October Optimism

Time goes by quickly and here we are now in October. BTA members have been hard at work since August 5th. In that time, 19 Back-to-Schools took place and over 8000 progress reports were generated for the middle schools and high schools. Elementary teachers have assessed their students and held family-night activities at their sites. Our school nurses have done health checks, counselors have met with hundreds of their counselees, and speech and language pathologists have provided hours of speech therapy for their students. I could go on, but I know you get the picture. Our members work hard to provide a quality education for our students.

For a minute, it felt like autumn and with that a sense of hope and optimism in spite of all that is going on in the country. Negotiations start October 25th from 9:00 to 3:00 at the BTA office. The entire contract is open. Salary and Health and Welfare Benefits are always automatic reopeners. Members were asked to take a negotiations survey in August and the results of the survey are posted on pages 10 & 11. Our Negotiations Team is strong under the guidance of Nate Banditelli, BTA/GTA UniServ Executive Director, and Sue Conway, Negotiations’ Chair and Luther MS teacher. We welcome returning members Brenda Kosbab from BHS, Heidi Lavitt from Stevenson, Laura Mixon from McKinley, and welcome new member Adam Hochberg from JBHS to the team. The team along with the BTA Executive Board worked on all 35 articles during the summer. Looking at language is important because this ensures we have fairness and equity in our workplace.

On a local level BTA has been working hard on the passing of the Parcel Tax Measure that will be on the March 2020 ballot. We are a part of a steering committee that meets regularly at the BTA office. There are BOE members, who are of course community members, parents from PTA, District employees, and other community organizations on the steering committee which is then divided into three subgroups: organizing, fundraising, and communications. BTA is on the organizing committee. So far, our members along with PTA, District employees, and community members have mobilized and have donated their time by handing out informational parcel tax flyers at various events. We will be sending out more information of future events which will include fundraising activities. In the meantime, I would suggest you read the informational flyer and be aware of the ramifications if this should not pass. This is a call to arms. We need all members to help in whatever way possible so that we keep our quality educators and programs in our quality schools.
Support the Schools and Communities First Act

In November 2020, California’s voters will have another opportunity to cast a vote in support of public education by passing the California Schools and Local Communities Funding Act, known as the Schools and Communities First Act.

What is the Schools and Communities First Act?
The Act (SCF, for short) closes a loophole in Prop 13 that has allowed corporations to avoid paying their fair share in property taxes. It will protect homeowners, residential property owners, farms, and small businesses. Large corporate property owners are currently not paying their fair share in property taxes. SCF will require them to pay taxes on the market value of their property rather than on the value of the property when it was purchased. In many cases, that means that they have been receiving a tax break for decades. The playing field will be lowered so that small businesses and startups will not be forced to compete with larger, established corporations that are paying lower property taxes in the same communities.

In Los Angeles County, 57% of all commercial/industrial properties have not been reassessed for nearly 20 years or more, while 18% still have assessments based on property values dating back to 1975-1979. A significant share (24%) of properties are assessed at values that are 20 to 30 years out of date (between 1990 to 1999) and a similar share (24%) are assessed at values from 10 to 20 years earlier (between 2000-2009). Google’s Venice headquarters, located in the heart of “Silicon Beach” on the west side of Los Angeles, is assessed on land value at a rate of only $6 to $11 per square foot, compared to other parcels within the same few blocks that are assessed at $300 to $400 per square foot, and nearby commercial property recently purchased is assessed at $950. If passed, California will tax large corporate properties in the same way that most other states tax them, while our residential, farm and small business property taxes will remain among the lowest in the United States. We need to know that the funding is being spent on our schools and communities; therefore, this measure ensures transparency and accountability for all revenue restored to California’s schools and local communities.

Why Do We Need Additional School Funding?
This initiative will provide an additional $11 billion per year to California’s public services, including $4.5 billion for K-12 and community college education. Locally, that means more resources for students and fair compensation for educators. While SCF will not entirely fix the problem, it will be a step in the right direction.

Prior to passage of Prop. 13, California’s schools were among the best in the country. For example, there were plenty of resources and supplies for all students. Teachers didn’t have to buy their own supplies. Imagine walking into a room full of supplies to choose from and not having to take from your own personal funds to make your class inviting and ready for your students.

