



**Burbank Teachers Association**  
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The BTA negotiating team comprised of BTA's Uniserve Director, Nathan Banditelli, Lori Adams (BHS), Kim Anderson (Jefferson), Les Cohen (JBHS), and Sue Conway (Luther) and Heidi Lavitt (Stevenson) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), David Jaynes (Asst. Supt. Business Services) and Steve Andelson (lawyer), and Laura Flosi (Edison), Sandra De Barros (Jefferson), and April Evans-Weaver (Jordan). Matt Hill (Superintendent) joined the meeting for the budget update.

### Hot Topics

1. **Adult Education Department Chairs MOU** - Emilio Urioste, director of adult education attended the meeting to answer questions about his proposed MOU for piloting department chair positions at Burbank Adult School. Four positions will be paid for out of site funds. BTA agreed to sign the MOU for a one-year pilot program.
2. **GATE Training** - A concern was shared regarding "mandatory" training for GATE teachers outside of work hours. The District will investigate and send out a clarifying email.
3. **Hiring Freeze** - BTA had questions about new positions being flown and which positions are being frozen to free up funds necessary to adequately compensate employees. So far, only one position, assistant principal at Jefferson, has been deemed not to be filled.
4. **Lock Blocks** are being removed because they have not been reliable. Bidding is underway for "thumb turn locks", which allow locking the door from the inside. These will be installed in increments beginning in the summer of 2019.

**Scheduling** - Every year, secondary students are put into classes randomly and then a large upheaval occurs during the second week. Every year, BTA asks if there is another way classes can be balanced and the district said no. Many students do not pick up their registration packets and/or do not show up at the beginning of the school year, therefore, many changes must be made in the first few weeks of school.

**Budget Update**- David Jaynes reviewed the 2017-18 Unaudited Actuals PowerPoint and provided BTA a copy of the Unaudited Actuals upon request. The District maintains that they cannot afford any new money to be allocated for compensation for 2017-18 in spite of the OPEB account still maintaining a balance of \$7.1 million and \$1.57 million in unspent unrestricted funds and \$3.41 million in unspent restricted funds in the ending fund balance. BTA expressed that as paychecks continue to go backward with the rise of health insurance costs, STRS contributions, and cost of living expenses, the mood of the membership is escalating in frustration and willingness to act is becoming contagious. With eyes on our brothers and sisters in UTLA, as they vote for a strike authorization, our people across the district are beginning to suggest more drastic actions.

**Article 8 Health and Welfare Benefits (BTA)** - BTA's team proceeded with the direction of the BTA Executive Board to withdraw their proposal for an increase in the cap for health benefit premiums by \$1000

and relieved the District of their offer of a \$500 increase in the health insurance cap, in exchange for a higher percentage applied to salary. The Executive Board felt that this would be more equitable compensation for all members and higher salaries will be reflected in retirement benefits.

**Article 7 Wages (BUSD)** – After a brief analysis of the Unaudited Actuals, BTA’s team held firm on their previous proposal of 4% retroactive to July 1, 2017.

BUSD provided a counter proposal, which removed all remaining wage proposals on the table, including: 1% retroactive to July 1, 2017, 0.25% retroactive to Jan. 1, 2018. BUSD had previously removed a 1% bonus for all employees in the 2017-18 school year on Aug. 2, 2018 in exchange for a \$500 increase in the health benefits cap, which will not benefit all members.

In exchange, BUSD proposed a **2% increase on the salary schedule beginning July 1, 2018**. Negotiations for 2018-19 will still open Article 7 Wages and Article 8 Health and Welfare Benefits. BUSD maintained their offer of a 3% salary increase beginning July 1, 2019 if the parcel tax passes in November.

BTA’s team was very disappointed in this because the district’s offer was not retroactive to July 2017. This means there would be no increase in the salary schedule for two years (2016/17 and 2017/18). With annual inflation close to 3%, our salaries are falling behind by close to 6 % in terms of the cost of living. Also, BTA sees this offer as a possible second act of regressive bargaining, since members will no longer receive any added compensation for 2017-18. Steve Andelson, BUSD’s lawyer, said it is not regressive because there is more money being offered on schedule. Regardless, BTA sees this offer as unacceptable and expressed their frustration to the District. BUSD’s team left the room and then expressed a willingness to meet again on Thursday, September 6<sup>th</sup> at 3:30pm to discuss other options prior to declaring Impasse.

BTA’s Executive Board will be meeting on Tuesday, September 4<sup>th</sup> to give direction to the negotiating team for the Sept. 6<sup>th</sup> meeting.

**FOR YOUR INFORMATION: If an agreement is not made, then “Impasse” is declared by either side and sanctioned by the state. A state mediator will be requested and will shuttle between teams to try to find an agreement. If no agreement is made, then, the teams will proceed to “Fact Finding”. At this phase, outside parties will examine the financial status of the District and provide their conclusions, which will be made public. Since their decision is non-binding, the District will not have to act on it. When the 2016-2019 Collective Bargaining Agreement expires on June 30, 2019, the membership will be legally allowed to vote to strike. At any time during this process, both teams are encouraged to reach a settlement.**

**Article 9 Hours of Employment (BUSD)** – BUSD presented a counter-proposal on Article 9. BTA will counter on Oct. 5<sup>th</sup>.

**Article 4 Association Rights (BTA)** – BTA presented a counter-proposal on Article 4. BUSD will counter on Oct. 5<sup>th</sup>.

*BTA’s team would like to thank all of the members who came out on a Friday of a three-day weekend to share their support for negotiations. We could hear you from the second floor and appreciate knowing you are with us. As we most likely proceed to impasse, it will be vital that all members make time to show their unity and support through the next few months.*

**Future meeting dates: September 6<sup>th</sup>, 3:30pm (BUSD) to discuss options with the Last Best and Final Offer and Oct. 5 (BTA)**