



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

- BTA countered the District's last proposal for a Phase 2 MOU for in person SPED assessments and in person instruction for some SPED and EL students. The District split the MOU into Part 1 and Part 2:
 - Part 1: voluntary assessments and instruction for some SPED, EL, and struggling students in small cohorts through January 15th.
 - Part 2: Starting in the week of January 19th, it would be mandatory for teachers and students would return for in person instruction for some SPED, EL, and struggling students in small cohorts. This would be an involuntary return for the affected teachers.

Part 2 MOU:

- BTA rejected Part 2 of the MOU. The District said that they will proceed with in person instruction for affected students. The classes will be taught with subs or outside groups. This will increase costs and could result in cuts elsewhere in the budget.

Part 1 MOU:

- BTA countered Part 1 of the MOU.
 - BTA wants to maintain 6-feet of separation in classrooms. The District proposed using plastic desktop dividers if 6 feet of social distance isn't possible. BTA rejected this because they don't suffice to curtail the spread of Covid-19.
 - BTA wants teachers who volunteer to teach small cohorts to be able to withdraw from in person instruction if they choose.
 - BTA was concerned about air circulation in classrooms. The District is purchasing the highest quality filters and will begin installing them, prioritizing classrooms that will be used.
 - BTA and the District discussed the safest and most equitable way to configure voluntary cohorts of teachers and students. This would be for both during the school day and after school intervention classes (paid).
 - No date has been set to begin small cohorts yet.
- The District will counter Part 1 of the MOU at the next bargaining session.

Attendance

- Current procedures for tracking attendance and participation aren't working (mostly in secondary) and could result in a loss of ADA funding. To be in compliance with attendance procedures, especially for asynchronous attendance required by the state and subject to audit, the District presented three ideas.
 - Use the state template for asynchronous attendance
<https://www.cde.ca.gov/fg/aa/pa/documents/template.pdf>
 - Create a separate grade book for asynchronous learning for each period to account for assignments to show student attendance.
 - The District is working to create a new feature for asynchronous assignments in Aeries that teachers would use when creating assignments in their gradebook. This would allow sites to use a query to account for asynchronous assignments and attendance.
- For first semester instructional and asynchronous minutes, teachers may have to fill in a form dating back to the week of August 17. The District is checking with the county to see if BUSD could start with this second semester instead of having to go back to August.
- In second semester, this form would be used instead of the weekly attendance form.
- BTA has not agreed to any of the three options yet.

Friday Second Semester

- The District wants to open the current MOU to add some mandatory student-teacher interaction on Fridays.

Horace Mann

- After talking with Horace Mann teachers, BTA asked that the District shut the center down over the break in order to keep our members safe from families who may have been exposed to Covid-19 after holiday travel.

Next Negotiations Friday, December 4th.