Over the past 40 years, disinvestment in public education has caused California to fall from one of the top states in per-pupil spending to one that ranks near the bottom. Despite being the 5th largest economy in the world, California’s schools rank in the bottom 10 nationally. All Californians deserve world class schools and neighborhood services, not concentrated wealth in the hands of a few.

When Prop. 13 went into effect, big businesses and wealthy commercial property owners were paying 45% of property taxes and residential homeowners were paying 55%. Today, residential homeowners and renters are shouldering 72% of the share of property taxes being paid and corporations and wealthy commercial owners only 28%. This underscores a basic trend we’re seeing across the country – the tax code is enabling the very rich to pay less and forcing everyone else to pay more.

What Can You Do to Support the Act?
Vote YES on SCF next November. In order to get SCF on the ballot, though, 1.2 million signatures must be gathered, and CTA is committed to collecting 150,000 signatures. Please sign the petition and ask your co-workers to sign it, too. Get to know the facts about SCF by visiting CTA.org/taxfairness, https://schoolsandcommunitiesfirst.org/, and @Schools1stCA on social media.
President’s article continued:

On a statewide level, I want to thank you for your efforts to help CTA pass AB 1505 and AB 1507. Governor Newsom recently passed these into law. AB 1505 (O’Donnell) brings much needed accountability and transparency to privately owned charter schools. Both of these new laws are the first in 27 years to change charter school regulations.

On a national level, NEA Washington - October 04, 2019

“The National Education Association, which represents more than three million educators nationwide, argues in a legal brief it is filing today with the U.S. Supreme Court that the action the Trump administration took to unilaterally end DACA is unlawful, arbitrary, and capricious, and therefore should be set aside. NEA says that the Trump administration failed to take into consideration the irreparable harm rescinding DACA would have on hundreds of thousands of DACA holders, their families, their students, and communities. The Court will hear oral arguments in the case on November 12.”

For more on this, you can go the NEA website, search under 2019 News Releases and read the rest of the article to see a copy of the amicus brief.

I want to give a shout out to our new educators to BTA. It has been a while since we welcomed you at our New Teachers Orientation in August. I hope your journey so far has been one where you have felt supported by your BTA colleagues. Each of you has a lifeline at your school through your BTA Representative but please feel free to reach out to me if BTA can be of help.

In conclusion, I want to remind all of you who are being Stulled or evaluated this year to make sure you are aware of due dates. By Oct. 15, you should have met with your evaluator for the pre-evaluation conference. For more information, see Article 12 in the contract.

In unity,

Diana

https://www.kqed.org/mindshift/

MindShift (@MindShiftKQED)
tweeted at 6:05 AM on Sun, Sep 01, 2019

1. Recognize you have biases
2. Evaluate them critically
3. Challenge assumptions and traditions

#sketchnote by @tnvora based on @SmitaTharoor #edchat #bias
Grant Fair by Nicole Drabecki

On Friday September 27th, I attended the Grant Fair located at the Westin Bonaventure in downtown Los Angeles. For two hours union members from different school districts had an opportunity to ask questions about the Membership Engagement grant we received from CTA. Our grant, “I AM BTA” was successful in bringing our members together and learning more about what the union does for them and ways for them to be more active in BTA. Many union members at the Grant Fair enjoyed our “Quality Schools Start with Quality Educators” button. They felt we have a great brochure about the Burbank Teachers Association and they liked the remind app to get text messages from our union. The grant application was on display as well as the budget. Many of the members took pictures of our tri-board in hopes that they can apply for a Membership grant in the future. I enjoyed my time there and loved teaching them how they can be successful at applying for Membership Engagement grant!

Burbank Educational Foundation
Fall Mixer 2019
By Eric Carter

The Burbank Educational Foundation (BEF) held its second annual fall mixer this year on Thursday, September 12, 2019, at the Hilton Garden Inn in Downtown Burbank. This is a new event that the foundation created to help bring awareness of the foundation and to further community connections. The foundation is thankful for the Burbank Teachers Association for purchasing several tickets for the mixer so that members may take part. As a BTA member and volunteer with BEF, I had the honor of chairing the event for a second year. Some of you may remember the mixer last year at Urban Press Winery. The other benefit of the mixer was to help fund BEF’s annual BUSD Teacher Grant Program. Every year, the foundation offers $10,000 in grant funds for our teachers. Each teacher that applies could be granted up to $350 in grant funds. Hopefully, you applied as the deadline was October 1, 2019. If you missed the deadline, look for the announcement again next year.

