

April, 2019

Volume 32, Number 8

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President's Message by Diana Abasta

Preparing for May, the End of Another School Year

April can sometimes feel like the tipping point and add to a heightened emotional state of exhaustion and stress. No doubt state testing and Open House for our elementary colleagues and the last STULL visit can contribute to stress levels. New teachers sometimes develop anxiety as they await news of further employment. On some level, we all can relate. It is during this time that we need to remind ourselves that it is our colleagues, our members, who can help us navigate the waters to ensure we are not allowing ourselves to drown in our duties and responsibilities.

Talking to a fellow colleague who needs help takes time and coaching. I recently came across a blog on the art of coaching teachers and it made me think of ways our members can work with each other to help each other minimize the impact of feeling overwhelmed.



How to Coach the Overwhelmed Teacher

By **Elena Aguilar** on February 14, 2019, www.edweek.org

Often when I ask educators how they're feeling, the most common phrases I hear are, "I'm overwhelmed" and "I'm so stressed." I'm pretty certain you've experienced these, too, and so let's learn a little about what it means to be overwhelmed before we consider how to coach overwhelm.

What Is "Overwhelm"?

Tired, overwhelmed, and stressed aren't specific emotions like the kind you'll find in **this resource**. Rather, they cross emotion families. They signify an *emotional state* but not necessarily an emotion. Likewise, "tired," "stressed," "fine," and "OK" also reflect emotional states—they aren't emotions themselves. These words could indicate a positive emotion or could mask distress. Overwhelm most usually crosses unpleasant emotional families so a first step in coaching someone who is overwhelmed is to help them identify which emotions are a part of their overwhelm. Let's explore the strategies to coach someone who tells you they're overwhelmed.

Five Tips for Coaching Overwhelm

Describe it: The first step toward responding to overwhelm—or any intense emotional experience—is to describe and name it. Ask your coachee to circle words on **the Core Emotions resource** that are a part of their overwhelm. This will help you gain insight into the emotion families that are a part of their experience. You can also ask your coachee, "If your overwhelm was a color, what would it be? What shades? What textures?"

Recall previous experiences: Asking someone to rate the intensity of an emotion—on a scale of 1-10—is also helpful. You can follow this question with one asking them to remember another time when their overwhelm was equally as intense, and then asking them to remember anything that helped to reduce the overwhelm. When you ask this, it's a way of actively engaging them to do something about the way they feel—and it can be empowering. In addition, you're helping them remember that intense feelings don't stay forever—that overwhelm comes and goes.

Overwhelm can feel like paralysis—there's just so much to do! Where to start? How to manage all the pressure and demands? Asking someone to connect to their internal resources and how they managed overwhelm in the past can help them jump-start their actions. This also allows you to be a facilitator of growth and not the director of it—your client has the resources and answers to solve their problems, and you just help them remember that.

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

#RedForEd

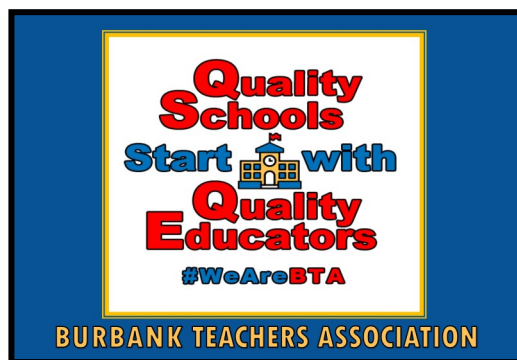
UniServ Director's Message by Nate Banditelli

BTA and our "Business Buddies" are Teaming Up to Support Educators

You may remember hearing or reading about the BTA Business Buddy campaign. BTA leaders asked for your help in identifying local businesses that appreciate public education and the important role that educators play in our community. Members have begun to reach out to these businesses and asked them to show their support by displaying a "Quality Schools Start with Quality Educators" sign in their business. When you're shopping locally, make sure to patronize these businesses when you need a product or service that they sell. Even if you don't need their service, though, stop in and thank them for supporting BTA educators.

