WE Vote! WE Win!

MEASURE I

It’s hard to give up something you are used to having when it comes to the classroom, your school site, and livelihood. Smaller class sizes, music and art teachers and PE teachers that account for giving some elementary teachers planning time are indispensable to us. There have already been losses when it comes to full time nurses and AP positions at the elementary and middle schools. Many of us are now paying higher health care premiums, and the 1% raise we last received does not even come close to addressing the rise in cost of living. Talks of proposed reductions have already been circulating as the superintendent has made many school site visits to make us aware of the district’s financial state. We know what the stakes are, and they are high; however, we can do something to ensure our odds of passing Measure I this time on March 3, 2020.

Nine hundred and thirty-eight non votes made the difference in November of 2018 when Measure QS failed to get the necessary two-thirds vote of support. Measure QS came close and this was with little time and money to organize and mobilize. Even though it did not pass, over 25,000 voters said yes!

This time around we hit the ground running and immediately established a steering committee with different representation on board. We have parents, BTA members, CSEA, community people and thanks to Senator Portantino’s generosity and belief in our schools, he gave us $20,000 to pay for a professional consultant firm to help us mount a well-organized campaign. BTA has also done its own fundraising. Our December 15 fundraiser at Julie Grair’s home was a huge success. Thank you for those who attended and who donated $20 for the cause.

Our sister union, Glendale Teachers Association, has donated $5,000 to this measure. This is the power of unity. Together we can do so much more! In addition to funds, we have gained the support and endorsement of Assembly member Laura Friedman and Congressman Adam Schiff.

The next “needs” step is you and a bit of your time. Starting January 18, the BTA office becomes Measure I central and we are going to need help with mailers, phone banking, handing out flyers, and other GOTV activities. Please look for future dates and know that your help is needed to pass this measure.

Continued on Page 3
UniServ Director’s Message by Nate Banditelli

Get Ready for a New Way to Vote in 2020

The March 3, 2020 Presidential Primary Election will bring a change to the way that we vote in Los Angeles County. You can still vote by mail, but your experience will be much different if you choose to cast your ballot in person. The major changes are:

- **More time to vote.** Polls will be open for an additional ten days before election day. You can drop your absentee ballot off at any of the locations or you can obtain a new absentee ballot if you’ve lost yours.

- **Vote anywhere.** Rather than going to an assigned polling place in your neighborhood, you’ll be allowed to vote at any of the 1,000 Voting Centers in Los Angeles County. **BUSD locations will be Jefferson, Emerson, Edison and JBHS.**

- **Electronic pollbook.** You will check in to the new digital system, which will instantly upload to secure server, show that you’ve voted, and ensure that you can’t vote at any other location. You can also update your voter registration or even register to vote with the new system.

- **New Ballots.** Traditional paper ballots have been replaced with “vote marking devices”. The new devices are digital tablets that mark a ballot, print the marked ballot for your review and to verify that the correct selections were marked, and then the paper ballot will be deposited into a secure box. The tablets are not connected to the internet, but you can download an app, mark your digital ballot on your mobile phone, and scan it from your phone directly into the tablet when you arrive at the Voting Center. The tablets are also accessible to voters with disabilities and can be set to many different languages.

You can learn more about the new system at [www.lavote.net](http://www.lavote.net).

Remember that the parcel tax, Measure I, will be on the March 3, 2020 ballot.

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**CALSTRS**

California State Teachers’ Retirement System

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.

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

| Location: | CalSTRS Office  
| 505 N. Brand Blvd., Suite 200  
| Glendale, CA 91203 |
| Time: | 4:00 pm – 5:30 pm |
| Dates: | 1) Mid-Career  
| January 30, 2020  
| 2) 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](http://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. 818.846.1304

HAPPY RETIREMENT, EVENTUALLY!
President’s article continued:

You should be getting your voting information soon. Please make sure you have registered to vote if you live in Burbank.

