



February, 2019

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Inside this Issue:

- **President's Message**
Page 1 & 3
- **UniServ Director's Message**
Page 2
- **News From the Table**
Page 4
- **Tax Information**
Page 5
- **Site Reps**
Page 6
- **Grants/Scholarships**
Page 9
- **State Council**
Page 10 & 11
- **Dates to Remember**
Page 11
- **Why I am a School Nurse...**
Page 12

President's Message by Diana Abasta

Proposed District Cuts Need Creative Solutions

We are facing some challenging times and because Measure QS narrowly failed to pass by the required two-thirds (62% yes), there is no steady stream of local revenue currently available. The \$9 million we hoped to get would have been ongoing money. There was not only the promise of a 3% raise but there would have been money to sustain the programs that we have and perhaps even add. Now the District is asserting that cuts to the tune of over \$3 million must be made to next year's budget.

At the Townhall on January 24, 2019, the Board of Education encouraged the audience to come to the microphone and speak, which was a good thing, but speakers did not challenge the BOE to address or explore alternative solutions. As stewards of the District's budget, I challenge the Board of Education to create solutions that fulfill the will of Burbank voters to prevent budget cuts. The Board encouraged all audience members to contribute to the Burbank Education Foundation's fundraising campaign. We support this campaign, because it is a good start, however it cannot be expected to solve the district's structural deficit.

Although we understand that each site is impacted by cuts in different ways, we must also understand that the District may face difficult choices that will have disparate impacts. As a union, though, we must advocate for the greater good. This requires us to use our influence and power in number to get the BOE to look for ways to get through this time without cuts until we see what comes in the State budget's May Revision. The Negotiations team has come up with suggestions on where they could find money in the budget. Of course, none of them are perfect and involve some risk, but anytime the District has gone the way of cuts, it has resulted in reduction of educational services which are very difficult to restore. When we say "Quality Schools begin with Quality Educators," we mean that the district must prioritize the interests of teachers, counselors, speech and language pathologists, and nurses. Consequently, there needs to be a line item in the budget with a salary increase or at least a percent of COLA attached.

Continued on Page 3

**Quality
Schools
Start with
Quality
Educators**
#WeAreBTA

**EVERY CHILD
DESERVES
QUALITY
PUBLIC
EDUCATION
REGARDLESS
OF ZIP CODE.**

#WeAreCTA

UniServ Director's Message by Nate Banditelli

How Can BTA Negotiate a Raise While the District Proposes Budget Cuts?

BUSD educators should have more resources so that they can make sure that students have the best possible education. Resources include fair compensation and appropriate staffing. By now, though, you have probably heard about the cuts that BUSD is proposing. So how can BTA ask for a raise when the District is proposing cuts?

When the BTA Negotiations Team went to the table and ultimately agreed to a 2% salary schedule increase for 2017/2018, our initial proposal was an increase of over 8%. We knew that the District could not afford such an increase, but we needed to make a statement about the value of BUSD's educators. We ultimately settled for an amount that we knew that the District could afford, and were committed to fighting for future increases. BTA was optimistic about the passage of Measure QS, but understood that future negotiations would be more difficult if it failed.

Measure QS failed, and now without negotiating with BTA, the District has a right to make certain changes without negotiating with BTA, such as cutting programs and cutting staff. While we prepare for cuts, we have some hope that the District's budget will improve enough to avoid them because

- **It's reasonable to believe that the Governor's May Revise could contain more increases for TK-12 education because of California's budget surplus.**
- **The Schools and Communities First Initiative is likely to appear on the November, 2020 ballot, which will raise billions more for education by making sure that commercial real estate pays its fair share in property taxes across California.**
- **Measure QS will probably return to the ballot in November, 2020, and the campaign to pass the measure will be stronger.**

While we can't guarantee that any of the above will alleviate the District's budget problems, we can reasonably propose a modest salary schedule increase by taking the following steps:

- **The cost of health benefits is a major issue and every employee in the district feels the cost of an increase. The District should agree to form a joint health benefits committee with BTA and the other bargaining units. Most districts have such a committee. A Health Benefits Committee would make sure that employees are educated about their benefits and make sure that the District is spending benefits dollars wisely. BUSD may**



be paying a higher cost for benefits than we should be, but we do not know because the District has not explored alternatives or worked collaboratively with bargaining units to find ways that may deliver the same benefits at a lower cost in years.

