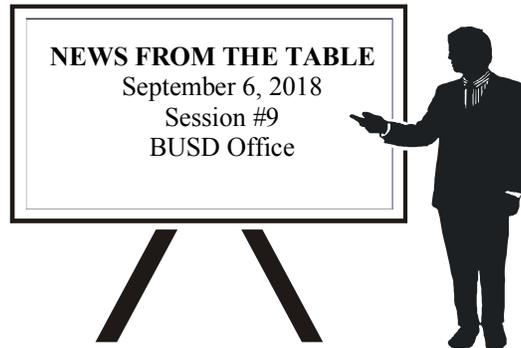




**Burbank Teachers Association**  
3021 W. Burbank Boulevard, Burbank, CA 91505  
(818) 846-1304 · Fax: (818) 846-1341  
www.burbankteachers.org



The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Lori Adams (BHS), Kim Anderson (Jefferson), Les Cohen (JBHS), and Sue Conway (Luther) and Heidi Lavitt (Stevenson), along with Brian Breslin (California Teachers Association) met with the BUSD a reduced team due to the Board of Education meeting, comprised of Sarah Niemann (Asst. Supt. Human Resources), Laura Flosi (Edison) and April Weaver (Jordan).

**Article 7 Wages: A tentative agreement has been reached between BTA and the District.**

In an intense afternoon and evening of bargaining solely on wages, BTA's team persuaded the District to change their offer from no retroactive pay for 2017-18 to 2% and the entire amount will be retroactive to July 1, 2017.

This agreement would not have been possible without the escalation of organizing events via the hard work of our organizing team and the strong leadership of the BTA Executive Board. The District heard us and moved to prevent events that would have fractured our community.

While many members may have wished to escalate even further for higher pay, this would not have been easy for 2017-18 without returning to drastic cuts in the district budget. It's in the best interest of all to settle on wages that would allow members to receive compensation and alleviate rising expenses. Once we finalize negotiations for 2017-18, we will immediately enter into negotiations for the 2018-19 school year and hope to see even more people on board as we continue the fight for competitive pay. We will enter the 2018-2019 negotiations with a strong, unified commitment to recruiting and maintaining quality educators in Burbank.

**Tentative Agreement:**

- **Article 7: Wages - All bargaining unit members' salary schedules will be increased by 2% retroactive to July 1, 2017.**
- **In addition, if the parcel tax passes in November 2018, unit members will also receive a 3% on schedule salary increase effective July 1, 2019. This increase will not reflect on the bargaining process.**
- **Article 8 Health and Welfare Benefits will remain unchanged with the Health Benefits Cap at \$12,000.**

A tentative agreement still needs to be reached on Articles 4 and 9. Once those agreements are reached, then the membership will vote to ratify all agreements for the 2017-18 bargaining session.

2018-2019 negotiations will include reopening Article 7 Wages, Article 8 Health and Welfare Benefits and both teams will each choose two additional articles to open.

**Future meeting dates: Oct. 5 (BTA):**