Keep sending us businesses, too, so that our campaign will grow. Contact a BTA leader with the name and contact information for the business and they'll reach out. If you would like to approach a business, we can give you a sign and a basic script to follow when you ask them to display our sign. So far, the following businesses have agreed to participate in the campaign:

ARA Copy Plus Printing, Inc.
Barry Burnett Realty
Beau Stocking, O.D.
Burbank Antiques
Crowning Glory Hair Studio
De Vaze Flower Shop
Fitness Is Art Fitness Studio
Frenchy's Beauty Parlor
Glenoaks Cleaners & Laundry
Hair Town
Jon's Window and Awning



Junk for Joy
Luxmary Handbags
Mindfulnest
MK Beauty Salon
Oasis Nail Spa
Pizza Man
Spectra Cine
The Ugly Mug
US Hair Cutters & Beauty Supply
Z Bookkeeping
ZGS Law LLP

Our **Business Buddy of the Month** is The Ugly Mug, (see page 12) located across the street from the BTA office at 3112 W. Burbank Blvd. When you go to The Ugly Mug and show your BUSD ID card, you'll receive a 25% discount. Make sure to visit The Ugly Mug on May 2nd after school and enjoy a caffeine boost with BTA President Diana Abasta.

As we build our directory, you'll learn what businesses support educators by visiting the BTA website, through social media, future issues of *The Benchmark*, and you'll receive an e-mail with an updated list of businesses before the end of the school year.

STATE COUNCIL ELECTS NEW CTA OFFICERS

LOS ANGELES –Toby Boyd, a member of the 24-leader CTA Board of Directors, was elected to a two-year term as president of the 325,000-member California Teachers Association during the quarterly meeting of the State Council of Education in Los Angeles. CTA Secretary-Treasurer David Goldberg was elected Vice President. Leslie Littman, also a member of the CTA Board of Directors, was elected Secretary-Treasurer. Their terms begin at the end of June.

The State Council of Education is comprised of 800 democratically-elected educators from across the state and is the union's top governing body.

DATES TO REMEMBER

Apr 17 - Rep Council 3:30 **LUTHER**
Apr 18 - BOE Meeting City Hall 7:00 p.m.
Apr 20 - Ed Walk 9:00am Chandler Path
Apr 22-24 BTA Board of Directors election
Apr 25 - CalSTRS Workshop 4:00 Glendale
Apr 25 - Safety Meeting JBHS 3:30
Apr 26 - Negotiations 9-3 BUSD
Apr 26 - TGIF Bowl 3:30-5:30 Pickwick
Apr 29 - WHO Awards
Apr 30 - Debt Forgiveness BTA office 3:45
May 1 - Open House (Elementary)
May 2 - Stop by the Ugly Mug Coffee
May 2 - BOE Meeting City Hall 7:00 p.m.
May 4 - CareWalk 8:00am Johnny Carson Park
May 8 - Eboard meeting BTA office 3:30
May 15 - Retiree Event 3:30 Pickwick Gardens
May 16 - BOE Meeting City Hall 7:00 p.m.
May 18-19 Relay for Life Robert Gross Park
9:00am - 9:00am

President's article continued:

Identify one tiny next step: Once they've reflected on previous experiences with overwhelm, you can help them identify one tiny next step that might relieve the overwhelm. Sometimes your coachee will be able to come up with this step by themselves, and sometimes you may need to offer some suggestions. What's really important is that the next step is small, manageable, and do-able. Your overwhelmed client may feel disempowered, and so that first next step needs to be one that helps the client reconnect with their own agency. Small bites, small steps.

Listen: Don't rush too fast to action steps, however. Make sure that as you help your coachee identify the soup of feelings that is their overwhelm, you validate whatever they're feeling. **Hold space for them to talk** through whatever is going on, **listen really well**, don't rush to trying to solve their problems, and **communicate empathy**. Often when we can just talk through whatever is going on and purge all of our fears, disappointments, and frustrations from our system, the overwhelm starts to dissipate.

Plan for Action: End the session with at least one next step. This could be any of the following:

- Get a good night's sleep
- Grade three of the 30 essays within the next two days
- Ask for a parent volunteer to help clean up the classroom
- Make a comprehensive to-do list

The key is to identify the first next step that might lead to reducing the actual tasks that need to get done. While overwhelm is an emotional state that often includes many feelings, it usually includes a sense of having too much to do—having more to do than the client feels he or she is capable of doing. That can bring up feelings of sadness, fear, frustration, and shame, and so while you can hold space for an expression of those emotions, you also need to help the client address the underlying immediate challenge—which is the amount they need to do. Sometimes it's appropriate for you to be directive, especially if you know your client well and know that they trust you, and you can see some clear next steps that could be helpful. For example, you might say something like, "I think you'd feel a bit better if you could tell your principal that you're really behind on finishing your unit plans and you're going to need an extra couple of days." Or, "I want to encourage you to reach out and ask your grade-level colleagues for help with this. Do you think you could write them an email today and ask for this help?" Sometimes it can help to even nudge them, right then and there, to take that first next step.

