



The BTA negotiating team, comprised of BTA's Executive Director, Sonya Lowe, Lori Adams (BHS), Les Cohen (JBHS), Sue Conway(Luther), and Kim Anderson (Jefferson), met with the BUSD team, Anita Schackmann (Human Resources), Tom Kissinger (Asst. Supt.), David Jaynes (Finance), Steve Andelson (lawyer), Laura Flossi (Edison) at the BTA office on Tuesday.

Hot Topics

- a) Teachers are now receiving email attachments that they must print out as opposed to receiving materials already printed out. For example, the Disaster Drill information should be printed out and put in all teachers' mailboxes. Expecting teachers to print out these attachments is not an efficient use of time. Furthermore, it does not save paper.
- b) Child abuse training/testing must be done on a member's own time and cannot be submitted at time of completion, but rather on time frame set by video makers. Time should be provided during pre-school days to complete this task.
- c) Administrators and teachers are spending too much time off campuses at training sessions and BTA is questioning the value of this instruction.
- d) The Human Resources position will be filled soon.
- e) The Mental Health and Wellness Director position has been filled by a candidate from North Carolina.
- f) LCAP Committee – Models are being explored that would reach more of an audience where people are already assembled, such as BTA Representative Council and other regularly scheduled meetings.

Special Education Update

1. SPED update – The Master Plan is completed and will go to the Board of Education for a first reading on November 2nd. Emphasis this year is on updating the CLC model. The CLC committee will discuss recommendations to improve the current model by February 2018.
2. The Autism support program at JBHS and the BPS program at Muir are being studied for their effectiveness this year as well as for the potential need for additional support. Washington is asking for additional support for the elementary Autism program.
3. When asked what SPED teachers are being provided to alleviate their needs for more time for IEPs and testing students, BUSD replied that teachers are provided

with 3 days of sub time per year to help with the paper workload. Some sites are providing additional relief as well. Teachers still say they need more time to remain in compliance with Special Education laws. In addition, to be out of the classroom creates additional hardship when it comes to lesson planning and finding subs.

4. A SPED induction plan is being considered for 2018-19. Seventeen teachers have preliminary credentials and are eligible for induction. (This would allow them to clear credentials free of charge).

Budget Update

David Jaynes did not provide a budget update.

Class Size

BUSD is holding their position that they do not wish to add clarifying language to the Collective Bargaining Agreement that will prevent confusion for future administrators and members on class size. Current contract language implies that class size should be based on the average class size at each site. In the past BUSD used a district-wide average to calculate class-size and BTA filed a grievance. We have been successfully living with a Memorandum of Understanding that says class size will be based on a site-average for our fourth year. The district is refusing to put this language in the contract because they do not trust BTA leaders to negotiate during future recessions. BTA finds this distrust to be insulting and contrary to the BOE's promise of parity and collegiality.

Wages

BUSD held their position that they cannot afford a 2% off schedule bonus for all bargaining unit members.

BUSD brought these two proposals forward.

1. **Speech Language Pathologists** – BUSD increased their proposal from \$7,000 to \$10,000 for a retention bonus after BTA's proposal of a .2 salary increase.
2. **Elementary Combination Classes** – BUSD offered 3 days at their daily rate or three sub days to compensate for teaching two grade levels at the elementary level instead of a stipend.

Please email our school board members and urge them to accept our very reasonable proposals.

The following dates were set for our next negotiations sessions:

Oct. 30th, Nov. 6th, Nov. 30th and Dec. 8th.

The BTA Negotiating team would like to sincerely thank all of the members who showed up to the rally outside our window. Your support was uplifting and inspiring and your presence was noticed by the District as well.