Next year, we are hoping that more BTA members will join us for the mixer. This is a great time to meet with fellow unit members, engage community members, and learn more about the foundation. In addition, the foundation always has one of the best silent auctions in town!!

Ed Walk by Nicole Drabecki

On Saturday, September 21st I attended the first Ed Walk of the year with Board of Education members Roberta Reynolds and Steve Ferguson. We met on the Chandler bike path at Mariposa. Also in attendance were two BUSD parents and Burbank citizens Katrina Olsen and Jacob Flores. The walk only lasts about 45 minutes and it is an opportunity to get to know the Board members, express your concerns or talk about interests in BUSD. I feel like I have had the opportunity to get to know the Board members better and I enjoy letting them know what is happening in the classroom from a teacher’s perspective. Over the past three years, we have talked about wages and benefits and class size and now the upcoming parcel tax. The ED walk meets on the third Saturday of the month. I would like to encourage all BTA members to come out and meet the BOE members and let them know how your school year is going.

NEXT ED WALK Saturday, October 19th
Every first Wednesday of October is National Walk and Bike to School Day. Communities across the United States celebrate the benefits and fun of walking or riding a bike to school. More than 4,000 schools across the nation registered events on walkbiketoschool.org.

On Oct. 2, 2019 BUSD participated in this event by asking all school sites to promote the activity. It was great to see so many parents and staff walking to school with their children. Parents and children alike commented on how wonderful it was to walk or watch their kids ride their bikes to school especially when the majority live so close. What a difference it would make if we could adopt a walk to school Wednesday practice.

BTA participated in its third-year annual walk with Edison principal Laura Flosi. Diana Abasta, BTA President walked from the BTA Office on Burbank Blvd. to meet with the TK and K students, parents, and BOE members Steve Frintner and Char Tabet at the Burbank Veterinary Hospital. From there, Burbank PD led the way with a motorcycle escort. Once at Edison, Diana then joined Laura Flosi along with Steve Frintner and Char Tabet on the Chandler bike path to walk with the first to fifth graders.

BTA President Abasta added, “I love sharing a crisp fall morning walking with these wonderful young people and with Laura Flosi and the BOE members. I gave out colorful “Buddy” and “Anti-Bullying” stickers to the children and they were so happy to walk with family and friends.”

BTA would love to see more of our students and community walking to school. It would be less cars on the road and would help ease the congestion that happens in the morning and afternoons at pick up times.

DEBT FORGIVENESS WORKSHOP

BTA hosted another helpful and informative workshop on Generation Debt: Erasing Student Loan and Debt. Sean Mabey, from NEA Member Benefits was the featured presenter. To start he made everyone aware of the NEA Complimentary Life Insurance up to $1000 and up to $5000 in regular accidental death and dismemberment for members. It sounds morbid to start with this but there is no reason not to be prepared.

Sean talked about the different loan forgiveness programs: Stafford, Perkins, and Public Service Loan Forgiveness. He had members register on www.neamb.com and then he showed the resources available. There is a new NEA Student Forgiveness Navigator tool powered by Savi. This tool is fairly new and offers one on one assistance in navigating the waters of debt forgiveness. The information, although overwhelming at times, was beneficial and the resources were easy to access. Please contact the BTA office if you want a copy of the PowerPoint. You can also email Sean with questions.

www.studentloans.gov  1800.557.7394
www.ctamemberbenefits.org/studentloans

Sean Mabey: smabey@neamb.com
The Standard’s New Member Service Center Site

The Standard has updated the CTA Member Service Center website with a new look and easier navigation to help your members find information they may be looking for. Members can access plan details, calculate insurance needs, contact The Standard and more.

The updated website includes:

- Disability and Life insurance plan details
- Easy online application
- Online claim submission
- Insurance needs calculators
- Informational videos

It’s easy to access the new site:

- Go to CTAMemberBenefits.org/TheStandard
- Log in with your CTA member login
- Click on “Access The Standard’s Member Service Center” in the sidebar

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You’re helping students build their futures, don’t forget about yours!

