



The BTA negotiating team comprised of BTA's Executive Director, Sonya Lowe, Lori Adams (BHS), Sue Conway (Luther), Kim Anderson (Jefferson), Heidi Lavitt (Stevenson), and Les Cohen (JBHS) met with the BUSD team, Anita Schackmann (Human Resources), Matt Hill (Superintendent), David Jaynes (Asst. Supt. Business Services), Laura Flosi (Edison), Sandra De Barros (Jefferson), and April Evans-Weaver (Jordan).

Hot Topics

- 1. Fires** – Members have expressed concerns over using their PN days to protect their homes and health from wildfires and questioned the decision to keep some schools open. In addition, other options should be explored to supervise students who need to stay indoors during duty free time. The District responded that they are open to exploring new protocols but the decision not to close schools was based on information gained from public agencies and surrounding districts.
- 2. Complaint Procedure** -BTA wants to make sure that administrators follow the process stated in Article 5, Complaint Procedures. Administrators should not be able to resolve complaints without member involvement. The District agreed to remind administrators of the complaint procedure in the Collective Bargaining Agreement.
- 3. College Visits** - Secondary schools plan to take students to visit colleges paid for with the College Readiness Grant. A concern was raised that allowing all students involved to be out of the classroom over multiple days disrupts instruction.
- 4. Stemscope Program** – The cost of consumable materials is prohibitive for teachers. The District stated that the curriculum has not yet been adopted by the state, but they are looking for creative ways to help teachers address their needs. Teachers should not pay for materials out of their own pocket. It was suggested by the District that teachers could limit the number of labs or do a demo. Hopefully funding will be available next year through BUSD. The estimated average cost per site will be around \$2,000.

Budget

BUSD projects declining enrollment causing a loss of ADA. A chart was presented showing the loss of Burbank residents and an increase in students from out of district with permits. Current ADA = \$8517 per student per year or \$47 per day. Attendance has declined from 97% to 96.6%. The District wants to resume their Power of 1% campaign to improve attendance.

A list of how much Educator Effectiveness Grant money was being spent per site was handed out. Schools have until June 30th to spend this money.

BTA requested a master schedule and staffing assignments for every school site. BTA requested information on how FTEs are allocated and assigned at sites.

At the next Board of Education meeting they will be discussing the possibility of an election for a parcel tax.

Norms

The teams distributed and reviewed Negotiation Norms.

Articles

A discussion regarding which additional articles to open during this round of negotiations occurred.

Wages

BTA expressed members' disappointment over the abrupt end to the 2016-17 negotiations. The District's refusal to give even a small off schedule bonus has encouraged more members to be engaged in organizing efforts which will be ongoing. BTA members felt disrespected further by the District's refusal to add language to the class size article which would not cost the district anything. BTA tried to work with Superintendent Hill's method of negotiation by delving into the budget and working together to come to a reasonable settlement but did not feel like the District responded with mutual respect. Therefore, BTA will be resuming the traditional mode of negotiations and provided a proposal for what members deserve and will be competitive with neighboring districts.

BTA proposed an 8.10% increase across all salary schedules.

Future meeting dates: 2/2/18 at BUSD, 2/22/18 at BTA and 3/15/18 at BUSD.