Always Remember ...

When coaching someone experiencing strong emotions, it's important to know the signs and indicators of depression and anxiety disorders. Emotions can turn into moods, and if moods hang around long enough, they may become depression or an anxiety disorder. People who feel overwhelmed a great deal may be experiencing depression, whereas those who are "stressed" a lot may be experiencing anxiety. When coaching any strong emotion, it's useful to remember that emotions can be guides to self-understanding. They are a normal part of being a human being, and strong emotions show up to get us to pay attention to what's going on. We can welcome strong emotions—in ourselves and in our coachees—and explore them to gain insight into ourselves and humans and educators.

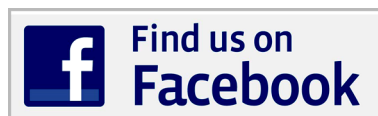
In summary, when we can reach out to a colleague to offer caring and supportive help during an emotional crisis we are acting in the true spirit of professionalism and unionism. Teaching is a collaborative profession and the more we can help each other the stronger our profession becomes. I hope you will find the above article helpful.

In unity,
Diana

VOTE FOR
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BTA EXECUTIVE
BOARD MEMBERS
APRIL 22 -24
Information at your site



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www.burbankteachers.org



The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Heidi Lavitt (Stevenson), and Laura Mixon (McKinley) met with the BUSD team, comprised of Sarah Niemann (Human Resources Director), David Jaynes (Asst. Supt. Business Services), John Paramo (Director of Secondary Ed.), April Evans (Assistant Principal Jordan), Laura Flossi (Principal Edison)

Hot Topics

- Care Centers
 - Concerns about the cost and effectiveness of the Care Centers at the high schools were discussed.
 - John Paramo and Tom Kissinger are meeting with the JBHS counselors to go over the program.
 - BTA requested information on the cost of the program and the role of Family Services.
 - The District has several contracts with Family Services for the Care Centers. One has been canceled for a modest savings to the District.
- Music Teachers
 - BTA requested an update on the status of the music program at the elementary schools.
 - Two of the three music teachers are being funded through grants. The District is continuing to raise money and will be presenting information to the Board of Education about the possibility of funding the third position.

Budget

- David Jaynes presented information on the Second Interim Budget Report.
 - The District incorporated reductions to the budget to maintain fiscal stability and will meet the required 3% reserve.
 - As a result, the District's budget has received a positive certification through 2020 – 2021.

Article 35: Term of Agreement

- BTA presented language to update procedures for bargaining timelines.
 - Both the District and BTA would like to revise language to allow for negotiations for the year to end before presenting initial proposals for the following year.

Article 9: Hours

- The District countered language regarding the length and time of meetings and required class coverage.
- 9.3.3.1 – 9.3.4.1
 - BTA countered the District's proposal for additional independent planning days per semester on early release days at the secondary level.

Article 8: Wages

- The District did not counter BTA's proposal for a 3% increase on the salary schedules.
- The District anticipates offering a counter wage proposal pending the governor's revised budget in May.

MOUs

- Early Release Schedule for John Burroughs High School
 - BTA and the District are updating the dates for the early release days at JBHS for 2019 - 2020.
- Voluntary Middle School Zero Period
 - BTA and the District are discussing the extension of the voluntary zero period for the Spanish elective at the Middle Schools.

Report Card Committee

- BTA and the District agreed to form the committee by the first bargaining session in the fall to examine secondary report cards.
 - The committee will look at revised eligibility rules for CIF and effective communication about grades with parents early in the semester.
 - The committee will discuss the necessity of 4 report cards per semester at the secondary level.

Health Benefits Committee

- BTA and the District continue to discuss the roles and responsibilities of a Health Benefits Committee.

Next bargaining session is April 26 at the District.

Armenian National Committee of America/Western Region

On March 23, 2019, BTA President Diana Abasta, HS Director Tony Franco, Kristine Franco, a counselor at San Marino, and Dawn Snowden a social studies teacher at JBHS attended this amazing awards luncheon as guests of Taline Arsenian, the Glendale Teachers Association President. The ANCA honored educators in public schools who have gone above and beyond the call of duty to teach about the Armenian Genocide. The event was held at the De Luxe Banquet Hall in Burbank and a delicious lunch was served.

