



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

A Tentative Agreement (TA) was signed for Article 9 Hours with a change in 9.4.3.1 (3). Both sides agreed to remove the sentence, "However, if necessary to maintain continuity of program, the principal may consider the type of facility and school seniority." BTA and the District agreed the sentence was unclear and no longer necessary or applicable.

Hot Topics –

5-year evaluation cycle – BTA encouraged BUSD to remind principals of the benefits of placing veteran employees with satisfactory evaluations on a 5-year evaluation cycle. BTA pointed out that the principal can still visit classrooms and provide advice at any time. If evaluators do not place eligible teachers on the 5 year cycle, they should explain the reasons for the denial and offer ideas for improvement.

BTA asked for clarification on the policy of asking teachers to attend IEPs to explain the expectations of a grade level, even if the teacher does not have the student.

Special Education Update – Tom Kissinger provided an update on the development of the Special Education Master Plan. A decision has been made to add an autism program at JBHS to accommodate students transitioning from Jordan Middle School. Also, Muir will be gaining a full time teacher to support students coming from Miller's ED program. Luther's SH program is decreasing from 3 to 2 classes and teachers are retiring so there will be no overall change in FTEs due to these changes.

There is a desire to decrease the use of agencies to provide both Speech Language Pathologists and Deaf and Hard of Hearing interpreters. The agencies are very expensive. BTA and the District will discuss possible modified pay scales or incentives to attract SLPs and interpreters to work for the District to reduce the cost of hiring private sector agencies. Also, the position of Director of Special Education is being flown and the window for applications will close in early May.

Paid Parental (Child Bonding) Leave – BUSD's counter proposal contained language based on the California Family Rights Act (CFRA). The District added language that specified that the 12 workweeks of paid leave will be allocated per member so that married district employees will each be given 12 weeks of leave. In addition, it specified that the 12 weeks of half pay used for child bonding would not count against the leave entitlement set forth in Section 13.1.15.1.d. This section grants 100 half days as sick leave for employees who use their 10 sick days in one year. BTA's team is pleased with these changes and will provide a counter proposal at the next bargaining session.

Budget Update- David Jaynes provided three articles from School Services, which discussed changes in the increases to the CalSTRS contributions. There will be no additions to proposed increases to the District (12.58% to 14.53% in 2017-18) or employee contributions (9.205%) but the state contribution increase will change from 6.328% to 6.828%.

Health insurance companies have shown changes in membership with Kaiser increasing by 26,000, United Healthcare increasing by 25,000 while Blue Shield Access decreasing by 15,000 and Blue Shield Net Value decreasing by 58,000.

Article 11 Class Size - BUSD did not provide a counter proposal and instead reiterated a desire to extend the 2 year old MOU. BUSD's team does not want to tie the hands of future administrations should budget issues arise any time in the future. BTA insists that the MOU was signed to resolve a grievance and was intended to facilitate a clarification of faulty contract language. The current class size numbers are working well for both the District and BTA members. Specific items in the BTA proposal were discussed. BTA will provide another counter proposal in the next session.

Final Exam Schedule Changes - An MOU was drafted by BUSD to address the change in final exam schedules and deadlines to submit grades for seniors at JBHS and BHS. The Collective Bargaining Agreement clearly states in section 9.3.4 "In the two comprehensive high schools there shall be a practice of three (3) minimum days at the end of each semester for the purpose of administering final exams." Since plans are underway, BTA's team provided a counter MOU to address the issue immediately. BUSD's team will confer with the administrators involved and since it is time sensitive, both teams will meet informally to discuss the MOU next week.

Articles 7: Wages, Article 8: Health and Welfare Benefits will be addressed in future bargaining sessions.

Dates for future negotiations were set for **May 11th at the BTA office and May 26th at BUSD.**