

BERRYESSA UNION SCHOOL DISTRICT NEGOTIATION NEWS

SESSION HELD – DECEMBER 8, 2025

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.

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

The bargaining teams for Teamsters Local 150 (Teamsters) and the Berryessa Union School District (District) continued successor negotiations for the 2025-2026 contract on December 8, 2025, and reached a number of tentative agreements.

The parties reached tentative agreements on the following articles:

- 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), increase the stipend from \$75 to \$100 per week for unit members who are on-call to provide services related break-ins or other emergencies at other than normal working hours.
- 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), adding new language regarding 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 to align with the district's school year calendar.
- 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 parties exchanged counterproposals on Article 8 (Compensation and Benefits), under which the District proposed that unit members receive a one-half percent across-the-board increase to the salary schedule, as well as a 1% off-schedule, one-time payment for 2025-2026. Teamsters made a proposal to increase salary schedule ranges for the following classifications: Food Service Delivery Person,; Grounds Worker; Maintenance Grounds Worker and Custodians; and, to provide middle school differential pay for Child Nutrition Assistants.

The next negotiations sessions are scheduled for January 9, 2026 and January 21, 2026.

December 18, 2025

**District's Negotiations
With Teamsters**

Volume 1, Issue 3



Pathway to the Future

The next session is on:

January 9, 2025

**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