



**Burbank Teachers Association**  
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Members present: Sonya Tsujimura, Diana Abasta, Sue Conway, Dana Ragle, Kim Anderson, Anita Shackmann, Laura Flossi, Greg Miller, Steve Adelson, Tom Kissinger, and David Jaynes. (Special guests: Sharon Cuseo and Lina Sola)

#### **Budget Update:**

- David Jaynes and Lina Sola presented the current budget as well as a draft for the 2016-2017 school year.
- There was some discussion on what ROP classes are continuing since BUSD is no longer getting money to support the ROP Program. BUSD is now receiving grant money to support Career Path Programs. Sharon Cuseo joined the meeting to talk about the program changes.
- BTA's point of view on the budget:
  - The District always has a large ending fund balance.
  - The District has over \$12 million in new money this year
  - The District has \$8 million in excess of the required 6% reserve this year.
  - The District acknowledged that they regularly have over 13% in reserves, the state average.
  - Despite the increases in STRS and PERS contributions by the District required by the state, BTA continues to believe the District can afford to give members a raise in salary and an increase on the health insurance cap.
- BTA wants the District to see the teachers as a vital program in our District and offer fiscal support to attract and maintain quality teachers. We need to prepare for the impending teacher shortage and get our salaries in line with other local districts.

#### **Hot Topics:**

- **Department Chair MOU revisited-** Further discussion took place regarding the Department Chairperson MOU. Both the District and BTA spent time discussing and researching department chair language when creating the language. All members present felt that one vote per section was the most equitable way to allow teachers who work in more than one department to get a say in who would be the Department Chairperson. At this time, we feel that the language is fair and no additional changes should be made to the MOU. The MOU to expedite the process was necessary to be in place because Middle School Department Chairs are being paid.

- **Air Conditioning Controls** - Staff was happy to hear that they will have more temperature control in their classrooms. BUSD is still working on setting reasonable air flow in the classrooms.

**Article 9: Hours of Employment:**

- **9.3.3.1** Middle School asked for 9 days of teacher time **on the Tuesday early release days** (3 per semester) to be able to work on lesson planning, collaboration, or grades
- **9.3.4.1** High School language has not changed. Anita will be meeting with High School principals and will discuss this issue at their meeting on 4/20/16
- **9.11.4** No Counselors shall be required to do lunch supervision.

**MOU on Voluntary Zero Period Assignment:**

- The District would prefer it to be contract language, but BTA is not interested in contract language right now.
- The District presented a multi-year (through June 30, 2019) MOU to offer voluntary zero period classes at the middle schools. Since this would be a pilot, the District would like more than one year to look into the effectiveness of the zero period.
- BTA will consider the District's proposal and counter at the next negotiations meeting.

**Professional Mentor:**

- The professional mentor .2 was flown and the District received resumes and cover letters.

**Speech Pathologist:**

- There was some discussion as to how we are to count prior work experience for the purpose of rating in.
- BTA and the District need to decide if a school year or a calendar year equals one year for rating in. This is important because some speech pathologists come from the private sector.
- More information will be collected for discussion at the next negotiations meeting.

**Article 7: Wages**

- BTA countered the District's offer. We maintained 5.50% increase in salary. BTA stated that the Budget update we got earlier in the day strengthened the argument that there is enough money for this pay increase.
- BTA rejected an off schedule salary increase as it is not reflected in STRS.

**Exhibit F: Miscellaneous Salary Rates:**

- Added Department Chairperson – Middle School \$1,391
- Added stipend for completion of CTE Credential \$1,500
- Added Professional Mentors, Induction Mentors stipends \$1,600 per one mentee, \$2,956 per year

**Article 8: Health and Welfare Benefits**

- BTA submitted the proposal once again to raise the cap to \$13,000 from the District's offer of \$11,500.

**Article 11:**

- **Class Size** was not addressed due to time. It will be discussed at the next meeting.

**Next meeting dates: May 13<sup>th</sup> (half day) and May 20<sup>th</sup> (all day)**  
**Upcoming Meeting Agenda items:**  
 Budget Update (District), Hot Topics, Professional Mentor – Discussions, Speech and Language Pathologists – Discussion, Article 9: Hours of Employment (BTA), MOU for Zero Period (BTA), Article 7: Wages (District), Article 8: Health and Welfare (District), and Exhibit F: Miscellaneous Salary Rates