Ballot language for Measure I

BURBANK UNIFIED SCHOOL DISTRICT (1) I - QUALITY TEACHER, STAFF AND SCHOOLS MEASURE.
To maintain high-quality Burbank schools by retaining excellent teachers; protecting small class sizes; and maintain/expand career/college courses, art, music, science, innovative programs, safety and wellness support, shall this Burbank Unified School District measure to levy $0.10 per square foot of improved property per parcel annually, exempting seniors/certain disability recipients, providing approximately $9,100,000 in annual local funding for 12 years and requiring independent oversight/audits, be approved?

Last of all, I want to remind you of our upcoming State of Our Union event on Thursday, January 16th at 3:45 at JBHS. You also don’t want to miss out on the $10.00 raffle ticket for a 50” TV.

In unity,
Diana

ABCs of LIFE
little truths studio

As we head into 2020, let’s not forget to keep balance and remember to take care of ourselves. This work we do is not easy and can take its toll if we do not practice self-care.
Why We Teach ...
By Tim and Cinda Cuthbertson, BHS

We are a married, science teaching couple. When we married almost 15 years ago, we never thought that we would both be teachers less than a decade later. We are second-career teachers. In 2005, Cinda was working in biotech as a researcher and lab manager and Tim was a research scientist in the pharmaceutical industry specializing in organic chemistry. Cinda started teaching in 2007 and Tim in 2012. For the last 8 years, we have taught together in the same schools, departments, and in one case, we even team taught the same class.

The first few years were full of discovery for each of us. You really get to know your better half when you work with them in the classroom. Over time, we have become a team that is better than the sum of its parts. We have a built-in collaborator and can bounce ideas off each other all day and sometimes into the evening! It is hard to imagine not having the other to lean on. We’ve shared lesson plans, instructional tips, and rubrics. When something hasn’t worked for us, we’ve also been able to warn the other what not to try. The key to making it all work is being best friends.

Tim’s story by Cinda: When I first met Tim, he was working on his doctorate in organic chemistry from Arizona State University where I was a research associate. He loves chemistry and from a child all he wanted to do was make the world a better place through science. He earned his PhD in 2004 and worked in pharmaceuticals for eight years before becoming a teacher. The most significant experience for him was working on the chemical synthesis of a lung cancer drug called crizotinib (now marketed as Xalkori). Unfortunately, the pharmaceutical industry can be a bumpy and stressful ride. After eight years, he was ready for a change. I was already a teacher by this time and I knew that he had enjoyed teaching and training undergraduates so I encouraged him to become a teacher. What a wonderful journey we have had since then! He teaches because he gets the chance to teach the subject he loves to a whole new generation of potential chemists. He loves to be a mentor and role-model for students. He likes to bring in real-world authentic experiments because he has worked in industry and knows the skills students need to thrive.

Cinda’s story by Tim: Cinda’s story is pretty simple. She has always loved teaching and after spending six years in industry as a researcher and laboratory manager, she went back to school to earn her masters degree and teaching certification in biology, chemistry, and physics. She loves teaching as much as she loves science. For her, the students are the best part of teaching. She says they keep her young. She teaches because she wants the next generation to be ready for the challenges they will face. She wants to help push themselves outside of their comfort zone so that they can see what they can accomplish when they truly believe in themselves.

In summary, we teach because we love science and we love introducing students to the amazing worlds that are revealed when one becomes science literate. We teach because teachers are catalysts that help students become lifelong learners. We want students to feel confident enough ask the tough questions that lead to new science discoveries. We want them to be able to investigate the validity of scientific claims made by corporations, governments, and activists. It is beyond gratifying to be present when individuals learn to tell the difference between science fact and science fiction. When a student tells us that they are not yet satisfied with the answer they have discovered through research and experimentation, it is the greatest gift they could give us.
BVSC School Board Dinner

By Jerry Mullady

This was the night after the Thanksgiving weekend and who wants to drive to a hotel across the street from Los Angeles International Airport (LAX) during rush hour for a banquet meal? That night, December 2, 2019, the California Teachers Association (CTA) Bay Valley Service Center (BVSC) held its biannual School Board Dinner. The evening was a chance for Union Leaders and School Board Members to casually discuss issues that are relevant to both parties in casual, friendly atmosphere.