- **Spend down the OPEB account. Most districts do not have any funds set aside for future retiree health benefits payments. In the 2017/2018 negotiations, BTA pushed for the District to spend the account down to \$0 and the District agreed to language that would cut the OPEB account in half, spending it down to \$3.5 million. The District should spend this account down to \$0.**
- **Spend down the Reserve to 3%. The District is legally required to hold 3% of its expenditures in a reserve for economic uncertainties, but the Board of Education prefers to hold 6% in reserve. Why should students be deprived of programs and staff when even \$1 is left in an "unassigned/unappropriated" account?**
- **The District has budgeted for a STRS contribution that Governor Newsom has proposed to reduce by 1.2% below the projected cost for 2019/2020. The District should use that money in 2018/2019.**

If we stand together and work to help the BUSD Board of Education and the members of our community to understand that "Quality Schools Start with Quality Educators", we can reach the best possible settlement under the current budget conditions. Make sure to attend 10-minute meetings, read BTA communications, talk to your colleagues about negotiations, and participate in BTA activities and actions when called upon.

President’s article continued:

Recently, waves of protest have crested across our country and state. Oakland just voted 95% to strike. This frustration stems from union members being at capacity. We are tired of doing more for less! There is value in our unity; case in point, look at UTLA’s win.

In Burbank we have seen progress and hope, but we still have proposed budget cuts, large class sizes in different grade levels, and outdated materials in some of our content areas. We see educators working around the clock to make a difference in the lives of their students. We need to continue to stand up to lawmakers to ask for better pay and school funding. We’re raising our voices together for our students, for our schools, and for ourselves as educators.

That’s why we’re wearing Red for Ed on February 15. We need to stand together. We will be asking for pictures to be taken to blast on social media. Again, look at what it gained our sister union.

In unity,

Diana



DID YOU KNOW?

1 out of **5**

educators must take another job to make ends meet.

71%

of people think teachers are not paid enough.

16%

less funding goes to districts with the highest poverty.

Together We Are:



Fighting for Our Students

Budget cuts and underfunding have made it harder for educators to prepare their students. Our students deserve better, and so do we. That’s why we push public officials to make funding decisions that better account for school needs.

Upholding Our Value

Students benefit from educators who know them by name, know their community and have a say in the policies that govern their schools. We must ensure that talented educators can afford to stay in the profession they love.

Advocating for Change

CTA and NEA and BTA gives educators a voice to advocate for the better pay, benefits and working conditions that are still ignored. We deserve, and have earned, pay and benefits that match our expertise, education and professional experience. Let’s stand strong together in unity!



News from The Table

January 16, 2019

Session #3

BTA Office



The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Les Cohen (JBHS), Brenda Kosbab (BHS), Heidi Lavitt (Stevenson), and Laura Mixon (McKinley) met with the BUSD team, comprised of Sarah Niemann (Human Resources Director),

John Paramo (Director of Secondary Ed.), Laura Flosi (Edison), and April Evans-Weaver (Jordan).

Hot Topics

- BTA asked for clarification of elementary bell schedules as some members report discrepancies from site to site
 - Sarah Nieman will research and get back to BTA
 - BTA will go back to members who raised issue for additional information.
- BTA asked about STRS Contribution Refund
 - For bargaining unit members who work in excess of one year's service credit, your excess contributions will be reflected on your February paycheck.
- BTA again brought up allowing second through fifth grade teachers to leave their students with credentialed music teachers so they could have 30 minutes of planning time once a week.
 - The District confirmed that music teachers are responsible for implementing a music curriculum. However, they may be able to teach or practice a song for a school concert or program if it is a part of their curriculum standards.
 - District will look into the possibility of music teachers doing their grading, thus allowing classroom teachers to leave the class for prep time.