The highlight was the keynote speaker Mandy Manning, the 2018 Teacher of the Year. She has been teaching for nineteen years as an English educator for refugee and immigrant students at Joel E. Ferris High School in Spokane, Washington. She began her career as an educator in the Peace Corps in Armenia. Her speech was inspirational. She has an unwavering commitment to her students and creates connections, a safe, and welcoming environment, and inspires all educators and students to see potential in every voice. She is a National Board-Certified Teacher and is seen by her peers as a mentor and enthusiastic collaborator who is deeply involved in her local and state union. She truly is a humble and inspirational educator and leader. You can hear her story on TED talks. We are very proud to have Mandy as a fellow educator and union sister.



Diana Abasta; Keynote Speaker, Mandy Manning; Tony Franco and Dawn Snowden



Board of Education EdWalk

Under clear blue skies and on an active Chandler bike and walk path, BTA members met with BOE President Roberta Reynolds and BOE Vice President Armond Aghakhanian. These Walks for Ed. are a good way for BTA members to get to know our BOE members and vice versa. When we, as members, share our story, it becomes easier for the BOE to see us beyond the role of employee-employer. It also gives us a chance to voice our concerns and to give suggestions outside of the public forum of a BOE meeting. We encourage you to join in on these walks. The walks are usually on a Saturday from 9:00 to 9:45 and we meet on the corner of Mariposa and Chandler. We hope to see more of you there. Bring your kids, bring your dog, or both and get in some steps!

NEXT EDWALK APRIL 20th

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 Dobbartin, 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 Dobbartin - Bret Harte

TREASURER: Jerry Mullady - JBHS

HIGH SCHOOL DIRECTORS:

Tony Franco - BHS

Vacant - JBHS

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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MADE FOR YOU



Urge CA Legislators to Fix Broken Laws that Govern Charter Schools

Join students, parents, and educators and urge your California Assemblymember and Senator to support **#KidsNotProfits** and vote YES on a package of bills that would fix the broken laws governing charter schools in California.

Why these bills matter to every Californian: corporate charter schools sacrifice quality for profits and divert money from public schools, harming countless students along the way. Venture capitalists and hedge fund managers invest their time and money into corporate charter schools to pad their own pockets. This group of billionaires, *who have no experience in our classrooms*, want to use their wealth to push their education agenda on the rest of us. Their agenda is simple:

1. Divert money out of California's neighborhood public schools to fund privately-managed charter schools, without accountability or transparency to parents and taxpayers.
2. Cherry-pick the students who get to attend these charter schools – weeding out and turning down students with special needs.
3. Spend millions trying to influence your local legislative and school board elections across California.

Proposed legislation will fix the flawed laws that allow corporate charters to put profits before kids at the expense of taxpayers in California. The package of bills includes:

- AB 1505 by Assemblymembers O'Donnell and Bonta ensures local communities control the authorization and renewal of charter schools and also repeals provisions allowing the State Board of Education to approve, renew or hear appeals of charter school petitions. It also allows local school boards to consider the economic, facilities and academic impacts of a charter school applicant on students in neighborhood public schools.
- AB 1506 by Assemblymember McCarty establishes a cap on the growth of charter schools. The current, unchecked and unregulated growth has led to destabilizing school districts and the proliferation of privately-managed charters.
- AB 1507 by Assemblymember Smith closes a loophole in current law which allows a charter school to operate outside of its authorizing district.

Send a letter today to urge your legislators to support students and vote YES on these vital bills. Educators, students, parents, and allies all came together to urge our legislature to pass the critical SB 126 for Charter Transparency and Accountability - and we WON for our kids! Onward to fixing the broken system governing charter schools...it's for kids, not profits!



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. Application must be received at the BTA office by Tuesday May 7th.

