



Burbank Teachers Association
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The BTA negotiating team comprised of BTA's new Uniserve Director, Nathan Banditelli, Lori Adams (BHS), Kim Anderson (Jefferson), Les Cohen (JBHS), and Sue Conway (Luther) and Heidi Lavitt (Stevenson) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), David Jaynes (Asst. Supt. Business Services) and Steve Andelson (lawyer). Diana Abasta (BTA president) and Matt Hill (Superintendent) joined the meeting for a short period. Laura Flosi (Edison), Sandra De Barros (Jefferson), and April Evans-Weaver (Jordan) were unable to attend.

Hot Topics

1. BTA expressed concern over **high class sizes in core classes** such as math and science at the middle school level while elective courses have lower numbers. There is language in section 11.5, which states "classes in reading composition, mathematics, social science, science and foreign language should have preferential priority for reduced class size." BUSD responded that they are tightening the budget with FTEs but adjustments will still be made and new sections will be opened as students arrive.
2. **Hiring freeze** – BTA questioned which criteria is being used to make the decision on which positions are frozen and which are filled. Sarah Niemann explained her proposal to the board of a two –tiered system. Tier 1 is for all positions that are legally or contractually required. Tier 2 would be all others. Tier 2 would be presented to Dr. Roberta Reynolds, president of the BUSD board of education to approve.
3. **MAA** money still needs to be distributed. Some principals are being prodded to distribute their funds to the teachers who earned it. Current calculations will be provided to BTA. This issue is very frustrating for BTA leaders since this issue has been brought up by BTA for more than 3 years.

Budget Update

David Jaynes reviewed the June state budget and its impact on BUSD. The revenue coming to BUSD is lower than was proposed at the May Revise. David Jaynes explained that while revenues increased, expenses, including STRS/PERS contributions and Special Education are outpacing revenues. As a result, BUSD will be in a deficit once again. BTA's last hope for increased funds to negotiate for 2017-18 lies in the Unaudited Actuals coming out in September which will show precisely what came in and what was spent in the last school year. We hope to see a draft of the document at the next bargaining session.

Parcel Tax – The BUSD school board has approved moving forward with a parcel tax (2/3 voter approval requirement) on the November ballot. Passage of the parcel tax of 10 cents per square foot for residential and commercial real estate with an opt out for seniors over 65 years old, would 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%. BTA mentioned that members are not satisfied with only a 2% proposed increase in salary from the parcel tax since cost of living adjustments are over 3% and do not trust that the district will bargain in good faith for the other \$4.5 million that will be freed up in the general fund. The district conceded and added language to their wage proposal of 3% increase in salary should the parcel tax pass. This should be more appealing for BTA to contribute to campaign efforts.

Article 9 Hours of Employment (BTA) – BTA presented a counter-proposal on Article 9 Hours. BUSD needs to run some proposed amendments by principals.

Article 4 Association Rights (BUSD) – BUSD’s team presented a counterproposal. BTA is proposing language to comply with current changes in state law. This includes BTAs ability to access new hires and inform them of their right to join the association and enjoy the benefits of membership. Also, BUSD is objecting to providing release time in order to reach new hires during the school year. Since this language is to address new laws, will be setting precedent with neighboring districts so it is imperative that BTA establish strong language.

Article 7 Wages (BUSD) – After studying the final state budget, BTA provided a counterproposal to the District of 4% increase in salary retroactive to July 1, 2018. BTA proposed lowering the minimum amount to be held in the OPEB account to \$4.5 million instead of \$5.5 million, opening up another \$1 million for negotiations. The district explained that any increase in salary will have to be included in 4 years of the budget now that we are a year behind in negotiations so \$1 million would be equivalent to .25% increase in annual salary.

BUSD provided a counterproposal of a 1% salary increase retroactive to July 1, 2017, .25% retroactive to January 1, 2018. In addition, the district added an offer of 3% ongoing salary increase beginning July 1, 2019 if the parcel tax passes. BUSD removed the 1% off schedule bonus in exchange for a \$500 increase in the health insurance cap. (See below.)

BUSD also held firm to their original proposal of paying the bill for Other Post Employment Benefits (OPEB) from the irrevocable trust for one year and held to their original stance of not allowing the balance of the trust to fall below \$5.5 million.

The District expressed their unwillingness to raise wages beyond a total of 1.25% on schedule. Their counter had flexibility in whether to offer a 1% off schedule bonus or an increase in the cap for health care premiums. They also stated their wage proposal was their final, best offer for 2017-18, however, it was not provided in writing. BTA will counter on August 31st.

Article 8 Health and Welfare Benefits (BTA) - BTA, once again, proposed an increase in the cap on health insurance of \$1000.

BUSD countered with a \$500 ongoing increase in the health insurance cap. This replaced their previous offer of a 1% off schedule bonus. 1% of salary is approximately equal to \$1 million. Increasing the cap \$500, which mostly affects members with dependents, is approximately \$267,000. This must be multiplied by 4 years in the multi-year budget presented to the LA County Office of Education.

Future meeting dates: August 31 (BUSD office) and Oct. 5 (BTA) with the possibility of scheduling a meeting in between at the Aug. 31 meeting once everyone has their calendars in place.