- BTA asked about the necessity of 4 report cards per semester at the secondary level.
 - Again, discussed establishing a report card committee made up of multiple stake holders (credentialed, classified, administrative employees) to study current system and determine how to make it more efficient.
- BTA brought up classroom coverage during strike at LAUSD. District has advised administrators to be fair and equitable in covering classes and to be fair and equitable in asking teachers to cover classes. Sites should not rely on the same teachers to provide coverage. This has not been an issue yet.

Budget Update

- There was no detailed budget update. David Jaynes was at the School Services workshop on the Governor's budget, which was scheduled at the same time as negotiations.
- District provided the Governor's Budget Summary for 2019-2020
- BTA is trying to form a joint health benefits committee with the district to explore ways to maintain our benefits and contain costs/lower costs.

Open Articles

- Wages and Health and Welfare are open every year.
- Article 9
 - BTA presented language on additional planning time for teachers on early release days for secondary teachers

Next Negotiations Meeting: Feb. 15



Dr. Martin Luther King Jr. Day Breakfast by Diana Abasta



On Sunday, January 21, 2019 I attended the Burbank Human Relations Council Dr. Martin Luther King Jr. breakfast celebration with former BTA retirees Michael and Carolyn English. The event took place at the VFW hall in Burbank. The delicious breakfast was served by Burbank High's amazing Key Club. Mayor Emily Gabel-Luddy and Assembly member Laura Friedman gave inspirational opening welcomes and at the top of every hour, various BUSD students presented MLK tributes. It was wonderful to see our community come together and give tribute to a great man. The BHRC looks forward to a "Year of Building Togetherhood." If you would like to pick up a free Togetherhood themed Yard Sign: **Choose Love. Be Kind.; Hate Has No Home Here**, you can stop by the GeoGallery at 1545 Victory Blvd. (located between Alameda Ave & Riverside Dr) weekdays between 9:00 am - 5:30 pm or you can contact the BTA office at 818 846-1304 for a sign.

TAX INFORMATION: UNION DUES PAID 2018

You can look on your December check stub as it gives CTA YTD paid (includes all union dues).
Majority of BTA members are Category 1. 2018 dues paid = \$ 1,049.00

Your check stub CTA YTD was calculated based on the table below:

(excludes any additional optional donations)

2017-2018

2018-2019

NEA/CTA/ BTA Category	Category Descriptions based on percentage of teaching	Total dues paid Jan - Jun (6 mos)	Total dues paid Sept - Dec (4 mos)	TOTAL DUES 2018
1	For those faculty whose teaching assignment is <u>more than 60%</u> of a normal assignment, except for faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salaries are less than the minimum teacher salary for the district in which they are employed.	623.16	425.84	1049.00
2A	For those faculty whose teaching assignment is <u>greater than 1/3 but not more than 50%</u> of a normal assignment.	324.48	221.52	546.00
2B	For those faculty whose teaching assignment is <u>greater than 50% but not more than 60%</u> of a normal assignment. or For those faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salary in the district in which they are employed is less than the minimum salary paid regular teachers in such district.	374.28	255.32	629.60
3A	For those faculty or substitutes whose teaching assignment is <u>25% or less</u> than a normal assignment, including faculty on unpaid leave.	175.32	119.48	294.80
3B	For those faculty whose teaching assignment is <u>greater than 25% but not more than 1/3</u> of a normal assignment.	200.04	136.28	336.32
4	For those adult education and community college employees employed only on a part-time / hourly basis.	116.16	78.68	194.84



Relay For Life Event

May 18, 2019

Sign up to join BTA's team or make a donation. Our goal is to raise \$4000.

