



Burbank Teachers Association
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NEWS FROM THE TABLE
November 18, 2022
Session 3
District Board Room

The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Brenda Kosbab (BHS), Adam Hochberg (JBHS), Rachel Zonshine (Edison) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), John Paramo (Asst. Sup. Ed. Services), Laura Flosi (Principal Edison), Matt Chambers (JBHS principal)

BTA Proposed

Article 11: Class Size

Elementary TK – 3 classroom ratio will remain the current contract language of 24:1 (Ed code).

Elementary grades 4 to 5 classroom ratio remains at 30:5 to 1. An individual teacher's classes over 32 students would be eligible for a prorated annual stipend of \$1,000.00 per student over the cap.

Middle and High School classroom ratio will remain at 30:5 to 1. An individual teacher's classes over 34 students would be eligible for a prorated semester stipend of \$100.00 per student over the cap per period.

An individual middle and high school physical education classes would be no more than 50 students. Individual teacher's classes over 50 students would be eligible for a stipend of \$100.00 per student over the cap.

ELD classes would be defined as Self-Contained ELA, Designated ELD, or any self-contained academic class (social science, math, and science) with exclusively ELD levels 1 – 4 students. Normal practice at the middle and high schools would provide ELD class sizes of approximately 20 students per class with an aide.

Tentative Agreements

Article 13: Leaves

13.3: Member to Member Sick Leave Donation Side Letter has been added to Article 13.

This is different from the catastrophic leave language. This allows members to donate one to two sick days to individual certificated employees. Employees are Eligible for up to 10 donated sick days in accordance with the catastrophic sick leave language. (Unit member or unit member immediate family member suffered a severe incapacitating illness or injury). This would allow unit members to add up to 10 full sick days prior to having to use half days (Article 13.1.15.d(1)) in the event of catastrophic illness or injury.

MOU: Class Coverage by TOSAs

The MOU will be permanent for class coverage by TOSAs at the following rates:

½ day rate: 3 hours of compensation at the class coverage rate.

Full day rate: 6 hours of compensation at the class coverage rate.

The District Countered BTA's November 4th proposed MOU for Nurses (rating in and retention bonus)

The district proposed that the retention bonus would be added to the nurses' salary schedule effective July 1, 2023 instead of given as a separate annual stipend. Nurses would be on a new, separate salary schedule.

Hot Topics

1. The district will try to find an EL aide substitute for Luther.
2. The district must clarify the three early release days for second semester for the high schools. The days will be used for Open House and the two planning days allocated in contract language.
3. John Paramo will discuss the responsibilities and pay with APIs and teachers who teach after school credit recovery APEX classes.
4. The math TOSA is in lieu of a previous TOSA position.
5. The district is creating high school schedules in accordance with state required instructional minutes instead of contractual minutes to accommodate early release days for next year.
6. The calendar for next year will most likely be the same as this year.

Next Negotiations: December 16th