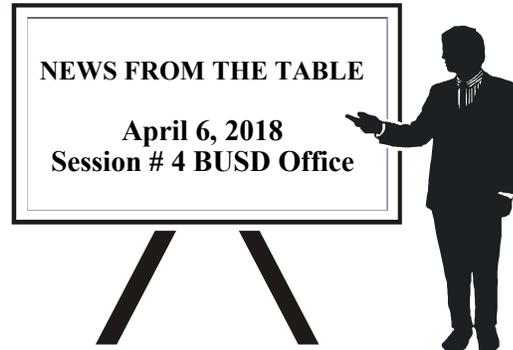




Burbank Teachers Association
3021 W. Burbank Boulevard, Burbank, CA 91505
(818) 846-1304
www.burbankteachers.org



The BTA negotiating team comprised of BTA's Executive Director, Sonya Lowe, Lori Adams (BHS), Sue Conway (Luther), Kim Anderson (Jefferson), Heidi Lavitt (Stevenson), and Les Cohen (JBHS) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), Steve Andelson (lawyer), David Jaynes (Asst. Supt. Business Services), Laura Flosi (Edison), Sandra De Barros (Jefferson), and April Evans-Weaver (Jordan). Matt Hill (Superintendent) joined the meeting after lunch and Anita Schackmann (Human Resources Director) was unable to attend.

Hot Topics

- BTA expressed concerns about the violent behavior of students at the elementary level and the perceived lack of support from district administration. Principals in attendance discussed the difficulty in working with violent students who are as yet unidentified as having special needs. Sarah Niemann will discuss the issues with Sharon Cuseo and Tom Kissinger.
- BTA expressed concerns with the PIVOT study on the status of our Special Education Program and asked about the status of the study of the CLC program at various elementary schools.
- BTA expressed concerns about positions being flown when a hiring freeze was promised. The district stated that each vacancy goes to a committee where the need for the position is reviewed before it is decided if the position should be downgraded or eliminated. The position of Emergency Planning and Safety Coordinator is a downgrade of Safety and Compliance Coordinator, which is vacant due to a retirement. The Director of Facilities position is a downgrade of the position Chief of Facilities who resigned.
- BTA asked about the status of the copies of the 2016-2019 Collective Bargaining Agreement and an approved draft was provided.

Article 9 Hours of Employment (BTA) -BTA will present Article 9 on April 20th.

Article 4 Association Rights (BUSD)- Sarah Neimann and BUSD lawyer Steve Andelson had clarifying questions on BTA's proposed changes to Article 4. BUSD will respond to the proposal on April 20th.

Budget Update - David Jaynes provided PowerPoint slides on recent suggestions and changes made by the Board of Education in an attempt to provide increased compensation to employees.

The District will save money in the following manner:

- No Reduction to Deferred Maintenance
- Freeze OPEB Contribution (General Fund portion only)
- Child Care Fee Increases-Loan Repayment
- No employee reductions
- Freeze and Review all vacation positions, no layoffs
- Transfer expenditures from the General Fund to the Supplemental Grant to be used for expenses related to targeted

Two potential new sources for revenue include:

- Potential Parcel Tax (10 cents/per square foot is polling well)
- State Senate Budget Proposal from our great Senator Anthony Portantino. Bill is likely to be approved and will provide approximately \$2.6 million to BUSD.

Article 7 Wages (BUSD) Superintendent Matt Hill joined the meeting after lunch. A discussion about transparency, confidentiality and trust occurred.

A complex full-page proposal was provided. In short:

- **1% increase in salary on schedule retroactive to July 1, 2017**
- **1% off schedule bonus (one-time) after the 1% increase**
- **1% increase in salary on schedule effective July 1, 2018, if Senator Portantino's proposal passes**
- **1% off schedule bonus (one-time) by June, 2019 if the parcel tax passes.**
- **Article 7 (Wages) and Article 8 (Benefits) will be closed for 2017-18, and 2018-19.**

A discussion occurred about transitioning to settling wages and benefits in the year prior based on the governor's January budget proposal and the 2nd Interim Budget with the goal of providing regular salary adjustments before the start of each school year, rather than always being behind.

BTA acknowledged a big shift in the District's philosophy toward unnecessarily building the OPEB account. The District will use the fund to pay the bill for OPEB benefits for one year. After that, they will freeze contributions to the account and pay-as-you-go. If the fund decreases below \$5.5 million, they will resume contributions to the account. This amount will provide a cushion of at least several years to make corrections should the economy fail. This compromise is refreshing for past and current BTA leaders who have been frustrated with the district's practice of unnecessarily locking up excessive funds.

BTA Executive Director Sonya Lowe provided both teams with a copy of the Report to the Board for Approval of the Second Interim Report for 2017-2018 Fiscal Year with many highlighted concerns. Sonya asked numerous questions about transfers from Unrestricted to Restricted accounts, unspent Restricted funds and when unspent funds would be available for employee compensation. These same concerns had been raised in the Budget Committee and Superintendent Matt Hill understood that we needed more transparency in order to trust the 2nd Interim Budget, which is, after all, only a mid-year estimate. Until we feel there is full transparency, BTA is hesitant to agree to transition to settling future negotiations in the prior year based solely on the 2nd Interim and the Governor's proposal.

BTA's negotiating team would like to thank all BTA members who have stepped out of their comfort zone to raise a unified voice for change. Your voices are being heard and changes are occurring. Now the negotiating finally begins. Thank you for your persistence!

BTA will provide a counterproposal to Article 7 on April 20th.

Bargaining Process

Many members have differing viewpoints on the tactics some use and the direction we are headed. We want to take this opportunity to remind you of the bargaining process. Both teams exchange proposals until agreement is reached or neither side wishes to compromise further. If no agreement is reached, one or both sides will declare Impasse. A state mediator will come to look at the budget and work with both teams to try to reach an agreement. The mediator will provide a report. The district may choose to ignore the report. If this occurs, the process can move to Fact Finding where a trio of mediators (one chosen by BTA, one chosen by BUSD and one chosen by the State) again hear positions argued by each side, render a decision and issue a report as to a Fair Settlement within 10 days. This report then becomes public record. The district can again choose to ignore the Fact Finder's decision. After all of those remedies are exhausted a strike vote can be taken.

Of course, the best scenario is to reach an agreement and move forward; however, this can be a lengthy process so patience and mutual respect of those we will continue to work with in the future is encouraged. Having a union to represent us gives us a strong voice at the table. You can see many states with teacher walkouts occurring because they have diminished or completely lost their collective bargaining rights. A strong union is good for a healthy stable community. Thank you for playing your part.

Future meeting dates: 4/20/18,@ BTA, 5/10/18 @BUSD