



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), and Laura Flossi (Edison) at the BUSD office on Monday.

Budget Update

No budget update was provided but a discussion about re-establishing a budget committee with designated seats for stakeholder groups took place. BTA suggested that a committee comprised of possibly two (2) seats each for BTA, CSEA, BASA and PTA with equal voting rights would be preferable to an open forum. This would give all stakeholders some say in how money is spent at the beginning of the process rather than fighting for scraps at the end. The district expressed that a budget committee only existed when cuts were made. BTA mentioned that even if there was no money, it would be better to make it clear to all parties.

Wages

BTA proposed 1% off schedule bonus. BUSD rejected the proposal citing no money available. It was expressed that this was their final position. BTA's team decided that 1% off schedule bonus, which would be taxed at a higher rate and not improve future retirement formulas was not worth going to impasse over. It would be much better to close negotiations for the 2016-17 year and begin negotiating for on schedule salary increases using the 2017-18 budget and probable improvements in state funding as the governor prepares to leave office.

Language was clarified on the Speech Language Pathologist retention bonus of \$10,000 to be prorated for part-time SLPs.

BTA proposed a counterproposal of five (5) paid planning days for general education elementary teachers who are forced to teach a combination grade-level class. BUSD rejected this counterproposal stating once again that there is no money and three days is their final offer. BTA accepted their offer of three (3) days seeing this as the beginning of compensating elementary teachers for their extra duties.

Class Size

BTA proposed once again that language be added to clarify that class size should be decided as a site average instead of district-wide. BUSD responded with a counterproposal with trigger language based on the "adopted budget" being below 6% reserve. BUSD's team made it clear that they would not agree to "site based" language without trigger language.

Since it is well-known that the adopted budget is not as accurate as the Unaudited Actuals and money could easily be hidden in either document, BTA saw this move as unacceptable since it would automatically negate our rights to negotiate loss of site-based language. BTA saw this language as a threat to our bargaining rights and decided to stick with the current less specific language. BTA also expressed that this language will not save the budget, as it is a no cost item. It will only create inequities among schools, yet the district held firm.

BTA resubmitted the proposal without “site based” language but including previously agreed upon language recognizing the move toward a 24:1 ratio in TK-3rd grade and to limit the size of 4th and 5th grade classes to an average of 32.5:1. In addition, BTA agreed to extend the previous MOU, which includes language for a “site based” average for another year. This is a very disappointing loss for the team since it illuminates the district’s extreme lack of trust in the bargaining process.

Both teams will meet on **December 8th** to begin negotiations for the 2017-18 school year.

BTA’s negotiating team would like to encourage members to stay engaged in the organizing efforts of BTA as we close down this session and immediately begin the next round of negotiations. At the beginning of 2017, BUSD was in “qualified status” with LA County Office of Education and the finances were bleak. Since then, they have received one-time funds and have been increasing their balance in an unnecessary irrevocable trust to more than \$7million. With the governor terming out of office, it is rumored that he will close the gap in funding at an expedited rate so the future of education funding is promising. BTA is confident that the district has the money to provide a respectable on-schedule raise in the next session. Nothing will ever be given to us without a fight. We are looking to our members to show their determination to demand that the district make plans to put people first.