

BURBANK UNIFIED SCHOOL DISTRICT

AND

BURBANK TEACHERS ASSOCIATION

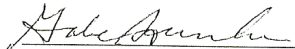
Memorandum of Understanding

May 17, 2010

The Burbank Unified School District (District) and the Burbank Teachers Association (BTA) enter into this Memorandum of Understanding ["MOU"] and agree as follows:

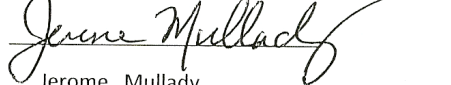
1. That during 2010-2011 work year all unit members (with the exception of Adult Education and Children Center teachers) will be subject to six furlough days with a corresponding pay reduction. Three of these furlough days shall be scheduled on the non-instructional days of August 10, 2010 and August 11, 2010, January 31, 2011, and the remaining three furlough days shall be scheduled on the instructional days of November 12, 2010, April 25, 2011, and May 20, 2011. The August 12, 2010 non-instructional day, may include a ½ day for teachers to attend staff meetings. The remainder of the August 12, 2010 and the August 13, 2010 non-instruction days shall be for teachers to work in their classrooms without any other additional responsibility. The parties agree that six furlough days equate to a temporary pay reduction of approximately 3.209% for each bargaining unit member. To implement the temporary wage reduction which results from the six furlough days, the reduction will be spread over eleven (11) pay warrants relatively equally commencing with the August 2010 warrant. For bargaining unit members hired after August 2010, the temporary pay reduction shall be implemented on a monthly basis as equally as possible.
2. To reopen 2009-2010 contract negotiations and modify the collective bargaining agreement ("Contract") as follows:
 - a). Amend Article 11, Section 11.3 for the 2010-2011 school year to state "The District-wide average annualized pupil-to-classroom teacher ratio shall be 31.0 to 1"
 - b). Add to Article 8, Section 8.3, a new subsection 8.3.1 to state "Effective January 1, 2011, the District shall discontinue offering the Blue Shield 90/10 PPO Health Insurance Plan. Members previously enrolled in said plan shall be enrolled in the Blue Shield 80/20 PPO plan unless member elects to enroll in a different plan currently offered by the District".
3. BTA and the District agree to mutually publicly announce this MOU agreement no later than the end of business day on Wednesday, May 19, 2010.
4. BTA shall make every reasonable effort to complete a ratification of this agreement by its membership no later than 6:00pm Tuesday, May 25, 2010.
5. Contingent upon full ratification of this MOU, in consideration of the foregoing, the District agrees to rehire 67 layoff certificated teachers as a result of the action taken by the Board of Education on Tuesday, May 11, 2010.
6. The District further agrees that upon full ratification of this MOU the District will not issue RIF notices to any BTA unit member during the remainder of the 2010 calendar year through December 31, 2010.

Date: May 17, 2010



Gabe Soumakian, Ed. D.
For the District

Date: May 17, 2010



Jerome Mullady
For the Association