I did make the drive and was amply rewarded by listening to an outstanding speech by CTA Vice President, David Goldberg. I had the pleasure of representing the BTA Executive Board to host Burbank Unified School District (BUSD) members Steve Frintner and Dr. Armond Aghakhanian. Our discussions were mostly based around the Quality Teachers, Staff, and Schools measure on the March 2020 ballot. Topics such as support and non-support for the measure and what can happen if it does not pass were casually discussed in the spirit of collegiality that grows out of working for a common goal.

The main speaker for the night was CTA Vice President David Goldberg. David discussed the School and Communities First Initiative that CTA is sponsoring with a goal of appearing on the November 2020 ballot. David explained the situation that California is in and why we have settled for this for forty years. He told us of a California education system of the past, and how it could be that way again. He went point-by-point revealing the falsehoods in the misleading statements that Howard Jarvis Taxpayers Association (HJTA) is already spending millions of dollars to spread around the State. He stressed very forcefully how this year might be the only time in the near future to make serious and lasting changes to California’s tax inequities that adversely hit school funding.

Member Milestones

I proposed to my girlfriend (Alicia La Maina) of 3 years. We got engaged at the Four Seasons Resort Hualalai on Wednesday November 27th just before sunset. I hired a photographer to stealthily take pictures of us when I proposed and then had a little engagement shoot afterwards. It was such an amazing experience and she was completely surprised. We've been on cloud 9 ever since!

-Jasson Przebieda (Roosevelt)

Burbank Teachers Association Parcel Tax Fundraiser

Who knew that our BTA member and fabulous Parcel Tax fundraiser hostess Julie Grair had it in her to belt out Gloria Gaynor’s “I Will Survive,” and that we had such a musical BOE? We found this out at our parcel tax fundraiser.

On Sunday, December 15, 2019, the Burbank Teachers Association hosted a Parcel Tax Fundraiser to support the campaign to help pass Measure I, the local property tax initiative designed to help generate 9.1 million dollars for the Burbank Unified School District.

BTA members, BOE members, District administrators, and local community members gathered for a fun afternoon of mingling and karaoke. There was an assortment of food that included delicious charcuterie and other yummy finger food put together by Lisa Raluy, Culinary Arts teacher at Luther. All guests were encouraged to wear their ugliest holiday sweater for an opportunity to win a gift card from The Ugly Mug Coffee House in Burbank. Our lucky Ugly Sweater contest winners were Brian Smith (1st place), Julie Grair (2nd place) and Darlene Crain (3rd place).

In true to theme winter wonderland style, as the sun set, the cold air blew as we gathered outside. Surrounded by twinkling lights, we kept the cold at bay by enjoying an array of beverages that were generously donated by Nicole Drabecki and Katrina Olsen, Edwin Abedi, and Remedy Liquors. The hot chocolate bar was also a welcomed hit.
Thank you to Shane Salk and Bill Holmes for providing the karaoke machine and lively entertainment. They were able to get one of our retirees, Brooks Gardner, and his wife Ann to sing a few songs for us. Brooks was the Drama teacher at Burbank High; he’s also known as the Black Angus cowboy on TV commercials. We are also thankful for Monica Crain who made sure to photograph all guests’ ugly sweaters upon their arrival so we could each vote for the ugliest. Thank you to our members who helped Alice Holmes, BTA office manager, set up and decorate and to all of our members who donated to the cause. Finally, BTA gives a huge thank you to George and Carmen Grair, longtime Burbank residents, who offered their home to host our fundraiser and later generously donated $1,000 to our campaign with a promise to vote Yes on measure I in March of 2020.
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 Setaghy, 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 Riveria (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 Petreno
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

Know Your Rights

You have a right to union representation when you find yourself in a meeting that you reasonably believe may result in discipline. Your supervisor doesn’t have to inform you of these rights, though. These are called your Weingarten Rights. The employer does not get to choose who represents you, either. When you would like union representation, contact the BTA office or your Site Rep and you’ll be sure to have the best possible representation.

WEINGARTEN RIGHTS

If you are called into a meeting, you can request a union rep by saying:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present.”

