



Burton School District

Sergio Mendoza, District Superintendent
College and World Ready

January 23, 2023

Dear District Staff and Community Members,

The Board of Trustees, Superintendent, and the Negotiations Team know that providing the best quality education and supporting the needs of our students is only possible because of all our employees' hard work and dedication. Attracting and retaining a highly qualified staff has always been our priority and having competitive salaries is one of the primary ways we can ensure that. We would like to provide you an update on negotiations between the Burton School District (BSD) and our employees.

The District has a financial responsibility to staff and most importantly, our students. That responsibility includes planning for future needs to make sure that any ongoing expenses, such as salaries and benefits, will be affordable in the future and allow us to sustain our current staffing levels and continue to provide services and resources to our students and families. The State's budget determines how we are funded, and as you all are aware, the State's budget changes from year to year.

School finances are complex and many of our funding sources are restricted and governed by the State of California or the Federal Government, on how the funds are used, additionally, some funds are only available short term and once the funds are spent, those funds go away. Similarly, the District's reserves sat at twenty-six percent (26%) of total expenditures as of June 30, 2022. Per an article by School Services of California, the average 2020-21 fund balance for an elementary school district was 26%. As stated in the SSC article, "Having an adequate reserve allows LEA (Local Education Agency) governance teams the ability to be more strategic in reducing expenditures when faced with a financial crisis. An adequate reserve protects students, employees, and the public." Should you like to look at the District's finances, our financial documents are available on our district website www.burtonschools.org under the Business Services section.

The Classified union, California School Employees Association (CSEA), settled negotiations with the District for the 2022-2023 school year in October of 2022. We are currently in negotiations with the Burton Elementary Teachers Association (BETA) with the help of a state mediator; our next meeting is on Tuesday, January 24, 2023. While we have reached mutual agreement on several items proposed by either party, the remaining items left to settle are related to salary increases. Changes for the unrepresented groups, which consist of Certificated and Classified Management, Nurses, Counselors, Psychologists, Coordinators, District Office staff, et.al., have not started for the 2022-2023 school year. Below is a summary of where we stand today or what has been tentatively agreed (TA) to:

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Board of Trustees: Obdulia Guzman Alvarado, President Jay Rice, Vice President
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Unit	Salary Increases	Benefits	Misc.	Status
CSEA (i.e. Nutrition, Clerical, Maintenance, Operations, Transportation, Instructional Aides, Technology, Crossing Guards, Preschool, Health, et.al.)	7.56% salary increase retroactive to July 1, 2022. Added a diapering stipend	Cover the cost of health insurance plan increases and maintain a \$50 per month employee contribution regardless of family size.	Union release time, alternative summer schedules.	Settled, agreement reached October 2022.
BETA	Proposed 7.56% salary increase (BETA's proposal is at 11.25%) Increase hourly rates in Appendix C from \$39.14 to \$50.00 and \$55.00 to \$70.00 and increased the fixed base for sports and activities stipends (TA) Add elementary yearbook stipend and CTE stipend	Cover the cost of health insurance plan increases and maintain a \$50 per month employee contribution regardless of family size (TA)	Reducing Wednesday meeting times by 30 minutes without reducing salary (the equivalent of 1.33% salary)	In progress, currently in Mediation
Unrepresented Groups	Not yet started			

The Board of Trustees, Superintendent, and the Negotiations Team remain committed to reaching a fair and equitable agreement with BETA, as we did with our Classified union (CSEA) while keeping in mind the overall impact to the academic and socio-emotional needs of our student, retention of our employees and recruitment of future employees.

Respectfully,

Burton Board of Trustees
Sergio Mendoza, Superintendent