In these interactive workshops, you’ll learn

- how to calculate your CalSTRS monthly retirement benefit.
- about the gap between your CalSTRS benefit and your retirement income goal, and ways you can bridge it.
- the steps to take now to increase your retirement benefit.

| Location          | CalSTRS Office  
|-------------------|-----------------|
|                   | 505 N. Brand Bl., Suite 200 
|                   | Glendale, CA 91203 |
| Time              | 4:00 pm – 5:30 pm |
| Dates             | 1) Near Retirement October 24, 2019 
|                   | 2) Mid-Career January 30, 2020 
|                   | 3) Newer Educators April 2, 2020 |

For a more personalized understanding of the information covered, you are encouraged to bring your most recent Retirement Progress Report, which you can print from your myCalSTRS account at www.mycalstrs.com

To RSVP to any one of the above workshops, please email aliceholmes@burbankteachers.org Be sure to include date of workshop you would like to attend.

If you have any questions, please feel free to call the BTA office.

HAPPY RETIREMENT, EVENTUALLY!
WHY I TEACH… Nick A. Mesquita, JBHS

The Garden

Every child has the right to an education and every human deserves to be shown humanity. Sadly these simple, universal concepts are simply not universal. It pains me deeply that this is so and, as I go through life, the effects of hegemonic apathy only seem to manifest in louder and more violent ways. I look for answers and only come up with more questions: What can the educator do in a world that is cold and unkind? What difference can educators make? What difference can I make? We, as educators, cannot solve these problems alone, but it does start with a seed.

The role of the educator is a curious thing, as we find ourselves constantly toeing the line between informant and recipient, superior and subordinate, myth and mortal. Effective teachers do not merely orate at their students nor do they solely act as their babysitters. Teachers should listen as much as they speak. Teachers should observe as much as they participate. Teachers should love as much as they trudge. Teachers should learn as much as they teach.

Considering John Dewey’s theories of the classroom serving as a democratic environment that puts the learner at the center of their education, the student’s desk transforms from a piece of utilitarian furniture to a psychological platform. I envision my classroom as a forum for mutual respect where all views can be shared, ideas can be developed, and feelings can be heard – all in unison to the lessons at large. Academia and individual edification do not have to be mutually exclusive entities, and one of my goals as an educator is to craft my classroom so that harmony between these two seemingly disparate concepts can be reconciled. The lessons learned should be applicable to challenges the student may face later in life, and should answer the dreaded student question of “When will I ever use this?” Although the students may not see it now, if I teach them well they will realize the answer to this question sooner rather than later.

Education is empowerment. In the words of Paulo Freire, “no one is born fully-formed: it is through self-experience in the world that we become what we are.” By this rationale, and considering that most children spend a significant amount of their lives in the classroom, it could be said that school has a hand in shaping the people that students eventually become. This is a heavy responsibility, and one that I do not take lightly. If I want to see a difference in the world, teaching is a start. It all starts with a seed. My garden is about to blossom.

How Disability Insurance Works

CTA endorsed Disability Insurance from The Standard is designed especially for California educators. Here’s how it works:

- Replaces up to 75% of your daily income* if you’re unable to work due to illness, injury, pregnancy or childbirth
- Starts paying benefits after you’re out of work for 7 consecutive workdays - including a $25 per workday benefit on top of your fully-paid sick leave
- Benefits are paid directly to you and can be used to pay for things like health insurance, rent or mortgage, car payments, student loans, utilities, groceries, child care, etc.

Act Now, Before Time Runs Out!

If you get seriously ill, injured, or go on maternity leave, do you have enough savings to cover months, or even years, of your bills? If not, the easiest time to take steps to protect your income and loved ones is now - before an unexpected illness or injury keeps you from work.

You only have 180 days after starting work to take advantage of this special enrollment opportunity without answering health questions.

Ready to Apply?

Visit standard.com/cta/newhire or call The Standard’s dedicated CTA Customer Service Department at 800.222.0406 (TTY), 7:30 a.m. to 6:00 p.m. Pacific Time, Monday through Friday.