SCOTUS Decision: NLRB v. Weingarten, Inc. 420 U.S. 251 (1975)
Visit to the Home of the Jaguars  - Diana Abasta

Nathan Banditelli, UniServ Director for BTA/GTA and I made a lunch site visit to Miller on December 6, 2019. It is always a pleasure going to Miller because they have one of the best welcoming front offices. Cynthia Madera and Ericca Dent are our BTA Reps at Miller and both have worked hard to advocate for their colleagues.

BTA provided lunch for our colleagues and we were able to bring information regarding negotiations and of course, discuss the parcel tax which is now called Measure I. Nate also spoke a little about the CTA sponsored state ballot initiative, Schools and Communities First, and the benefits it would provide to public education if it makes it to the ballot and is passed in 2020.

Meeting with each grade level allowed me to hear the different issues that come with each grade. There was a great deal of talk of school safety and discipline across all grade levels. I made sure all our colleagues understood what their protections were and how the school safety process worked. We also made sure teachers understood that they can suspend students from their class in spite of being told the opposite. All in all, we enjoyed our visit and I want to thank everyone who came to the lunchroom to eat. I know how precious your time is and so appreciate your feedback and willingness to share your concerns.

It was a real pleasure to meet with our colleagues Trevor Rapp, Michelle Reardon, Arlene Legaspi, and Jason Gillearn during a site lunch meeting on December 13th, 2019. Even though it was Friday the 13th, it was only filled with good luck for me because these colleagues do yeoman’s work with not always the most of resources needed to help some of our most needy students.

CDS is a great place to visit. Samantha Brody, the office manager, is so friendly and helpful. We got to see her in action as she handed out lunch to the student body. We also got to spend some time taking to Frank Fuentes, the principal who gives so much credit to these teachers and staff.

Nate Banditelli was able to get a few more signatures to put School and Communities First on the November 2020 ballot. He also talked about the work BTA is doing on the Health and Welfare Benefits since one of the issues that came up had to do with the cost of healthcare premiums. I was able to talk about the upcoming parcel tax, Measure I, and ask them to be ready to do what they can to help pass it. I look forward to working more closely with CDS because it is only through our support of each other that we rise in strength.

- Diana Abasta

Karen Gibson, former Bret Harte teacher, and now an RTI teacher at Stevenson got to celebrate her birthday with BTA retiree Bonnie Shatun, Shari Auproux, curriculum specialist at Emerson, BTA retirees Linda Strong, Sharon Snell, and Barbara Eisner. These friends got together to celebrate Karen’s birthday just like they use to do when they were at Bret Harte.

It is wonderful to see these teachers together again!

A SPECIAL BOND
LGBTQ+ Conference

By Khelsie Mercado and Reinelle Abrazado

On December 13 through December 15 we attended the LGBTQ+ Issues Conference in San Francisco. Sponsored by CTA, The conference began on Friday with a General Session, which introduced an excellent way to have difficult conversations while maintaining a safe, yet “brave space” for all. The highlights of this Brave Space were to acknowledge that it’s okay to take a risk by sharing, knowing that your perspective is not the only right one, to listen to yourself when identifying your reactions and feelings, and to expand your perspectives. Several thought-provoking questions were presented to small groups in practice of this Brave Space.

On Saturday, three sessions were offered throughout the day. These sessions offered a great variety of resources, one of which was showing how to implement and integrate LGBTQ+ into your English curriculum. In this session books of all reading levels were provided, mind maps were drawn, and participants were asked to relate social, economic, gender, and racial issues to our own lives. This built a strong connection to the reader’s personal experience, even if the issues were indirect, allowing the readers to feel empathy for others who may have also suffered. Other sessions provided a wealth of resources that provided CTA members opportunities to strengthen the LGBTQ+ presence on their campus, how to get funding, as well as the laws that support these communities. Lastly, “free form” sessions were held, in which groups of CTA members were able to ask difficult questions, provide support to each other, and network across sites. These sessions were followed by a Drag Panel, where San Francisco’s own drag queen performers shed some light on the ins and outs of the drag community, along with a Q&A from CTA members.

