



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), Liz Costello (Principal McKinley), and Jennifer Meglemre (Principal Jordan). Stacy Cashman (Director of Student Services) briefly attended to discuss middle school enrollment.

Hot Topics

Middle School Enrollment

- Luther has concerns about the disparities in enrollment between the three middle schools.
- Director of Student Services Stacy Cashman explained that the District tries to direct permits to Luther, but sometimes parents request another middle school. The district usually waits before allowing the parent to attend their choice to try to steer them to Luther and will continue to do so. However, it does allow parents to go to the other middle school to keep the ADA. The District is planning to offer some special programs to entice families to enroll in Luther.
- BTA brought up changing District boundaries or changing the choice area for middle school enrollment. The District does not want to do that. At this point, the District is not changing the number of FTEs for Luther.
- The District stated that as of now declining enrollment is a concern at the elementary level and all three middle schools.

State Testing and Tech Support

- Teachers expressed concerns about the availability of tech support during state testing because we will not be in our Google Classrooms while the students are testing. This is especially worrisome for elementary and middle school teachers.
- McKinley principal Liz Costello discussed a solution used at McKinley. For other testing done at her school, tech support was provided in a separate Google Classroom monitored by admin and other staff. Robyn Anders and the sites will continue to work on and share ways to provide tech. support for teachers during testing.

AP Testing

- The District is clarifying with the two high schools the logistics of A.P. testing so all teachers know the procedures; however, we are expecting new guidance next week from the state so procedures may change.

California Alternative Assessments

- Some special education students must be tested in person for the state tests. BTA asked if volunteers could be used to conduct the testing. The District said the testing is supposed to be done by the student's teacher.
- The District has from March 8 to the end of the year to give the tests. BTA will be getting clarification on how this would work.

Vaccinations

- The District is in the process of vaccinating school employees. At first, staff that was working directly with students were offered vaccination appointments.
- Now every BUSD employee should be able to get an appointment next week.
- Many other teachers have been vaccinated at different places.
- Members should turn in the declination form if they are getting vaccinated outside of the District clinic. Once a member has received their second shot, they should send the District the documentation that they have been fully vaccinated.

MOU: Stipend for Covid Coordinator and Summer School

- The District proposed stipends for BUSD's Covid Coordinator (\$6,000) and a stipend for summer school teachers above the normal summer school pay (\$1,500).
- The summer school stipend was calculated by taking 20% of the highest compensation for summer school in the CBA.
- BTA executive board is reviewing the stipends for approval early next week.

MOU: Expansion of Volunteers

- The District proposed expanding the category of students who can return to campus for academic support, social-emotional support, and school connectedness.
- BTA had questions about what type of support would be offered during the school day, especially during asynchronous time, and if the safety procedures would be the same as outlined in our current MOU.
- BTA will counter this week.

MOU: Opening Schools in a hybrid model for the remainder of the 2020 – 2021 school year

Background

- Recent state legislation offered financial incentive for districts to reopen for live instruction for elementary students, one grade level in middle school, and one grade level in high school. The state has subsequently prioritized educators for vaccination. The financial impact for Burbank is around \$14.5 million. Around \$9 million can be used for summer school and other Covid related expenses. Around \$4.5 million would be contingent on BUSD reopening for live instruction in certain grades (see below). Districts that open by March 31 would receive the full grant. Districts that reopened after March 31 would receive 1% less money per day. Districts have to reopen by April 15 to be eligible for a partial grant. L.A. County and County Health have determined that it is safe to reopen campuses in a hybrid model.
- Hi-Lights of the District proposal are below. Keep in mind this is a proposal that BTA would counter if we move ahead with a reopening plan. This is a new hybrid proposal and is not the hybrid plan created last summer.
- A survey will be coming to members on March 9 to help guide BTA in a counter proposal regarding reopening.

Proposal Hi-Lights:

- The District proposed a hybrid model effective March 31, 2021 for TK – 5, 8th grade, 12th grade, SEED, Monterey High School, Community Day School, FACTS, and Special Education.
- If conditions continue to improve, additional grade levels and the Burbank Adult School may reopen at a later date. Members would be given a week's notice before any new grade level re-opens.
- This model assumes L.A. County will enter the Red Tier soon (which would actually allow TK to 12 to return according to state guidelines).
- The District proposed a schedule that maintained distance learning in the morning (the instructional minutes vary) to minimize disruption to teacher and student schedules with live instruction in the afternoon for students who choose to return to campus. TK – 2 would be an exception to this because the schedule would include some live instruction in the morning and therefore reduce instructional minutes in the morning for DL. Schedules for specialty programs like SEED and FACTS would be worked out by the respective sites.
- Fridays would continue to be an all-asynchronous day for students with teacher office hours.
- March 29 and March 30 would have no live virtual instruction provided by teachers to allow teachers to set up classrooms and prep for students to return to campus. Part of the two days would be to train staff on Covid related procedures.
- BTA discussed questions and concerns about the potential schedule and safety procedures at the table.
- BTA leadership will be discussing the hybrid model at the next Executive Board meeting (March 16)

Next Negotiations: Thursday, March 18th