1. District transfers may also continue their current level of coverage with The Standard when applying within the first 180 days of starting work.
2. Daily income is based on your regular daily contract salary. Benefits will be reduced by deductible income. Examples of deductible income include: personal leave pay, severance pay, substitute differential pay, catastrophic/extraordinary leave, salary continuation, workers’ compensation, work injuries, social security, state disability.
3. CalPERS/CalSTRS benefits.
4. Workdays means any Regular Day of Required Attendance you are required to be actively at work based on the calendar dates of the school calendar and your employment contract in effect on the date you become disabled.
2019-2020 BTA Site Representatives

ADULT SCHOOL — Julie Grair, Fred Rivas
BRET HARTE ELEM. — Dahlia Dobbertin, Darlene Crain
BURBANK H.S. — Bob Shaw, Gina DiFrancesco, Dawud Akram, Natalie Setagihan, Caroline Sasorski, Laura Messian
BURROUGHS H.S. — Robyn Russon, David Hedin-Abreu, Jeil Salem, Alexis Weiner
COMMUNITY DAY— Trevor Rapp
DISNEY ELEM. — VACANT
EDISON ELEM. — Sandy Solis, David Engel
EMERSON ELEM. — Margarita Tubbs, Jamie Davis
HORACE MANN CHILDCARE — Cathi Zsupnik, Rosie Rivera (Alt)
INDEPENDENT LEARNING ACADEMY — Heather Good
JEFFERSON ELEM. — Kris Uribe, Anna Basinski, Chris Copeland, Rebecca Boccuzzi (Alt)
JORDAN M.S. — Amy Fuhr, Dana Ragle, Anna Rodriguez, Amanda Stratton
LUTHER M.S. — Lisa Raluy, Nick Lundy, Lucas Gattuso
MCKINLEY ELEM. — Dug Gutierrez, Ruby Mazur
MILLER ELEM. — Cynthia Madera, Ericca Dent
MONTEREY H.S. — Tanase Petrenco
MUIR M.S. — Kathy Gallego, Corey Howard, Mark Norberg, Shelly Burish
PROVIDENCIA ELEM. — Kate Bailey, Brian Collins
ROOSEVELT ELEM. — Rhonda Wright, Bridget Murphy
SPED - Janice Gresham
STEVENSON ELEM. — Sandi Sutter
TOSA — Eric Carter
WASHINGTON ELEM. — Chandra Collins, Brandy Ellingsworth

BTA members at Edison Elementary continue to meet on Thursdays and sport the black shirt in solidarity. Way to show that unity Edison!

Bottom row: Isabel Santa Cruz, Debbie Rigg, Ann Doan, and Jennifer Gallego
Top row: Juliana Vasilescu, Holly Boyle, Sandy Solis, Nicole Drabecki, Dave Engel, Jennifer Thomas, Jill Covington and Lauren Wickham

Who’s Got News?

Our amazing BTA site Rep Rhonda and the Roosevelt staff created a BTA bulletin board worthy of any Patronus for you Harry Potter fans. Congratulations to them for winning the best bulletin board for October! They win a $25 gift card.
Lions and Tigers and BTA!
For the last seven years, personal connections to Alzheimer’s have spurred the desire of several BUSD employees to participate in the annual Walk to End Alzheimer’s. Clad in purple and armed with symbolic paper flowers, the employees walked together to honor their loved ones and to celebrate their fundraising efforts of over $5000.

This year, BTA will be represented at the Walk which will take place at 8:00 AM on Saturday, November 2nd at the L.A. Zoo. BTA’s participation in this event represents our commitment to join the fight to continue Alzheimer’s research, and to provide better care and support to those who are diagnosed with this disease. We are encouraging members to take part in the family-friendly walk, and to join in on the fundraising efforts.

Although participating in the Walk is free, as an added bonus, BTA members will have the chance to win 2 tickets to attend a performance of The Simon & Garfunkel Story at Pantages Theatre on February 23, 2020. You will receive one entry for every $100 you raise.

To join our team and to find out more information about the Walk, please visit http://act.alz.org/goto/BTA

Burbank is fortunate to host a chapter of PFLAG. PFLAG is a national organization, founded in 1973 for “lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people, their parents and families, and allies, with over 400 chapters and 200,000 members and supporters.” The Burbank Chapter of PFLAG meets the 2nd Monday of the month at American Lutheran Church, 755 N. Whitnall Hwy., at 7:00 p.m. Our chapter is fortunate to have been primarily founded by two of our very own school board members, Dr. Roberta Reynolds and Steven Frintner.

