



BTA's negotiating team, comprised of Lori Adams, Kim Anderson, Les Cohen, Sue Conway, Colleen Flores and Sonya Lowe met with BUSD's negotiating team, Steve Andelson, lawyer, Anita Schackmann, David Jaynes, Tom Kissinger, Laura Flossi, and David Guyer at the District Office.

No agreements were signed but the following topics were discussed again.

**I. Budget Update** – All sides are relieved with the passage of proposition 55 so we will not be facing dramatic cuts in the future. David Jaynes provided BTA with an article from School Services entitled, "LAO Sees Slight Deterioration in Current year Budget, But Out Year Growth". It mentioned the possibility of another recession in 2018-19. Jaynes also provided a handout with the actual amount of the increase in Salary and Benefits due to the payment of retroactive raises was \$3,880,371.30. When asked, Jaynes responded that this was under the expected increase by approximately \$90,000.

**II. Child Bonding Leave**- BUSD provided an amended proposal to BTA and BTA will respond at the next bargaining session. The amendment allowed flexibility in deadlines to request leave in cases when it is not possible to request ahead of time.

**III. Induction Mentions/Professional Mentors** – Another round of recruitment is taking place to increase the number of mentors. BTA suggested that a wider pool be accepted, trained and monitored to meet the needs of so many new teachers, teachers on assistance plans as well as the new group of teachers coming in as interns to fill hard to fill vacancies due to the teacher shortage. BTA believes the optimum number of mentees to mentor should be 2:1 however, until enough mentors are available 3:1 could be acceptable. We do not want to have mentors overextended and unable to be accessible to all of their mentees.

The District mentioned that Induction is not provided for special education teachers. All agreed that that might be something to offer to increase recruitment efforts. An arduous process would need to be completed before BUSD could offer induction to Special Education teachers.

**IV. Article 11 Class Size** –

BUSD restated their desire to continue the MOU for class size that has served us well for the past couple of years, rather than making it permanent contract language. They cite fear of unknown changes in funding in the future and they don't want to tie down future administrations with

permanent contract language. BTA disagreed. We stated that we have always been good partners and with uncertainties in the federal government and the Supreme Court vacancy, we need good contract language to protect our students from being overcrowded. The district stated a willingness to discuss possibilities. BTA will provide a proposal at the next bargaining session.

BTA mentioned the passion expressed in our Class Size Surveys and how teachers are feeling frustrated because they want to be able to have individual time with students and it is very difficult with large classes. BTA also mentioned that many issues with Class Size revolve around issues with mainstreaming and the physical space available with more students in addition to adult aides. In addition, students should have access to their own stations in science classes. Overcrowding of active classes also pose a safety issue.

## **V. Issues in Special Education**

BTA had questions about the Special Education Consultant hired for \$70,000. We were concerned that the meeting times provided were during the school day and requested a variety of times be available for open forums as well as visits to each site and classrooms. BTA requested for the second time, a list of the districts this consultant had helped in the past so we could talk to our counterparts to see how it went. Tom Kissinger promised to provide us with that information. Kissinger explained that during November and December the consultant is collecting information.

The next date for negotiations was changed from January 20<sup>th</sup> to February 3, 2017.