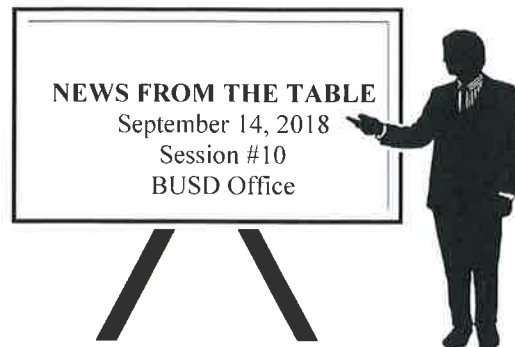




**Burbank Teachers Association**  
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[www.burbankteachers.org](http://www.burbankteachers.org)



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), met with the BUSD a reduced team of Sharon Cuseo (Asst. Superintendent), Sandra DeBarros (Jefferson).

*Tentative Agreements were reached in all remaining issues on the table. The 2017-18 Tentative Agreement will be presented to the membership for ratification in the upcoming weeks.*

**Memorandum of Understanding – Reimbursement for Completion of the NGSS Credential** – Science teachers in the middle school are required to complete more study to be qualified to teach Integrated Science. BTA signed an MOU presented by the District to provide a stipend to reimburse science teachers up to \$1500 for the cost of obtaining this new authorization. This stipend is only available to current employees since new hires will be required to hold this credential prior to employment. Employees will be able to apply for the stipend once the authorization is posted online at the CCTC website. The MOU will expire at the end of the 2018-19 school year and is not intended to set precedent for other stipend positions.

**Article 4 Association Rights** – BTA opened Article 4 to make changes according to new California laws that protect the rights of unions to inform new and existing employees of their right to join the union and the benefits of doing so. Since this article is rarely opened, both sides took the opportunity to clean up old language. The final issues on the table involved BTA access to new hires who are hired after the school year begins. BTA conceded that paid release time was not needed to reach our new potential members since site representatives will be holding one-on-one conversations with all new hires.

BTA succeeded in persuading the district to add “District assessments” to the list of items on which the association has the right to consult. In addition, when an employee is directed to attend a meeting with their immediate supervisor, “The subject matter of the meeting shall be disclosed in writing to the employee upon written request by the employee.” An email will suffice for written notification.

**Article 9 Hours** – The District opened Article 9 to add the words “general education” to the teachers who will be paid for three days to prepare for teaching combo classes in the elementary level. BTA took the opportunity to clean up this article as well. In this session, BTA convinced the District to allow all elementary teachers the discretion to offer parents the opportunity to opt out of their spring parent conference. The requirement of a “3 or better” on the report card was eliminated due to confusion over the new mastery-based grading system. BTA urged the district to send an email clarifying the grading system because members from different sites are experiencing different interpretations of the standards. The District insisted that students may earn a 3 on standards if they are making progress toward mastery.

Once again, BTA's team would like to thank all our members who turned out on numerous occasions to stand united with us at the table. We look forward to continuing our quest for competitive salaries and fair working conditions with a new governor and a possible parcel tax that will bring in stable ongoing funds to the district. As past practice has shown, whether there is money or not, we always must stand up for our profession. Your support and activism will continue to be needed in future negotiations. Without a strong and united membership, we would not be able to achieve anything. Thank you for your strength and determination.

**Teams will meet again on Oct. 5 at the BTA office to begin the 2018-19 bargaining session pending ratification.**