



**Burbank Teachers Association**  
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**NEWS FROM THE TABLE**  
**February 25, 2022**  
**Session 5**  
**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), Debbie Kukta (Assistant Superintendent of Administrative Services), Jennifer Meglemre (Principal Huerta), Laura Flosi (Principal Edison)

**Tentative Agreements**

1. Article 7 Wages
  - 5% raise on the salary schedule retroactive to July 1, 2021
  - 5% raise is also added to stipends and hourly rates
2. Article 8 Benefits
  - 1% increase on the health insurance cap, retroactive to January 1, 2022, and each of the next two years.
3. Side Letter for Donation of Sick Days
  - Renewed the side letter to allow members to donate sick days to other members in the event of a catastrophic illness to a member or a family member.
  - Members can donate up to two days. Members receiving donated sick days are limited to a donation total of 10 days.
  - Members would have to apply to receive donated sick days.

**Articles and MOUs**

1. Article 31: Special Education
  - BTA's counterproposal included
  - Doubling the Sped stipend (in exhibits) and/or other ways of compensating SPED teachers for extra time spent managing their caseloads
  - Limiting class size for SDC
  - Creating planning time for Sped teachers
  - Limiting caseloads for certain groups for SLPs
  - Limiting after school IEPs to two a week. More would require compensation
2. MOU Schedule Changes
  - BTA and the District discussed that the vote for schedule changes be 66% of the membership at a site and to add language that stated a waiver must not include more than one change to the schedule if changes are fundamentally different. Multiple changes would be voted on separately.

- Other issues discussed include allowing by mutual agreement between BTA and the District that minor schedule changes are exempt from the MOU and to include extensions of the timeline for this year.

### Discussion of 4<sup>th</sup> and 5<sup>th</sup> grade PE

1. BTA and the District discussed ideas to help restore planning time and PE to 4<sup>th</sup> and 5<sup>th</sup> grades.
2. A committee of 4<sup>th</sup> and 5<sup>th</sup> grade teachers will go over ideas with the District in March.
3. Some ideas to be discussed include:
  - Bell schedule changes and school wide early release time to create blocks of planning time.
  - Two teachers teaming up with the help of assistants to conduct PE with two classes allowing one teacher to have a block of planning time.
  - The District is looking at the cost of using hourly RTI credentialed teachers to conduct PE to create blocks of planning time.

### Hot Topics

1. Discussed the purpose of the BHS TOSA position of an administration intern
  - Temporary position until the Burbank High AP is back
2. BTA asked if the District will continue to postpone Professional Development
  - PDs are postponed through February
  - BTA advocated to cancel PD for the whole year (apart from Facing History which is already paid for)
3. BTA asked about default schedules for the high schools.
  - The high school schedules would simply shift the current schedules 30 minutes and default to 8:30 to 3:30 unless other changes are agreed upon via the Schedule Change MOU.
4. Covid Testing update
  - Testing is not mandatory, but strongly encouraged each week.
  - The District is discussing testing of students and staff before a return from Spring Break. Most likely testing will not be mandatory after spring break, but strongly encouraged.
  - Students will be given rapid tests the week before Spring Break and testing clinics will be available.
5. Vaccines
  - The District will wait for the state to mandate vaccines for students.
  - The District will not deny students leaving LAUSD to come to Burbank if they go through with a vaccine mandate prior to the state imposing one. Parents would still have to work or live in Burbank to attend Burbank schools.
6. High School grading periods
  - Middle School will continue to have 10-, 15-, and 20-week report cards.
  - High School continues to discuss grading periods.