



**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, Sue Conway (Luther), Heidi Lavitt (Stevenson), and Laura Mixon (McKinley), Brenda Kosbab (BHS), Adam Hochberg (JBHS) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), John Paramo (Asst. Sup. Ed. Services), Debbie Kukta (Asst. Supt. Admin. Services) Laura Flosi (Principal Edison), and Jennifer Meglemre (Principal Jordan)

### Hot Topics

#### 1. Pre-service Workdays

- BTA wants to insure more teacher input for preservice workdays.
  - District professional development team has representatives from the sites.
- Teachers need more time for online trainings that don't infringe on teacher workdays in the classroom
- John and Sharon will provide a plan in the spring for input from the sites.

#### 2. Shortened Days for Elementary Schools

- The ending times are inconsistent across the sites for elementary shortened days.
- Sarah will work with elementary principals to create uniform bell schedules in Exhibit K. They will start with grades 3, 4, and 5. Later, they will work on K through 2 and the complexities of divided openings. The District is open to agreeing to place this in the Contract.

#### 3. Potential Cuts to Elementary P.E.

- If Measure I does not pass, the District might cut elementary P.E.
- 100 minutes of planning time would be affected for grades 3, 4, and 5
- The District is committed to preserving the planning time and is working out schedules.

### Budget

#### 1. Debbie Kukta presented a summary of the First Interim Budget

- Revenues are not keeping pace with expenditures in Burbank (and many other districts)
  - The 2020 – 2021 school year is projected to have a \$3.1 million deficit
  - The 2021 – 2022 school year is projected to have a \$5.2 million deficit
  - Both school years maintain a legally mandated 3% reserve
  - The COLA for 2020 – 21 is 2.29%. (District was anticipating 3%)
  - Budget wildcards remain in special education and declining enrollment
- Potential cuts to cover the deficit:
  - Elementary music and PE
  - Increase class size
  - Increase Horace Mann fees

- Reduce deferred maintenance
- Reductions in special education: management, non-management positions and transportation
- The governor's May Revise could change budget projections

## Articles

1. BTA and the District tentatively agreed to the following Articles:
  - Article 2 – Recognition
    - Updated language from ROP to CTE teachers
  - Article 5 – Complaint Procedures
    - Ensures that individuals involved in complaints decide who participates in meetings instead of just the District. No records will be placed in the employees personnel file for meritless complaints.
  - Article 10 – Organizational Security
    - Updated language to comply with the Janus Supreme Court decision regarding unions.
  - Article 18 – Physical Examination
    - Updated language for TB testing to be compliant with current law.
  - Article 27 – Professional Growth
    - Eliminated language for teachers to complete 150 hours of professional growth in compliance with current law.
  - Article 35 – Term of Agreement
    - Updated dates for new 3-year contract
  - Exhibit F
    - Added language to allow for prorated stipends for partial terms of service for Department Chairs, Induction and Professional Mentors, and Lead Speech and Language Pathologist memorializing past practice.
    - Clarified stipend for Clear CTE Credential
2. BTA presented the following Articles:
  - Article 4 Association Rights
    - BTA would like to meet with the District four times a year to give more input into the LCAP process.
    - BTA proposed the BTA president will be given a hard copy and an electronic copy of Board meeting agendas
  - The District will counter Article 4 in the next bargaining session
  - Article 12 Evaluations
    - BTA proposed two changes to the evaluation timeline to reflect the earlier start date and end date of the school year
    - BTA wants the form for the five-year evaluation cycle in the contract and to include the five-year evaluation cycle on Form C
  - The District countered Article 12.
  - BTA will counter Article 12 in the next bargaining session
3. Open Articles:
  - Article 4 and 12

Next Negotiations Meeting: February 6