At the monthly meetings, Mr. Frintner reads the guidelines for the meeting which clearly state that PFLAG is a support group, not a therapy group. People are welcome to share but are not required to share. All discussions that happen are to remain confidential and not be shared outside of the safe meeting space provided. Meeting norms are set so as to ensure confidentiality.

At every meeting we have new people participate. Most people do not make it to every monthly meeting but they come when they can. As a BTA member and the BTA liaison to PFLAG, it is nice to see other BUSD staff members participate, whether they be management, certificated, classified, or Board of Ed members. We are all there as equals and to provide support where and when needed. Many people come in with their own unique circumstances to share, to learn, to assist, to be a part of the wonderful community we have created in our chapter.

All are welcome and you are invited to attend and/or refer someone to the meetings. We also participate as a group by sponsoring a booth at the annual Relay for Life, as well as provide walkers. We are also in the process of hosting a Burbank Pride celebration next summer. Keep a lookout for news on the event!  - Eric Carter
Successor Contract Survey Results

Thank you to everyone who took the negotiations survey. More members responded this year compared to last year. The sites with the highest number of identifiable responses were Roosevelt Elementary, Luther MS, and JBHS.

- Average years of service of respondents: 15
- Overall job satisfaction:

![Survey Results Chart]

The top 3 issues that respondents identified are effectiveness of administration, class sizes, and safety. We’ll be sending a follow-up survey to those who filled out the survey to ask for specific proposals that the BTA Negotiations Team can make in order to address concerns in these areas.

Health benefits are expensive, and the increasing costs of some plans offset negotiated raises. While BTA works with the District to address the rising costs, the Negotiations Team needed to know what plans people use and how they’ll respond as costs continue to increase:

- 51% of respondents have an HMO plan, 49% have a PPO plan.
- 56% only cover themselves, 13% cover one other person, and 30% cover their family.
- As costs increase, 74% are willing to pay more to maintain their current benefits and 26% will move to a less expensive plan.

When we stand together and show unity in support of negotiations, we can negotiate stronger contracts. We asked respondents how they’ve shown unity in the past and what they’ll be willing to do in the future:

<table>
<thead>
<tr>
<th>Action</th>
<th>Did you participate?</th>
<th>% who won't participate</th>
<th>% who might participate</th>
<th>% who will definitely participate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wear Black on Thursdays</td>
<td>96%</td>
<td>1%</td>
<td>11%</td>
<td>88%</td>
</tr>
<tr>
<td>Attend of Board of Education Meeting</td>
<td>68%</td>
<td>5%</td>
<td>58%</td>
<td>37%</td>
</tr>
<tr>
<td>E-mail Board of Education Members</td>
<td>39%</td>
<td>8%</td>
<td>58%</td>
<td>34%</td>
</tr>
<tr>
<td>Distribute Flyers</td>
<td>50%</td>
<td>9%</td>
<td>63%</td>
<td>28%</td>
</tr>
<tr>
<td>Sign a petition</td>
<td>73%</td>
<td>1%</td>
<td>24%</td>
<td>75%</td>
</tr>
<tr>
<td>Talk to colleagues</td>
<td>85%</td>
<td>2%</td>
<td>41%</td>
<td>57%</td>
</tr>
<tr>
<td>Lunch lockout</td>
<td>51%</td>
<td>12%</td>
<td>27%</td>
<td>60%</td>
</tr>
<tr>
<td>Work to contract</td>
<td>57%</td>
<td>4%</td>
<td>46%</td>
<td>50%</td>
</tr>
<tr>
<td>Strike</td>
<td>11%</td>
<td>10%</td>
<td>61%</td>
<td>29%</td>
</tr>
<tr>
<td>Wear a BTA button</td>
<td>90%</td>
<td>1%</td>
<td>19%</td>
<td>80%</td>
</tr>
<tr>
<td>Write a letter to the editor</td>
<td>10%</td>
<td>21%</td>
<td>64%</td>
<td>15%</td>
</tr>
<tr>
<td>Speak at a board of education meeting</td>
<td>26%</td>
<td>31%</td>
<td>57%</td>
<td>12%</td>
</tr>
<tr>
<td>Picket</td>
<td>61%</td>
<td>9%</td>
<td>53%</td>
<td>38%</td>
</tr>
</tbody>
</table>
In March 2020, Burbank voters will have another chance to pass a **parcel tax**, providing a source of local funding that will prevent further cuts. If we all do a little to support the campaign, more voters will be educated, and the parcel tax will have a better chance to pass. Respondents told us about their willingness to participate:

