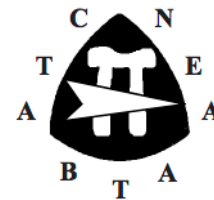




**Burbank Teachers Association**  
3021 W. Burbank Boulevard, Burbank, CA 91505  
(818) 846-1304  
www.burbankteachers.org



**NEWS FROM THE TABLE**

**January 21, 2022**

**Session 4**

**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), Jennifer Meglemre (Principal Huerta), Laura Flosi (Principal Edison)

**The District agreed to major improvements to BTA members' wages, benefits, and working conditions.**

Agreement has not been reached, though, and now BTA members must decide how to prioritize our proposals before the BTA negotiating team returns to the table.

- **The District agreed to BTA's proposed 5% ongoing salary schedule increase.**
- BTA proposed a **1% annual health and welfare benefits premium cap increase**. The District counter-proposed to increase the health and welfare benefits premium cap by 1% per year for the next four years. BTA has not agreed to the District counterproposal yet. More information on this proposal is detailed below.
- **The District agreed to add a Special Education Article to the contract** and agreed to some of the BTA negotiations team's SPED proposals, but rejected most of the proposals that would cost a significant amount of money. The BTA SPED Article proposal would cost the District at least \$2.1 million per year, which is equivalent to a 3% salary schedule increase for all bargaining unit members. The BTA SPED team will review the District's proposal in order to make recommendations for a counterproposal.
- BTA leadership has pushed for the restoration of **elementary PE and 4<sup>th</sup> and 5<sup>th</sup> grade planning time**. The District has not agreed to restore the eliminated positions. Restoration would cost approximately \$500,000 per year, which is equivalent to a 0.7% salary schedule increase for all bargaining unit members.

Health and Welfare Benefits Cap Explained

The District currently pays up to \$12,000 per year for employee health and welfare benefits. Depending on plan selection, some plan participants have \$0 deducted from their paycheck because the cost of their plans is under the cap. Some are subjected to a payroll deduction in order to cover the difference between the District's contribution and the monthly premium cost of their plans. By adding a 1% annual cap increase, those members will experience a lower payroll deduction. The District's annual contribution will increase as follows:

January 1, 2022: \$12,120  
January 1, 2023: \$12,241  
January 1, 2024: \$12,362  
January 1, 2025: \$12,485

## **MOU: Covid Leave**

- The district agreed to extend the five-day Covid leave if a member tests positive until the end of the school year.

## **MOU: Site Schedule Changes**

- The district countered with a change from January to February for schedule change waivers to be submitted and that the final vote be 66% of those who voted rather than 66% of all members to make the change proposed in the waiver.
- BTA will counter this proposal.

## **Hot Topics**

1. John Paramo will inform principals to address the following issues in faculty meetings:

- Covid shutdown directives from LA County and the state.
- Communication with parents about expectations for students to complete work during absences and the district policy for making up work from excused absences.
- Information about the district plan with custodians for cleaning sites and classrooms.

2. Open House will be canceled this year. Spring Conferences for elementary will be virtual.

3. Covid testing will begin once the tests arrive. Staff will sign out the home testing kits from their sites. Staff will be expected to test by noon on Sunday and post the results to the district. Details to follow when the tests arrive.

4. Middle School Professional Development minimum day in February.

- The February minimum day is meant to be for the three middle schools to meet by department. To organize this, the sites will be meeting with department chairs to decide an agenda for each department and which site will host the meeting. The meetings will be virtual.

5. Class size for science

- Secondary science classes should be limited to 32 students due to labs. Some sites are exceeding 32 students making it unsafe or difficult to conduct labs.
- John Paramo will discuss the situation with sites to explore solutions and they will look at the master schedule for next year to try to limit lab classes to 32 students.

6. Seniority List

- BTA will receive a copy of the seniority list this month.

7. 4<sup>th</sup> and 5<sup>th</sup> grade PE

- Efforts to restore 4<sup>th</sup> and 5<sup>th</sup> grade PE were discussed. The district and BTA will form a group to go over options with a committee of 4<sup>th</sup> and 5<sup>th</sup> grade teachers.

8. BTA and the district discussed restoring the side letter to allow members to donate sick days to other members if they face medical issues requiring an extensive absence. This is separate from the Catastrophic Leave bank.

9. ID badges

- BTA and the district agree that staff should be wearing ID badges on campus for safety reasons. This is especially important now with high staff turnover, new subs and site personnel, masks obscuring faces, and security threats. Site ID badges are acceptable. Members can wear the ID given with staff photos. Members can also get a replacement badge at the district office.