



The BTA negotiating team, comprised of BTA's Executive Director, Sonya Lowe, Lori Adams (BHS), Les Cohen (JBHS), Sue Conway(Luther), and Kim Anderson (Jefferson), met with the BUSD team, Anita Schackmann (Human Resources), Tom Kissinger (Asst. Supt.), David Jaynes (Finance), Steve Andelson (lawyer), Laura Flossi (Edison) at the BUSD office on Friday.

Hot Topics

BTA's team mentioned the confusion in paychecks when additional income is not labeled on the paycheck. David Jaynes said he would look into it, however, LACOE's outdated payroll system may make it difficult to add a better descriptor.

Budget Update

David Jaynes provided a printout of the PowerPoint presentation he provided to the Board of Education and walked both teams through his analysis of the Unaudited Actuals. The projection for the infamous 3rd year out has BUSD holding at the 3% reserve required by the state. There was confusion on the BTA team when he showed us that there was carryover for the LCFF supplemental funds as well as new money coming in years 2 and 3, however, he needed to use the new \$2.1 million in one-time funds to cover the same LCFF supplemental allocations in the 3rd year. Jaynes conceded that the one-time funds may not be attributed to specific items but are helping them to balance the budget in general. This issue, as well as a couple of places they claim are storing funds for textbooks, makes it look like the budget is not as tight as they say.

After the presentation, BTA pointed out that the district has the \$2.1 million in one time funds that most likely will not be needed when the 3rd year actually arrives and also pointed out that they have returned to the unadvisable practice of locking up funds for the OPEB account. This is an irrevocable trust to pay for retiree benefits. Almost all districts in the state do not have this account and pay their benefits as they go. To protect them in case they cannot pay their bills, they lock funds up in this account. The most conservative accounting advice is to lock up funds in case all of their employees decide to retire at the same time. This account has grown from \$433,000 to \$7 million since 2008. The district should not be locking up this extravagant amount of funds until they are able to adequately compensate their employees. BTA believes this is a misuse of taxpayer dollars and an insult to their employees.

BTA provided a spreadsheet comparing the Unaudited Actuals from 2008-09, 2009-10, 2010-11 and 2016-17. The spreadsheet isolates each bargaining group and expense item and represents them as a percentage of total expenses. Over the years, certificated salaries have been decreasing in value (46% to 43%), while administrative salaries (4.53% to 5.08%) and classified (14.85% to

14.96%) have been increasing. The district's contribution to health insurance has decreased (9.97% to 9.14%) while employees are paying exorbitant amounts to insurance companies, in addition to large increases in contributions to STRS.

A somber discussion followed concluding that the district needs to put their educators as a priority. LCAP funds have been allocated based on popularity at the committee meetings. The LCAP committee should be comprised of equal representation from all stakeholders and the district should seek out consultation from bargaining units. Decisions should not be made at late evening meetings by only those who are available to attend. The district agreed to revisit the composition of the LCAP committee and look at additional meeting times.

Class Size

BTA continues to advocate for class size to be determined by a site-based average instead of district-wide. We have been operating under an MOU that uses this calculation in order to settle a grievance filed three years ago. BTA is adamant that this language needs to be added to the Collective Bargaining Agreement to avoid confusion or grievances in the future.

After discussing these issues, BTA believes the district is able to find funds to adequately compensate their employees and resubmitted their proposals from the last bargaining session, which includes:

- Site-based average for class size
- 2% off schedule bonus for all bargaining unit members
- .2 increase for Speech Language Pathologists
- Stipend equivalent to High School Category B for elementary teachers who are required to teach a combination grade level class.

Please email our school board members and urge them to accept our very reasonable proposals.

The next bargaining sessions will be held on Sept. 28th and Oct. 17th.