- Go to: **www.relayforlife.org**
- In the middle of the page go to:
Search - Click on Team
- Type: **Burbank Teachers Association**
- Select **Burbank Teachers Association**
- You can either chose to Join Our Team,
Donate or Dedicate a Luminaria



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Website

www.burbankteachers.org

#WeAreBTA

FREQUENTLY REQUESTED PHONE NUMBERS

BTA Office

Alice Holmes, Office Manager
818 846-1304

Questions Regarding Your Health Insurance?

Blue Shield - 1-800 334-5847

Kaiser - 1-800 464-4000

Blue Cross - 1-877 737-7776

Prescriptions - 1-877 542-0284

Mental Health

(Employee Assistance Plan- Cigna)
1-800 866-6534

State Teachers Retirement System (STRS)

1-800 228-5453

The Standard (Income Protection)

1-800 522-0406

California Casualty Auto and Home Insurance

1-866 680-5142

CTA/NEA Retired

650 552-5355

CTA Member Benefits

(Insurance, Financial, Discounts, Travel)

650 552-5200

CTAMemberBenefits.org

NEA Member Benefits

1-800 637-4636

neamb.com/learnmore

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BTA Policy On Anonymous Letters

BTA would like to emphasize
that we do not encourage or
condone anonymous letters
written for any purpose. The
only appropriate use of
anonymous communication
would be to report fraud or
malfeasance on the BUSD
Fraud Hotline.

2018-2019 BTA Site Representatives

ADULT SCHOOL — Julie Grair, Fred Rivas

BRET HARTE ELEM.— Dahlia Dobbertin, Allison Shaw

BURBANK H.S. — Bob Shaw, Gina DiFrancesco,
Natalie Setaghatian, Caroline Sasorski, Laura Messian

BURROUGHS H.S. — Robyn Russon, David Hedin-Abreu,
Jeil Salem, Rex Bullington, Les Cohn, Alexis Weiner

COMMUNITY DAY— Trevor Rapp

DISNEY ELEM. — Bridget Highfill, Sonia Angulo

EDISON ELEM. — David Engel, Sandy Solis

EMERSON ELEM. — Samantha Robman, Margarita Tubbs

HORACE MANN CHILDCARE — Cathi Zsupnik

INDEPENDENT LEARNING ACADEMY — Heather Good

JEFFERSON ELEM. — Kris Uribe, Anna Basinski,
Chris Copeland

JORDAN M.S. — Lori Pacino, Dana Ragle, Amy Fuhr

LUTHER M.S. — Lisa Raluy, Nick Lundy, Lucas Gattuso

McKINLEY ELEM. — Dug Gutierrez, Amanda Denney

MILLER ELEM. — Brian Collins

MONTEREY H.S. — Tanase Petrenco

MUIR M.S. — Corey Howard, Brad Frank, Kathy Gallego,
Mark Norberg

PROVIDENCIA ELEM. — Kate Bailey, Lola Stewart

ROOSEVELT ELEM. — Rhonda Wright

SPED - Janice Gresham

STEVENSON ELEM. — Heidi Lavitt, Jasson Przebieda

TOSA — Eric Carter

WASHINGTON ELEM. — Chandra Collins, Dorothy Hernandez

2018-2019 BTA Board of Directors

PRESIDENT: Diana Abasta - BHS

VICE PRESIDENT: Vacant

SECRETARY: Dahlia Dobbertin - Bret Harte

TREASURER: Jerry Mullady - JBHS

HIGH SCHOOL DIRECTORS:

David Knatcal - JBHS

Tony Franco - BHS

MIDDLE SCHOOL DIRECTOR: Jessica Wertlieb - Muir MS

ELEMENTARY DIRECTORS:

Samantha Robman - Emerson

Theresa Landin White - Washington

AT-LARGE DIRECTOR: Michelle Dixon - JBHS

STATE COUNCIL REPRESENTATIVES:

Alexis Weiner - JBHS

STATE COUNCIL ALTERNATE:

Bridget Highfill - Disney

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BURBANK
TOWN CENTER

BurbankTownCenter.com | iheartburbank.com

MADE FOR YOU

CTA Institute for Teaching

The CTA Institute for Teaching mission is to enhance, support, and sustain high quality teaching and high quality public schools for all California students. Through mobilizing teachers, special programs, research, conferences, networking, and community-based coalitions, the CTA Institute for Teaching seeks to advance public education and promote the common good of our students and communities.