<table>
<thead>
<tr>
<th>Action</th>
<th>Extremely uncomfortable</th>
<th>somewhat comfortable</th>
<th>extremely comfortable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phone banking</td>
<td>33%</td>
<td>56%</td>
<td>11%</td>
</tr>
<tr>
<td>Postcards</td>
<td>10%</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>Lawn signs</td>
<td>25%</td>
<td>28%</td>
<td>47%</td>
</tr>
<tr>
<td>Donate</td>
<td>26%</td>
<td>45%</td>
<td>19%</td>
</tr>
<tr>
<td>Canvassing</td>
<td>27%</td>
<td>61%</td>
<td>12%</td>
</tr>
<tr>
<td>Talking to friends and family</td>
<td>4%</td>
<td>40%</td>
<td>66%</td>
</tr>
<tr>
<td>Text banking</td>
<td>21%</td>
<td>57%</td>
<td>22%</td>
</tr>
<tr>
<td>Social media posts</td>
<td>29%</td>
<td>34%</td>
<td>35%</td>
</tr>
</tbody>
</table>

We asked respondents if they agree with the statement that **if the parcel tax fails, cuts will be necessary in order to get a raise.**

- 47% of respondents said yes. Their reasons were that admin should be cut and that elementary had already been cut too much.
- 52% said no because class sizes could go up and it will cost people jobs.
- Many people who answered both YES and NO said “it depends” on what is cut.

**Communication** is important so that members are informed and don’t believe rumors. Here’s how BTA members prefer to receive information:

- E-mail is the #1 way that they prefer to receive information from BTA: 64%
- Texting is #2, with 18% preferring a text message. It was also the most popular second option, with 41% choosing a text message as their #2 method of communication.
- 10-minute meetings are the third most popular way to receive BTA information, with 10% preferring to attend a 10-minute meeting.
- The BTA website was the least popular, with 60% ranking it #10. BTA is building a new website and hopes that members will find it more useful.

Respondents had an opportunity to give **additional comments.** The top three comments were about wages, health benefits, and thanking the Negotiations Team for their hard work.

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**UNION CODE OF CONDUCT**

- I will not criticize any union colleague except to the individual directly.
- If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with management that criticize, or negatively speculate about any union colleague.
- I will settle my differences with colleagues within the union.
- I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of the union.
On September 10, 2019 Angela Marese Boyle from the CTA Center for Organizing and Bargaining in Oxnard presented a workshop around Special Education Issues and reviewed the rights of teachers at the BTA office. She began by going over the number and percentages of students by Disability in California. Areas that have increased by far is students K-12 with Autism; it went from 39,711 in 2006-7 to 112,318 in 2017-18. The other high area was in “Other Health Impaired.” It went from 43,498 to 97,893. Other than the “Multiple Learning Disability” category all the other ones such as Traumatic Brain Injury, Intellectual Disability, Speech and Language Impairment, Orthopedic Impairment, Deaf Blindness, Visual Impairment, and Deaf went down.

The issues in SPED are caseload and size, service delivery models, planning time for co-teaching and collaboration, shortage of SPED teachers, lack of federal and state funding for SPED, and low performance on standardized assessments. These are some issues we are trying to look at in negotiations.

The highlighted part of the workshop was on Teacher’s Rights. For example, “a teacher may suspend a student from their class for any of the acts enumerated in Ed. Code Section 48900. The suspension may be for the day of the class and the following. A special needs student may receive a suspension of up to 10 school days. Ed Code 44014 states whenever a school employee is attacked, assaulted, or physically threatened, it is the duty of the employee and supervisor to report the matter. Failure to report is an infraction.”

A teacher may request an IEP meeting if at any time the teacher has concerns over what is in the IEP; however, changes to an IEP can be done by convening the IEP team if both the school district and the parent agree. The amendments must be in writing and communicated to the IEP team.

SPED continues to be a major area of concern in terms of meeting the needs of the students and at the same time giving the SPED teachers the resources they need to meet the students’ needs. As far as the Gen Ed. teacher we are seeing a rise in violent and disruptive behavior in students who may or may not be SPED identified.

For more resources, check the following websites.