



Burbank Teachers Association
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The ratification of the 2017-18 Tentative Agreement will go to the BUSD Board of Education for approval on Thursday, October 18th and the increase in salary will be seen in November paychecks. The “retro check” which will include the salary increase from July 1, 2017 to October 2018, will be received by December 2018.

BTA’s bargaining team met in the BTA office in the morning to review the results of the bargaining survey. Many members have suggested an additional step in the salary schedule, stipends for a multitude of extra duties, compensation and ideas for Special Education and numerous other issues. Many members are appreciative, and many others are frustrated with the recent settlement of 2% increase in salary schedules retroactive to July 1, 2017.

BTA’s negotiating team would like to reiterate that this offer was the best offer we could achieve for 2017-18. Any additional compensation likely would not have gone into effect until July 1, 2018 and we are currently negotiating for the 2018-19 school year. Voter approval of Measure QS in November will provide the district with much needed funds to compensate employees. Please encourage everyone you see to vote YES on Measure QS.

In the afternoon, the BTA negotiating team comprised of BTA’s Executive Director, Nathan Banditelli, Lori Adams (BHS), 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). and Laura Flosi (Edison), Sandra De Barros (Jefferson), and April Evans-Weaver (Jordan) met at the BTA office for the first session of the 2018-19 negotiations of the successor agreement.

We are in the third year of the 2016-2019 Collective Bargaining Agreement, which was delivered to sites in the past month with a white cover. The agreement does not include the recent settlement because we are still in the approval process. Every year Article 7 Wages and Article 8 Health and Welfare Benefits are opened along with two articles from both sides. Both sides have yet to disclose which articles they will be opening this year.

Hot Topics

- 1. Clarification of elementary grading system** – BTA expressed concerns that there are still misconceptions of the standards-based grading system and requested that the District send a clarifying email to all. The District agreed but wish to give Assistant Superintendent Sharon Cuseo time to clarify the misconceptions with principals in person at the October 24th meeting. Once this occurs, clarification will be sent out to all.
- 2. Planning time during Music class** –BTA mentioned that a member suggested in their survey that teachers should not be required to supervise music class in the elementary level since the music teachers are certificated.

They could use this time for planning time as they do for PE classes. The District's response was that it would not be fair to teachers of K-1 classes since they do not have music classes. BTA thinks it is unfair to punish these teachers due to the inability to provide time to others. We will revisit this issue.

3. **Miller Elementary** – BTA mentioned that a member from Miller elementary suggested we address the infringement on planning time at Miller elementary due to gate supervision duty in the mornings. BTA does not see this as an item to negotiate, since it is already in the contract that teachers are not required to do supervision duty. The District agreed to look into the issue and get back to BTA early next week.

Negotiation Norms – BTA provided amendments to norms used in the previous bargaining year. Teams agreed to most changes and edited others.

Budget Update – David Jaynes presented his proposed changes to balance the budget per AB1200 filing. The changes include accounting for raises in salary. CSEA and BASA have negotiated a 2% pay increase retroactive to July 1, 2017. The proposal suggests changes to OPEB trust account, materials and supplies, underestimating the cost of the CSEA job study, and increasing rates or cutting programs for childcare in order to balance the budget. These actions will not necessarily take place but will be needed to be used to report a balanced budget to the Los Angeles County Office of Education.

Future meeting dates: November 30, 2018, January 16, 2019, and February 4, 2019