



Burbank Teachers Association

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

Hot Topics

BTA asked about district policy to ban all voluntary activities the weekend prior to April 24th, the day of remembrance of the Armenian genocide. In particular, a track meet, which is a major fundraiser for the team, was not allowed to occur this year and could not be rescheduled. Supt. Hill responded to this concern in the afternoon stating that the district has worked with the ANC to determine which events students will be attending and limited the time period to the weekend prior to April 24th. Home events that are not required by leagues shall not be scheduled on that weekend. While BTA fully supports the Armenian Genocide Awareness Month and in particular, April 24th, BTA can see some issues with this policy and believes more study should take place.

BUSD's team responded to last meeting's unanswered Hot Topics

- BTA expressed concerns about the violent behavior of a few students at the elementary level and the perceived lack of support from district administration. Principals in attendance discussed the difficulty in working with violent students who are not identified as having special needs. Sarah Niemann will discuss the issues with Sharon Cuseo and Tom Kissinger.

BUSD reached out to principals and will provide behavioral support. BTA pressed that it doesn't seem to be helping. The district team emphasized the need for time in making changes for students, specifically, to get the parent to agree and to avoid the intervention of a judge.

- BTA expressed concerns with the PIVOT study on the status of our Special Education Program and asked about the status of the study of the CLC program at various elementary schools.

As a result of the Special Education Master Plan, it was decided not to change the configuration of CLC program since reverting back to the original program is not feasible. However, one TK/K Autism classroom from Washington elementary will be moved to Bret Harte elementary to alleviate the number of programs provided there.

Article 9 Hours of Employment (BTA) - BTA presented a proposal for amendments to Article 9 Hours. BTA accepted the district's amendment to add "general education" to 9.10.9, which provides three days of collaboration for teachers of combination classes. These days will only be offered to teachers who are asked to teach two grade levels due to irregularities in class sizes for general education classes.

BTA added numerous amendments to provide consistency and updated language and proposed to reconfigure the pre-school days to two days of district or site meetings and three days of teacher time to prepare. BTA mentioned that the independent workdays are frequently filled with department and subject level collaboration or new teacher meetings.

BTA also proposed that more early release days be reserved for independent preparation and collaboration.

Article 4 Association Rights (BUSD) – BUSD’s team provided a counterproposal to BTA’s proposal. Among the many changes to BTA’s proposal, BTA’s team was particularly disappointed that the district is not interested in compensating new teachers for attending an orientation prior to the first week of school. It is the district’s view that they are allowed to use a flex day on the Friday before school begins. BTA argued that new teachers will likely be in their classroom on the flex day and through the weekend preparing for their first day. The district held their stance that they will not accept any new cost items at this time.

Budget Update - David Jaynes provided numerous documents with the following data:

- P2 ADA has declined by 98.53 since last year and will potentially cost the district \$880,000 in the next year or two.
- The actual average teacher salary is \$79,651 or \$106,293 when benefits are included.
- A list of new hires was provided and BTA questioned some teachers who were no longer in the district. One teacher and her replacement were both on the list. BUSD will check into that.
- A bar graph and spread sheet of the number of teachers at each step was provided. 21% of certificated staff are at 24 or more years, 12% are on step 1-5.
- Responses to BTA’s questions on the 2nd Interim budget were provided.

Article 7 Wages (BTA) -BTA provided a counterproposal to the district’s complex wage proposal. BTA proposed a 5% salary increase retroactive to July 1, 2017.

BTA also proposed paying the bill for Other Post Employment Benefits (OPEB) from the irrevocable trust for three years instead of the district proposed one year. This would lower the minimum to be held in the account to \$4.5 million. This would allow the district to use about 1.1 million per year for four years to pay this bill from the OPEB fund.

- This would free general fund money to help pay salary increases.

BUSD’s team believes BTA’s offer is 2% more than would be funded by our proposed changes in OPEB and asked where those funds would come from. BTA believes more money will be unspent in the current year, and there will be improvements in the Governor’s May Revise of his budget proposal and the final approved budget in June.

BTA made clear to the district that BTA members are not interested in contingencies, off-schedule bonuses, or an increase in compensation being tied to the proposed parcel tax.

The new LCFF funding is working as planned and districts with more vulnerable students are providing more competitive salaries. This state funding formula requires local districts like Burbank to raise funds locally. BTA and BUSD are not interested in raising class size to eliminate positions to increase money for raises. A parcel tax (2/3 voter approval requirement) could provide \$9 million annually to BUSD. The polling data suggests 65% approval prior to a campaign and “Retaining and attracting quality teachers” was the highest reason for approval at 88%. Once a measure is written and approved by the voters, the money must be spent according to the text.

Both teams have agreed to change the next meeting date from May 10th to May 17th to consider improvements in the May Revise.

Article 8 Health and Welfare Benefits (BTA) BTA’s negotiating team proposed to raise the cap on the amount the district will pay on employee health insurance from \$12,000 to \$13,000 to begin July 1, 2018.

Future meeting date: 5/17/18 @BUSD