Resources and Fun for Your Classroom

It's grant application time at CTA's Institute for Teaching (IFT). *All CTA members* are eligible to apply for an Educator grant (up to \$5,000) or an Impact grant (up to \$20,000) for the 2019-2020 school year.

The application deadline is March 31st.

Learn more and apply on CTA's IFT website: teacherdrivenchange.org.

2019: A Good Year to Focus on Your Financial Wellness



Interested in some advice on financial wellness? The CTA Financial Wellness Center can be found at www.CTAinvest.org. We spotlight key financial topics so you can get the most out of your money and achieve your financial goals. You'll find helpful videos, calculators, resources, tools, and information about the CTA 403 (b) Retirement Savings Plan.

BTA SCHOLARSHIPS

Are you working on getting your clear credential? Are you pursuing an advanced degree in your teaching area? Then we have a great deal for you!

Applications for BTA Member Scholarships are now being accepted. Four (4) scholarships for \$500 each will be awarded to members who are continuing their educational pursuits in their credential area to clear their credential, or who are pursuing an advanced degree or credential in their area of education and are continuing in BUSD in 2019/2020. This would not apply for any type of Administrative credential.

If you are interested in applying for one of the four scholarships go to www.burbankteachers.org for an application.

CTA/NEA Retired Lifetime Membership Offer

Save money by enrolling in a lifetime CTA/NEA membership for a one-time payment of \$450 by check or credit card. Regular dues paid annually are currently \$70.

You can lock in this rate now even if you are not retiring anytime soon!

One-time payment rates will increase to \$550 in July 2019.

- **Be Protected** - Keep abreast of federal legislation affecting retirement benefits
- **Enjoy Benefits** - Life Ins., Discounts, Credit Union Services, Liability Ins., Disaster Relief, Group Legal Services
- **Have Fun** - Travel Tips, Travel Ins, Senior Discounts
- **Select Officers and Board** - Stay Involved To Make A Difference
- **Receive Monthly CTA Retire newsletter** - All The Latest News and Happenings
- **Stay Connected** - Participate In Local Chapter Activities

For more information contact: Bonnie Shatun bshatun@aol.com

Applications are also available at the BTA office 818-846-1304

January State Council Report ~ January 25-27, 2019

By Alexis Weiner & Bridget Highfill

State Council of the California Teachers Association converged on the Bonaventure Hotel in downtown Los Angeles for its quarterly meeting from January 25-27, 2019. BTA's representatives are Alexis Weiner (JBHS) and Bridget Highfill (Disney ES), who always sit with BTA past president and former CTA board member Bonnie Shatun (CTA-Retired; Bret Harte).

There were a number of speeches addressing Council: newly elected California Superintendent of Instruction **Tony Thurmond** came in to thank the educators of California for being key to his very close victory in November and for inspiring him to run for the office in the first place. He assured CTA that he will always be available and willing to listen to the expertise of those who work directly with California's students. Thurmond praised the work of California educators, saying, "People value educators, and people listen to you."

Solidarity!

Since the last State Council in October 2018, much has happened.

Obviously, the biggest story of the weekend was the successful conclusion of **UTLA's six-day strike** that concluded earlier in the week. UTLA president Alex Caputo-Pearl addressed Council on Saturday, backed by the entire negotiating team, about the process of organizing and conducting a strike of such magnitude. It was a four-year process, working from the ground up (sites up to leadership). Bargaining became inextricably tied to social justice concerns for educators, students, parents, and communities. Members reached out to and made strong connections with the communities around each school. Interestingly, members never once worked to the contract; they felt that doing so would be harmful to the very relationships they were striving to create. In the end, those relationships made the difference; for six days, fifty to sixty thousand people showed up for actions around Los Angeles (at schools, in Grand Park, at LAUSD headquarters) in torrential rain and cold. There have been numerous think pieces about the UTLA strike, with some notable ones about organizing from *The Nation* and a retelling of how it finally settled from the *Los Angeles Times*. Both articles, along with a video of Caputo-Pearl's speech to Council, are posted on the BTA official Facebook page. THANK YOU to all BTA members that wore red and posted photos, walked picket lines at local schools, and otherwise supported UTLA in their effort. The donations of water, the BTA support signs, and the notes of encouragement were all noticed and appreciated. You can read the final tentative agreement on the BTA website.