Relay For Life Event

May 18-19, 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

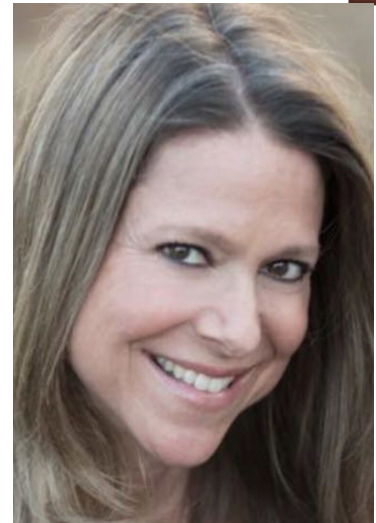
WHY I Teach.... Elayne Howitt

I have been a special education teacher for 26 years. I started my career working as a camp counselor with special needs kids and knew that was my calling. I found it to be so rewarding and wanted to make a difference. After college, I worked at the HELP Group for five and a half years where my focus was community-based instruction for 15-18-year old's. In that time, we created a lunch program and student store which is still successful today.

After obtaining my credential and master's degree, I went to work for Burbank Unified and am presently finishing my 21st year. The FACTS Program focuses on 18-22-year-old adults who don't obtain high school diplomas. We teach them life and job skills in the classroom and in the community. Our goal is to get them paid and unpaid job experience, so that they can get the skills necessary to obtain gainful employment upon leaving FACTS. We also focus on independent living, transportation, budgeting, and independent living. When I started at FACTS 21 years ago, we were one classroom. Now we've grown to 3!! In the world we live in today, it's so important that young adults with special needs get the same opportunities as their non-disabled peers.

I speak frequently at events about our program to network with other teachers and talk about transition and how important it is to get our students out in the community and working.

I'm incredibly grateful to have a career that I'm so passionate about and look forward to another 21 years!



Hey you volunteering, outdoorsy types! Have you heard about Dig Days?

DIG Burbank is a volunteer program that invites community members to help keep our parks beautiful through litter clean-up, weeding, and planting.

Each Saturday (except holidays and the 5th Saturday of the month) volunteers are invited to DIG at one of our Burbank parks from 8-10a.m. DIG Days are on a drop-in basis and do not require previous registration or experience. Workers are asked to bring their own supplies, including work attire, gloves, weeding tools, and knee pads. Don't forget your water and sunscreen!



1st Saturday of the Month:
Johnny Carson Park (Meet at the playground)

2nd Saturday of the Month:
McCambridge Park (Meet at the gazebo)

3rd Saturday of the Month:
George Izay Park
(Meet in front of Olive Recreation Center)

4th Saturday of the Month:
Verdugo Park (Meet at the playground)

For more information, go to <https://www.burbankca.gov/departments/parks-and-recreation/community/dig-burbank>

*If you are under 18, you must fill out a Burbank Volunteer form available online. Service hours are available. Faculty sponsors- additional work hours can be arranged for a group of students to obtain service hours. Contact Beth 818-238-5300.



28th Latina History Day

By Diana Abasta

On March 8, 2019, I had the honor of attending my third annual Latina History Day at the Millennium Biltmore as a representative for CTA. The theme of this event had to do with bold innovators which all the speakers including the co-hosts Ana Guerrero, Mayor Eric Garcetti's chief of staff, and Anabel Munoz, Reporter for ABC7 Eyewitness News, were highlighted as exemplars. To start the breakfast program LA County Assembly member Luz Rivas told of her exceptional journey. She was born in Los Angeles to an immigrant family and grew up in the Northeast San Fernando Valley. She attended LA Unified schools before earning a bachelor's degree in electrical engineering from MIT and a Master's of Education from Harvard. She currently serves the Northeast San Fernando Valley.

Other keynote speakers were Monica Ramirez, a long time advocate and organizer and attorney who fights to eliminate gender based violence and to secure gender equity. Marly Rivera, is a bilingual writer and reporter for ESPN and ESPN Deportes, providing in-depth coverage of all major sports in New York. Desi Perkins, is one of the most influential beauty content creators in the digital space with millions of highly engaged loyal followers. The last speaker, Nely Galan, was the keynote lunch speaker. She was dynamic and spoke of her self made media mogul status. She was the first Latina president of Entertainment for a US television network Telemundo. She is the author of the NY Times best selling book *Self Made*. We were all given a copy of her book after hearing her inspirational story to success. We were also treated to some fabulous workshops that focused on different interest areas. Finally we were encouraged to visit the booths of the various entrepreneurs who were selling unique one of a kind products. All in all it was a good day. For the future I would urge the organizers to include prominent Latina educators as part of this success story.

