



**Burbank Teachers Association**  
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www.burbankteachers.org



The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Laura Mixon (McKinley), Brenda Kosbab (BHS), Adam Hochberg (JBHS), and Heidi Lavitt (Stevenson) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), John Paramo (Asst. Sup. Ed. Services), Laura Flosi (Principal Edison), and Jennifer Meglemre (Principal Jordan)

### **Hot Topics**

#### **Subs**

- Teachers need to take a full day sub if they are missing instructional time.
  - Secondary from 8:00 to 12:20, subs should be given duties after instruction
  - Elementary Instructional blocks
  - Friday – teachers must use a full sick day if he/she will be out all day. Teachers must get their office hour covered by a colleague at sub coverage rate.
- ½ day subs would be appropriate for 1:20 to 3:00 for secondary and after 45-minute time with students for elementary.
- ½ day sub would be appropriate for a partial absence on Friday, but teachers must cover their office hour.

#### **Extra-curricular activities**

- Students must start extra-curricular activities after 3:00

#### **Parent Conference Week – November 16**

- Elementary teachers will have no afternoon interaction with students
- Monday will still be a pupil-free day

#### **Veteran's Day week schedule**

- Veteran's Day is Wednesday, November 11
- For Secondary: the schedule for the week will be:
  - Monday: periods 1,2,3
  - Tuesday: periods 4,5,6
  - Wednesday: holiday
  - Thursday: periods 1,2,3
- The District will explain attendance procedures prior to the week.

## **2. Hot Topics 9/25**

### **Tracking Absent student procedures**

- S.B. 98 requires districts to report additional student attendance and participation, which impacts workload.
- Teachers do not have to use the form sent out last week to track asynchronous attendance and engagement.
- The District is creating a plan to track engagement of students and will bring it to BTA.
- Teachers should continue to take attendance as they have been and remind students to turn in the asynchronous attendance form.

### **Racial Equity Committee**

- Language Arts novels – discussed the changes to the secondary novels taught. The District is bringing the concerns to Sharon Cuseo.

### **District Assessments/Finals**

- Discussed the validity of assessments/finals in the virtual classroom.

## **3. Phase 2 MOU**

- After consulting with BTA members who serve SPED students, BTA countered the District Phase 2 MOU. Phase 2 involved in person special education assessments and bringing small cohorts of special needs students to campus for in person instruction. Major counterproposals from BTA are:
  - Rejected the District's proposed October 5 start date for In-person assessments and small group cohorts. The parties need more time to negotiate the issues in order to address health, safety, and equity concerns.
  - Changes to procedures for in-person assessments in consideration of safety precautions.
  - Additional language on health and safety measures.
  - Childcare considerations for bargaining unit members.
- The District will counter, and the MOU will be separated into 2 different MOUs. Phase 2 will be for assessments and Phase 3 will be for small cohorts.

## **4. Hybrid Schedule**

- BTA and the District discussed ideas for a hybrid model of instruction for a potential return to campus second semester.