Caputo-Pearl also introduced teachers from **Alliance Public Schools**, a small charter school system in Los Angeles that has been struggling for a contract with basics like due process rights or binding arbitration. You can see video of their testimonials on the BTA official Facebook page, as well. Teachers from Alliance went out on strike at the same time as UTLA, but since there was no contract, could not stop when UTLA and LAUSD settled. State Council members who would still be meeting after the weekend offered to walk the picket line at Alliance schools Monday morning. Their contract was settled that night.

As more evidence of the power of CTA and unions, delegates also heard from workers from **UNITE HERE Local 11**, the workers at the Bonaventure Hotel, where CTA has held its Los Angeles meetings for years. The Local 11 co-president, Kurt Petersen, knew that CTA would stand with the hotel workers and would not use the hotel if there was a labor dispute. UNITE HERE used this solidarity as leverage for a contract that gives them base pay of \$25 an hour, affordable health care, increased pensions, and stronger protection for immigrants.

The next struggle is in Oakland. By an overwhelming majority (95%), **Oakland Education Association** voted to strike, for many of the same reasons as UTLA. A date has not yet been set, but the OEA members have given the authority to call a strike if necessary. OEA has been working without a contract since July 2017, and rampant charter growth has caused community schools and students to suffer. Read all about it and find out how you can help at <https://californiaeducator.org/redforedoakland/>.

There will be another statewide **#RedForEd** day on **February 15**, so get out those red outfits again. Details, social media shareables, and ideas are at the link above. KQED (a Bay Area public radio station) also provides a clear overview of the issues; the article is up on the BTA Facebook page.



If you wish to help educators that were impacted by the **fires** around California in November, you can find a reliable source for donations at www.cta.org/en/Member-Services/Member-Benefits/California-Wildfires-2018.aspx. This also includes resources for applying for help, if you know someone who was impacted. BTA members donated gift cards for CTA to distribute to members affected by the Paradise and Malibu fires.

Coming Up

State Council will next meet March 29-31, 2019, at the Bonaventure Hotel in downtown Los Angeles. Any CTA member who is interested in seeing the process and visiting as a guest is welcome; if you decide to visit, let one of us know!

The next council will be exciting--it is the election of the next CTA officers: president, vice-president, and secretary-treasurer. Speeches will be on Saturday, and candidate information will be available in the next *California Educator* magazine (or on the website).

Other items of interest:

A Quick Look: State Council was able to take a sneak peak at the state adopted science programs. Among these materials was STEMscopes. However, seventeen different publishers have accepted programs for science curriculum in California. The full list of publishers can be seen in the BTA office.

Dual Immersion: CTA has published *CA Proposition 58 Non-English Languages Allowed in Public Education: Guidelines from CTA for Implementing Prop. 58*. A copy can be seen at the BTA office if you have questions regarding the intent of the law or best practices for programs.

CTA News/Publications: Are you receiving the CTA Insider email, a digest of pertinent and critical CTA news? If not, sign up to receive it at <https://www.cta.org/About-CTA/Forms/Insider-Enewsletter-form.aspx>. Also, while you get hard copies of the CTA *California Educator* magazine, stay up-to-date with the online version, which posts information in between issues and is easy to share through email and social media: <https://californiaeducator.org>.

School Dashboard: The California School Dashboard (which has replaced API and takes into account a wider picture of school performance than just test scores) has been updated to include factors like attendance. See what the Dashboard is all about at <http://cde.ca.gov/ta/ac/cm>.

