



Burbank Teachers Association
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The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Brenda Kosbab (BHS), Adam Hochberg (JBHS), Heidi Lavitt (Stevenson), Rachel Zonshine (Edison) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), John Paramo (Asst. Sup. Ed. Services), and Alyssa Low (Director Fiscal Services)

1. Norms

BTA and the District agreed to norms for conducting bargaining meetings.

2. Budget

Alyssa Low presented the BUSD budget and projections through 2024.

3. MOUs

Recruitment of Teachers

- BTA and the District agreed to crediting 15 years of experience in a charter or private school regardless of their credential status. This will help to recruit teachers.

Class Coverage by TOSAs and Curriculum Specialists

- Following Executive Board approval on 11/3: The rate for compensation will be \$46.60 per hour. (279.60 for a full day and 139.80 for half day)

Recruitment and Retention of Nurses

- Following Executive Board approval on 11/3: Fully licensed nurses will receive credit for all years of prior experience working with children in schools, hospitals, clinics, or private practice.
- At the completion of the 2021-22 school year, nurses will receive a one-time \$10,000 retention bonus.

4. BTA and the District are working on a COVID 19 leave for employees who test positive for COVID through the end of January.

5. Articles to Open: Executive Board will determine the two articles BTA can open for our next negotiations after discussing the bargaining survey.

6. Hot Topics

- **LCAP meeting:** BTA and the District agreed to four dates to meet for LCAP funding decisions.
- **Process for High School schedules:** discussed the timeline and procedure for changes to high school schedules for next year.
- **ILA Electives:** discussed compliance with state law and distance learning students taking elective courses by zoom in high school. Students can choose to return to in person instruction making it difficult to provide electives through ILA that will allow them to receive credit. Schools can't deny students the right to take elective courses.
- Set dates for future negotiations

Next Negotiations Meeting: 11/19/21