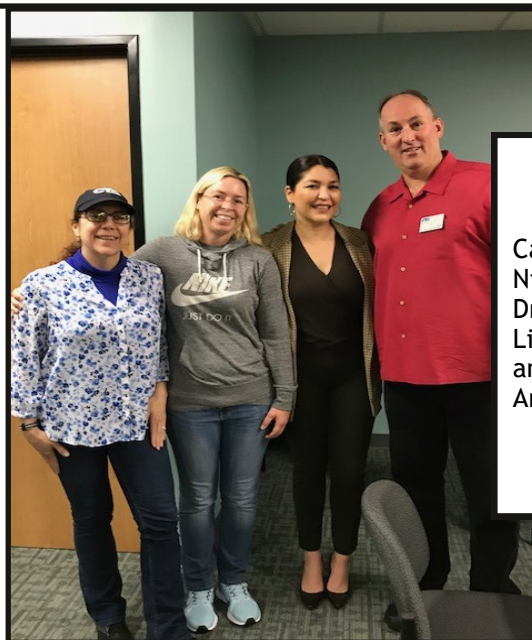
CTA Membership Engagement Training

By Nicole Drabecki

On Saturday March 9th, I attended a Membership Engagement Training located at the CTA office in Monrovia. One of the first topics of discussion was on what motivates people to belong to the union. People look for relationships with colleagues and want to have a feeling of belonging. As a union member, when you take the time to reach out and be supportive, people feel connected to the union.

Before asking new educators to belong, we need to understand them. The strongest driver of professional satisfaction is feeling supported. It is important that we reach out to all new members and make connections with them throughout the school year. Once a new teacher completes their first year we need to keep supporting them. There are clear opportunities for CTA and BTA to become essential to new teachers' professional lives. Formal support drops dramatically after year one, which contributes to professional dissatisfaction. This is why it so important and we support new teachers throughout their first five years of teaching.

Many new teachers report that the first month of work is stressful, lonely, and exhausting. One way to offer support is to have site reps sit down with new members to go over evaluation procedures. Let new members know it is safe to ask you questions. Check in often to see how new teachers are doing and if they need help. You can also share Professional Development opportunities within BTA/CTA and NEA. When site reps and veteran teachers take new teachers under their wing it helps them get through their first year, and when we help new members feel comfortable in their work environment and provide ongoing support, they remember who helped them.



Carolyn Govea,
Nicole
Drabecki,
Liz Pinkava
and
Arleigh Kidd

"I AM BTA"



Luther teachers gathered on April 4th at Guisado's on San Fernando before Thursday's Board of Education meeting to enjoy tacos and conversation. It was a much needed treat after a long few weeks, (we recently endured a four hour lockdown). Thank you BTA for the opportunity for us to bond as colleagues and educators!

Lisa Raluy



Kahuna Tiki was a fun relaxing and way to connect and share ideas and thoughts about what goes on in our teacher lives. From every one of us at Monterey we say thank you BTA for this opportunity.

Tanase Petrenco



SAVE THE DATE

MAY 15, 2019

PICKWICK GARDENS

PLEASE LOOK FOR RSVP SIGN UP SHEET
AT YOUR SCHOOL SITE.

ALL BTA MEMBERS WELCOME TO ATTEND.



Whether for a drink to go before or a relaxing moment after school, please stop by our featured Business Buddy *The Ugly Mug Coffee House* on **Thursday May 2nd** to show appreciation for their support of quality educators in Burbank.

Great coffee, tea and pastries!



3112 W. Burbank Blvd, Burbank Ca

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Hours:

Mon-Fri 7am -6pm

Sat-Sun 7am - 5pm

www.theuglymugcoffeehouseburbank.com

OUR STORY

The Ugly Mug Coffee House is a family own business. We are proud to say that our families have resided in our city of Burbank since the early 1950's. We strongly believe in our city's culture, traditions and family friendly environment.

Our journey started when we were 19 years old, we met while working at a Film Production Company on Burbank Blvd. We would talk about opening the perfect coffee house over a cup of coffee every day after work. Over the past 20 years, we enjoyed getting involved with our community and getting closer to our neighbors and businesses around us.

We are excited to share our love and passion of coffee with our community. We want our customers to not only enjoy our delicious quality coffee, loose teas, and pastries but to mainly enjoy our friendly cozy environment with the feel of the old days at home.

We can't wait for you to visit us and meet The Ugly Mug Family!

Steve and Emily