California Reads: In time for Read Across America on March 1, the California Reads Committee puts together a quarterly list of teacher-recommended books for grade levels pre-K through 12. BTA has purchased copies of recommended books to bring to sites, and the full book list is available at www.cta.org/Parents-and-Community/California-Reads.aspx. Also on this page is a downloadable flyer of "6 Keys to Help a Child Become a Good Reader", translated in eight languages and ready for printing.



DATES TO REMEMBER

- Feb 13 - Rep Council 3:30 **MUIR**
- Feb 15 - Negotiations 9-3 BUSD
- Feb 15 - RA Delegate Declaration form due
- Feb 18 - No School
- Feb 21 - BOE Meeting City Hall 7:00 p.m.
- Feb 27 - Organizing 3:30 BTA office
- Mar 04-06 RA elections at sites
- Mar 06 - EBoard Meeting 3:30 BTA office
- Mar 07 - BOE Meeting City Hall 7:00 p.m.
- Mar 12 - Open House (Elementary)
- Mar 13 - Open House (H.S.)
- Mar 14 - Open House (Middle)
- Mar 18 - 22 Spring Break
- Mar 27 - Rep Council 3:30 **MUIR**
- Mar 27 - LCAP Meeting 6:30
- Mar 28 - Safety Meeting JBHS 3:30
- Mar 29 - Negotiations 9-3 BTA
- Apr 04 - BOE Meeting City Hall 7:00 p.m.
- Apr 10 - EBoard Meeting 3:30 BTA office



Every child
deserves quality
public education,
regardless of
their ZIP code.

#RedForEd

CTA

Why I am a School Nurse...

I knew I wanted to become a nurse when I was in high school and my mother told me I would become one (LOL). I attended college immediately after high school and became a registered nurse at age 21. While finishing my bachelor's degree in nursing, I began working on a medical surgical unit. I got little sleep but I had a tremendous amount of determination and enthusiasm. As an acute care nurse I gained a lot of experience in a variety of clinical settings. During my years of hospital practice I was blessed to watch life come into the world and be at the bedside of patients as they took their final breaths. Nursing is a profound profession.

Following my hospital career I worked in private practice for a surgeon. During that time, I further developed my nursing skills and my love of patient education. After taking time off to have two children, I returned to work as a substitute school teacher for BUSD which I greatly enjoyed. It was then that I was introduced to school nursing. I thought it would be a wonderful combination of applying my nursing background in an educational environment. I contacted the head school nurse, Sjaan Buck, and learned that there were no school nurse positions available. I asked Sjaan for an opportunity to meet with her and she graciously granted me that opportunity. As fate would have it, I was offered a position as a substitute school nurse within two weeks, and for this I will always be grateful to Sjaan.

Needing to meet the advanced educational requirements to become a credentialed School Nurse, I was launched back into school, and cleared my credential in four years. Over the past 19 years with BUSD I have been able to apply my acute care experience and my experience as a charge nurse and case manager to my career as a school nurse. Without a doubt, of all the areas of nursing practice, this has been the most challenging, demanding, gratifying, and profound.

Learning to function as a school nurse in an educational environment has definitely provided me with unique opportunities. In the hospital setting there is tremendous support and understanding of the role of a nurse. In the educational setting, it is quite different, but I am thankful to all those who support the multifaceted role of a school nurse.

I am part of a unique team of women who are compassionate and dedicated to caring for the needs of students and families. Together we build relationships with students which often continue beyond high school graduation. Every day offers new learning and teaching opportunities and each and every day I do my best to make a positive difference to those I serve.

Lenora Aguilera, RN, BSN, PHN
Lead School Nurse



FRIDAY, FEBRUARY 15th
WEAR RED IN SUPPORT
OF PUBLIC EDUCATION

#RedForEd



We wear red in
solidarity with
educators fighting
for public education!

#RedForEd

CTA



WE WALK IN
FOR
STUDENTS
AND
PUBLIC
SCHOOLS

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