On Sunday, a final session provided some powerful statistical knowledge as it relates to the trans and non-binary population at schools. More legal references and supports were provided. Throughout this conference, a common theme was apparent: students part of the LGBTQ+ community are facing internal and external battles every day. Their battles may be at home with their parents, or they may be at school with their peers. How can we as educators expect them to focus on the standards when they are struggling with identity and acceptance at school and at home? Statistics will show that students who don’t feel accepted are likely to attempt suicide, and that simply having a GSA (Gay Straight Alliance) or other similar club on campus significantly reduces this statistic, not only for LGBTQ+ members, but also for straight, adolescent boys.

As educators in the frontline, it is vital that we develop an awareness for, and take the responsibility for creating a brave space for not just the LGBTQ+ students, but their peers as well. Attending the conference gave valuable perspectives from teachers, students, and parents of LGBTQ+ children. Let the efforts continue to create a culture of safety and acceptance in order to bridge this gap of social inequality.

Appreciation for Congressman Schiff

Hundreds of constituents in Congressional District 28 showed up on December 8, 2019 at the Deluxe in Burbank to thank Congressman Adam Schiff for all he does to represent us in Washington D.C. Chandra Collins, teacher in the Autism program at Washington Elementary, and Diana Abasta, BTA President, attended the event which also served as a collection center for canned goods for the Burbank Coordinating Human Relations Council annual food drive. This is BTA’s third year attending this event. It was a great opportunity to hear from Congressman Schiff and to donate several boxes of food to those in need in our community.
You are invited to come meet California Assemblymember Laura Friedman at the BTA Office and hear what is happening in Sacramento.

**When:** Thursday, January 30th from 5:00 - 6:00 pm  
**Where:** BTA Office at 3021 W. Burbank Blvd.  
Light snacks will be provided

There will be a Q & A so you can ask questions about education and other important local topics affecting District 43.

Save the Date  
**Saturday May 2, 2020**  
Go to [www.relayforlife.org](http://www.relayforlife.org)  
Team - Burbank Teachers Association

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**TAX INFORMATION: UNION DUES PAID 2019**

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.**  
2019 dues paid = $1,076.24  
Your check stub CTA YTD was calculated based on the table below:

(excludes any additional optional donations)

<table>
<thead>
<tr>
<th>NEA/CTA/ BTA Category</th>
<th>Category Descriptions based on percentage of teaching</th>
<th>Total dues paid Jan - Jun (6 mos)</th>
<th>Total dues paid Sept - Dec (4 mos)</th>
<th>TOTAL DUES 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>For those faculty whose teaching assignment is more than 60% of a normal assignment, <strong>except</strong> 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.</td>
<td>638.76</td>
<td>437.48</td>
<td><strong>1076.24</strong></td>
</tr>
<tr>
<td>2A</td>
<td>For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.</td>
<td>332.28</td>
<td>227.36</td>
<td><strong>559.64</strong></td>
</tr>
</tbody>
</table>
| 2B                    | For those faculty whose teaching assignment is greater than 50% but not more than 60% 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. | 382.98                          | 261.96                           | **644.94**      |
| 3A                    | For those faculty or substitutes whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave. | 179.22                          | 122.40                           | **301.62**      |
| 3B                    | For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment. | 204.42                          | 139.60                           | **344.02**      |
| 4                     | For those adult education and community college employees employed only on a part-time / hourly basis. | 118.02                          | 80.40                            | **198.42**      |
CAMPAIGN OFFICE OPENING

Join parents, teachers and community members from across Burbank as we begin voter outreach and open our weekend campaign office!

WHEN

Saturday, January 18th
Doors open at 9:00 AM
Program begins at 10:00 AM

WHERE

Burbank Teachers Association
3021 W Burbank Blvd
Burbank, CA 91505

Beginning January 18th, the Measure I campaign office will be open every weekend through Election Day! Stop by and volunteer!

Volunteers Needed!
Interested in joining us?

Call us at (818) 253-1061
Email us at Info@YesforBurbankSchools.com
Visit us online at www.YesforBurbankSchools.com

Paid for by the Committee to Support the Quality, Teachers, Staff and Schools Measure 2020