



**Burbank Teachers Association**  
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[www.burbankteachers.org](http://www.burbankteachers.org)



**NEWS FROM THE TABLE**  
**November 19, 2021**  
**Session 2**  
**District Board Room**

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 Debbie Kukta (Assistant Superintendent of Administrative Services)

**BTA Proposals**

1. Article 7: Wages

- BTA proposed a 5% increase on the salary schedule.
- The district will counter in January after the 1<sup>st</sup> interim financial reports and the Governor releases his January budget proposal. We expect the state budget situation to improve, and the district can give us a more realistic counter proposal based on the potentially improved budget news.

2. Article 8: Benefits

- BTA proposed a floating cap of 1% on insurance premiums.
- This means that every year the district will increase by 1% the amount it pays for monthly insurance rates.

3. Side Letter:

- BTA proposed procedures for members to suggest and vote on schedule changes that would alter the Collective Bargaining Agreement.
- The District and BTA are still working on language, but have tentatively agreed to the following:
  - 66% of total BTA membership at a site voting yes to agree to changes
  - Meetings about the proposal to be completed by the end of February
  - Voting to take place by April 1

4. COVID Vaccine Leave MOU:

- BTA and the District agreed to 5 days of leave if a member tests positive for Covid retroactive to October 1<sup>st</sup>. (Employees were covered up to September 30<sup>th</sup> through legislation). Positive tests or cases of Covid do not need to be contracted at school for the leave to apply to members.

5. Side Letter: President's Release

- BTA and the District agreed to updates to the side letter for the BTA president's schedule and release time. The updates clarify ambiguous language about the term of the Side Letter and the president's rights to conduct BTA business.

### **BTA will open:**

- Article 11: Class Size
- Article 31: This article will be repurposed for Special Education language

### **Hot Topics**

#### 1. Burbank High School PA System and Remind App

- The PA system should be fixed as of Nov. 18<sup>th</sup>.
- John Paramo will speak to BHS administrators about using the Remind App for emergencies only, not for class coverage.

#### 2. COVID shut down procedures

- The district will provide the standard classroom shutdown procedures when COVID cases occur.
- The district will give the information to principals and BTA will let members know the procedures. The district will put the information on the district website under FAQs.

#### 3. Staff identification on campus

- The district will remind staff to wear their IDs on campus. Teachers and staff can get new IDs from Human Resources.
- BTA brought this up as a safety issue, especially with people on campus wearing masks making it difficult to identify who is on campus.

#### 4. Printing of the 2019 – 2022 Contract

- The district will meet with BTA in December to finalize the checking of language before it goes to the printer.

#### 5. High School schedules are being discussed, but should not be voted on until procedures are in place.

**Next Negotiations: December 10<sup>th</sup>**