



**Burbank Teachers Association**  
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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)

### **Phase 2 MOU**

- The District countered BTA's latest proposal for a potential return to in person special education assessments and small cohorts of students
- The differences between BUSD and BTA are currently:
  - The District wants special education assessments and small cohorts to begin on November 2<sup>nd</sup>. Any potential start date remains to be determined. BTA is not ready to commit to a date for any students or teachers to return to campus.
  - BTA wants copies of protocols for risk assessments as students enter campus and a copy of the form the District will develop for verifying the cleaning of rooms. BTA wants a schedule for changing of HVAC filters.
  - BTA wants all students to wear masks.
  - If small cohorts are allowed back on campus, teachers would need transition time to prepare and a schedule for tutoring or small classes. Specific schedules and a definition of "highest needs students" needs to be clarified.
- BTA will counter at the next bargaining session.
- No decisions on if or when BTA members will be required to return for in-person assessment/services or small-group cohorts have been made yet.

### **Discussions about a Hybrid Model**

- L.A County remains in the highest tier for Covid-19 transmission (purple). A return to campus for most students is not permitted in the purple tier. As a result, it is very possible that BUSD will be legally required to remain in distance learning second semester. No decisions on if or when BTA members will return for in-person instruction has been made yet.
- However, in the interests of being prepared in case the Covid-19 transmission rates drastically improve, BTA and the District continue to discuss the format of the hybrid model of instruction.
- A plan to return to campus in a hybrid model for second semester would have to be completed and ratified by BTA membership by the December 17<sup>th</sup> school board meeting.

- The District will be holding a question and answer session with the community on October 21<sup>st</sup> about the hybrid and distance models and will be asking parents to commit to the distance or hybrid model by October 30<sup>th</sup>.
- The District presented information for a potential hybrid model of instruction. The in-person hybrid model would be similar to the schedules completed in the summer instructional committees. BTA does not condone the ILA model as the most effective one for all students; however, due to the time constraints and the complexity of the master schedule, the District would use the ILA model for distance learning and teaching for secondary (7 to 12 grades) within the hybrid model. For elementary, the District would try to match distance teachers and students within a grade level. A method to apply for and select distance teachers will be developed.
- BTA expressed great concern about using the ILA model for distance learning for most students. It lacks equity and the model has pedagogical shortcomings. However, given the need for time to create a master schedule, the District believes it is the only viable option. The District will be responsible for explaining and answering questions and concerns about the use of ILA model to parents.

Next negotiations: Thursday, 10/22.