



The BTA team of Lori Adams, Kim Anderson, Les Cohen, Sue Conway, Colleen Flores, and Sonya Lowe met with the District's team of Anita Schackmann, David Jaynes, Tom Kissinger, David Guyer, and the district's lawyer Steve Andelson for the second negotiations session on October 28, 2016, at the BTA Office.

We discussed ground rules once again and no changes were made.

David Jaynes provided two articles from School Services which showed good news in future budgets if Proposition 55 passes. Please vote YES on PROP. 55!

Article 13: Leaves - The District brought sample contract language regarding new Child Bonding Leaves required with the passage of AB 275. BTA will seek information from CTA and respond at the next meeting.

Article 11: Class Size – As a result of a grievance filed by BTA in 2013-14, we are currently acting under an MOU for Class Size. We have since extended the MOU for two years. The MOU specifies that class size will be based on a site average instead of a district-wide average. The District's team expressed a desire to continue renewing the Class Size MOU on a yearly basis instead of agreeing to change the Collective Bargaining Agreement, citing uncertainty in future financial stability as a reason. The BTA team expressed a need to codify agreements in the contract to protect the organization from changes in administration in the future. BTA will continue to explore language to clarify the current language to avoid grievances in the future.

A discussion on issues in Special Education took place with the BTA team seeking more detail on the hiring of a Pivot Learning, Inc. for almost \$70,000 to create a Master Plan for Special Education. BTA pushed for extensive teacher/staff participation in the process with specific requests to hold meetings during work hours and during currently scheduled meeting times, such as faculty/department/grade level meetings, or professional development time. BTA also discussed that teachers need more time built in the work day to prepare to teach, prepare IEPs, and attend meetings. BTA also discussed how many issues in class size are also an issue in special education.

Please take time to be very detailed in your response to the Class Size Survey provided by BTA and return it to your site representative before Friday, November 4th. Your feedback will aid us in preparing our proposals to the district.

Finally, the teams discussed the shortage of mentors available for the number of new teachers in the Induction program. The current agreement designates a maximum of two mentees per mentor. An MOU was signed for the 2016-17 school year to allow mentors to support up to three mentees with effort being put forth to recruit new mentors in the future.

Article 7 Wages and Article 8 Health and Welfare Benefits will be addressed in January after the election and governor's budget proposal is known.

The next negotiations meetings are scheduled for November 29, 2016, and January 20, 2017.