1.1.2, 12.1.2.1, 12.1.2.3, 12.1.3, with some exceptions including disagreement on capping the K-3 class size at 24:1 with no overage.

The District again, did not agree to the SLP or AAC language provided by CTAB, and did not agree to include the new language regarding paraeducator staffing levels for mild to moderate and moderate to severe staffing in the special day classes.

Article 13 – HOURS, RESPONSIBILITIES, WORK YEAR

The District agreed to increase the preparation time per instructional week for K – 3 by an additional 15 minutes, contingent upon the contract's ratification.

The District provided a counter which included, once again, that while Psychologists and SLPs shall receive the additional 6 days of release time for the student work year, contingency regarding missed student services must be included.

The District asked CTAB for additional clarification on its proposal to eliminate mandatory staff/grade-level/staff development meetings not take place during school conference weeks. Finally, the District reiterated and presented once again, that it did not agree with the expansion of parent teacher conference days to include TK through 5th grades, but rather, the status quo of grades 4 – 5 should remain.

Further Negotiations

The Parties agreed to reconvene in negotiations on October 24, 2025. The Parties agreed that the District would provide CTAB with additional information regarding their monetary transfer request inquiry at the next joint session.

NEXT STEPS

Next bargaining session: October 24, 2025

District to propose on: Articles 15

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