



Burbank Teachers Association
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The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Heidi Lavitt (Stevenson), and Laura Mixon (McKinley), Brenda Kosbab (BHS), and Adam Hochberg (JBHS) met with the BUSD team, comprised of Sarah Niemann (Assistant Superintendent, Human Resources), John Paramo (Assistant Superintendent, Educational Services), Debbie Kukta (Assistant Superintendent, Administrative Services), Laura Flosi (Principal Edison), and Jennifer Meglemre (Principal Jordan)

Hot Topics

- Adult School Calendar
 - Calendar Committee will look into giving Adult School the Wednesday before Thanksgiving off
- Shortage of Special Education Aides
 - Human Resources is aware of the problem. The District has 13 open one-on-one aide positions.
 - They are retitling the position to attract qualified applicants
 - Sites can communicate to HR the need for substitute aides
 - HR is using a staffing agency to help fill positions
- Protocol for Personal Threats Toward Burbank USD Employees
 - The District has a written policy for incidents
 - BTA and the District are discussing changes to the incident report and what constitutes a threat versus disruptive behavior

Budget

- There was no budget update.
- At the next bargaining session, the District will present the First Interim budget report and the governor's January budget proposal.

Articles

Article 2 – Recognition

- Language update
 - changed ROP to CTE teachers

Article 5 – Complaint Procedures

- Language changes concerning complaint confidentiality and required participation in the meetings
- The District will counter in the next bargaining session

Article 10 – Organizational Security

- Updated language to comply with the Janus Supreme Court decision
- The District will check language for a potential counter

Article 18 – Physical Examination

- Updated TB testing language to comply with current law

Article 27 – Professional Growth

- Updated language to eliminate the 150-hour requirement to renew credentials in compliance with current law

Article 35 – Terms of Agreement

- Updated the dates to reflect current year negotiations

MOUs

Parcel Tax

- BTA presented a proposal to guarantee a 3% raise effective July 2019 if the parcel tax passes
- This MOU does not preclude additional salary increases for 2019 to 2020
- The District is confirming MOU language with the Board of Education

Middle School Minimum Days

- Discussed 2 middle school minimum days for 2020 to 2021 for professional development
 - The days are scheduled for October and February
- Discussed elementary instructional minutes to ascertain if elementary can schedule minimum days for professional development.
 - The District will bring a comparison of Burbank's elementary instructional minutes compared to state requirements to the next negotiations session.

Calendar 2020 – 2021

- Approved the 2020 to 2021 calendar
 - The shortened days for Back to School and Open House will be the day after not the day of the event

Next Negotiations Session: January 24th