

**SIDE LETTERS
OF
AGREEMENT**

Side Letter of Agreement

Between

The Burbank Unified School District and

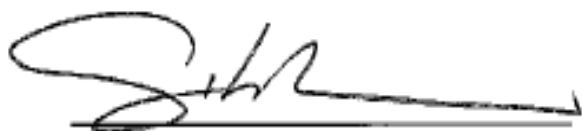
Burbank Teachers' Association

April 21, 2023

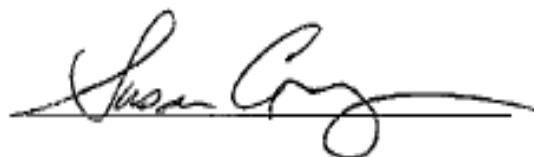
During the 2023-24 school year, Burbank Unified School District shall contract with a third-party firm to conduct an actuarial analysis to consider a Supplemental Early Retirement Program. Upon the completion of the analysis, administration shall review the findings with the Burbank Teachers Association and Classified School Employees Association.

If the analysis proves a net financial savings to the District in the two subsequent fiscal years, Burbank Unified School District shall offer such incentive program by June 30, 2024.

For the District:



For the Association:



4/28/23

BURBANK TEACHERS ASSOCIATION
AND
BURBANK UNIFIED SCHOOL DISTRICT

Side Letter of Agreement

BTA President Release Time

The Burbank Teachers Association President Nicole Drabecki shall teach periods 1, 2, and 3 and have a preparation period during period 4. She shall be released during periods 5 and 6 to attend to BTA business and issues and will attend all required staff meetings and attend to professional duties as they arise when they are not in conflict with meetings with the District or with matters related to BTA. During the two release periods, the President shall not engage in political activities prohibited by law or prohibited by Article 33 of the certificated Collective Bargaining Agreement.

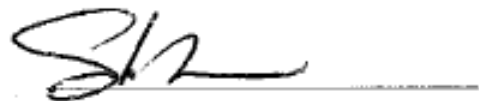
In addition, the BTA president shall be available at District request during one of the periods, to assist in teacher recruitment activities and LCAP planning and related activities and other activities of mutual interest and benefit.

One period shall be reimbursed to the District at 20% of Step 10 Column 3 or the actual cost of the replacement for the one period, whichever is lower. The District will continue to pay 100% of medical benefits.

This agreement is for the remainder of the BTA President's term. Upon election of a new BTA President, both sides agree to meet and decide on a new agreement on release time which does not necessarily agree to two periods of release time.

FOR THE ASSOCIATION:

FOR THE DISTRICT:



Date: 5/24/23

Date: 5/24/23

Side Letter of Agreement

Between

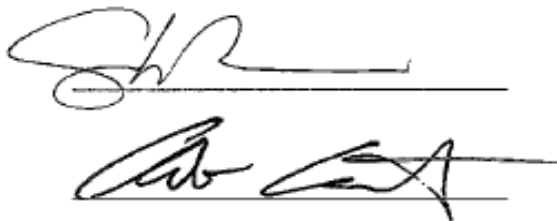
The Burbank Unified School District and
Burbank Teachers' Association

May 11, 2023

For purposes of resolving 2022-23 negotiations pertaining to Article 7 and 8, the parties, as memorialized in this Side Letter of Agreement, agree to the following contingency language:

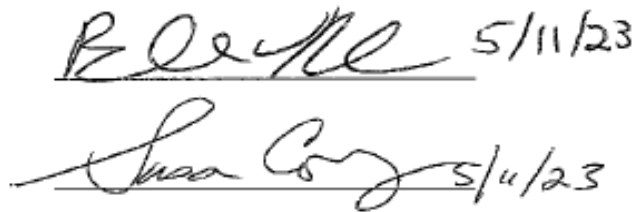
1. If in the Governor's May Budget Proposal Revision, the Governor reinstates the full initial Music, Arts and Instructional Materials Discretionary Block Grant allocation (\$8,836,085 for BUSD), members of BTA shall automatically receive an additional one percent (1%) one-time, off-schedule bonus, retroactive to July 1, 2022. In order for this provision to be triggered, the Governor's May Revision must maintain at least the same amount of on-going funding to Burbank Unified in the 2023-24 fiscal year.
2. The retroactive salary increase will not be paid until the 2023-2024 fiscal year. If in the 2022-23 BUSD unaudited actuals, the unrestricted ending fund balance closes at \$25,000,000 or more, members of BTA shall automatically receive an additional one percent (1%) one-time, off-schedule bonus, retroactive to July 1, 2022.
3. If as part of the 2023-24 state budget, LCFF revenues for BUSD increase by at least \$13,700,000 over total 2022-23 LCFF Revenues, BTA shall receive an additional 1% on the salary schedule effective July 1, 2023. If LCFF revenues for BUSD increase by \$15,400,000 over 2022-23 revenue, BTA shall receive a total of an additional 2% on schedule. Should part (3) take affect it shall negate (1) and (2) above. If part (3) does not take affect either (1) and/or (2) above may take affect if the triggers in (1) and/or (2) are met.
4. The provisions of this Side Letter shall not be modified and/or changed unless both parties mutually agree.
5. This Side Letter contains the sole and entire agreement and understanding of the parties with respect to the entire subject matter hereof, and any and all prior discussions, negotiations, commitments and understandings related hereto are hereby merged herein. No other agreements not specifically referred to herein, oral or otherwise, shall be deemed to exist or bind any of the parties hereto.
6. This Side Letter shall not be a precedent setting and shall not form any basis for a past practice.

For the District:



Two handwritten signatures for the District, one above the other, each followed by a horizontal line.

For the Association:



Two handwritten signatures for the Association, one above the other, each followed by a horizontal line and a date. The top signature is dated 5/11/23 and the bottom signature is dated 5/11/23.

Monterey Bell Schedule

Monday, Wednesday - Friday			
Per. 1	8:30	9:17	(47)
Per. 2	9:20	10:07	(47)
Nutrition	10:07	10:17	(10)
Per. 3	10:20	11:07	(47)
Per. 4	11:10	12:10	(60)
Lunch	12:10	12:50	(40)
Per. 5	12:53	1:40	(47)
Per. 6	1:43	2:30	(47)
Intervention	2:33	3:03	(30)
PD	3:03	3:30	(27)

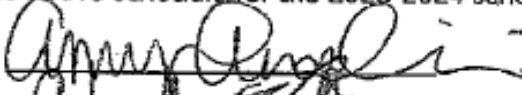
Tuesday			
Per. 1	8:30	9:17	(47)
Per. 2	9:20	10:07	(47)
Nutrition	10:07	10:17	(10)
Per. 3	10:20	11:07	(47)
Per. 4	11:10	11:57	(47)
Lunch	11:57	12:37	(40)
Per. 5	12:40	1:27	(47)
Per. 6	1:30	2:17	(47)
Staff Meeting	2:30	3:30	(60)

325 instructional minutes

282 instructional minutes

We, the undersigned, agree to the above schedule for the 2023-2024 school year.

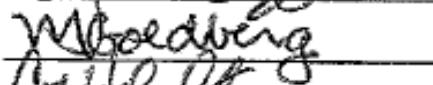
Amy Angelini



Jaannette Elliott



Michelle Goldberg



Carol Holubek



Lisa Jo Lamere



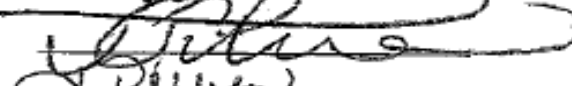
Brian Loyd



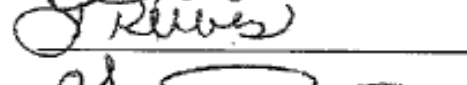
Michelle Otis



Tanase Petrenco




Jamie Reeves



Gabrielle Sharaga



 5/24/23

 5/24/23

 5/24/23