Welcome back!
I hope our members had some respite this summer. Since our return to school, BTA members have been pressuring the school board and the district through action at Back to School events and the 8-16-18 unity rally. We have made it clear it’s not business as usual when it comes to negotiating fair compensation. Teachers will not stay for “bottom of the barrel” pay. Because of this concerted action, the district and BTA reached a tentative agreement for a 2% raise retroactive to July 2017. Without the amazing work of our members and our united action, this would not have happened.

The pressure must continue! There is a teacher exodus going on! We have had teachers from every site leave because they cannot afford to stay in Burbank. One of our members left to Taft High and is making $18,000 more and does not have to have a .2 or another part time job teaching at a community college. We had a SPED teacher leave to Beverly Hills Unified for $12,000 more in annual pay. Burbank cannot fill the SPED spots that they have, and they still have two Speech and Language Pathologists that are contracted outside of our district. Teachers are leaving for more pay and better benefits and working conditions.

Nonetheless, we persevere because we know we are stronger together. BTA is here to support all our members. You have your BTA site reps who are the first line of support. They will be stopping by at some point to say hi and to elicit your input. You also have your BTA leadership team who works hard to ensure all our members have access to many resources that help us all be better professionals. It is important to remember the reason why we belong to a union. Our work at BTA/CTA/NEA is to ensure better wages and benefits and above all, protect the interests of our students. After all, our students’ learning environment is our working environment!

If you have any questions, concerns, or feedback, please contact the BTA office. We are here to support each other. When we stand together, we rise. When we are united in purpose and voice, we win! Stay updated. Read The Benchmark, visit our website, www.burbankteachers.org, Facebook@BurbankTeachersAssociation, and on Twitter @BurbankTchrAssn

In unity,
Diana
Uniserve Director’s Message by Nate Banditelli

Our Voice, Our Union

I’m Nate Banditelli, your new Uniserve Director. I’ll be working side-by-side with you and your BTA leadership in our effort to maintain quality public education for BUSD students and dignity and respect for educators. I came onboard at CTA in August. My background in the labor movement stretches back to my time as an undergraduate in Pennsylvania when I protested corporate globalization with members of the United Steelworkers Union. I went on to earn my M.S. in Labor Studies from UMass Amherst; one of the last labor studies programs in the country that focuses on workers’ rights. After graduating, I moved to California. I’ve spent nearly a decade representing classified employees throughout Southern California and now I look forward to representing certificated staff in Glendale and Burbank. You can reach me at (818) 736-1727 or nbanditelli@cta.org. I’m also on Facebook, Instagram, and Twitter as @NateBCTA.

As we begin a new school year, we enter a new era in our history as an organization. Over the summer, the conservative Supreme Court of the United States ruled against working people who stand together. In a 5-4 decision, the court sided with corporate special interests in Janus v. American Federation of State, County, and Municipal Employees, Council 31. The case overturned the common-sense legal standard that the court set forth more than 40 years ago in Abood v. Detroit Board of Education.

“The today’s ruling is an attack on working people that attempts to further rig the economy and that reverses four decades of precedent,” said California Teachers Association President Eric C. Heins. “The decision is the result of a well-funded and nationally orchestrated effort to weaken the ability of working men and women to come together as unions and to speak with one, united voice. For educators, this an attempt to weaken our ability to stand up on behalf of our students and on behalf of quality public schools.”

According to CTA:

By overturning Abood, the court eliminated non-members’ fair share fees, which non-members paid for their union’s representational services. Unions are still required by law to represent members and non-members alike, and, as a result, some workers will now be paying more than their fair share. Allowing some to opt out of paying anything at all for collective bargaining will make it harder for all public employees to provide the services that everyone depends on.

The same corporate special interests that bankrolled Janus are on a mission to dismantle and privatize public education. Now, they’re waging political-style campaigns in an effort to deceive union members into dropping their membership. You may receive an e-mail, a postcard, a phone call, or even a knock on your door by one of their paid canvassers. Few BTA members have been deceived, though. We’re stronger together and refuse to allow the same people who scapegoat teachers for society’s problems to silence our collective voice. These anti-education radicals are running a slick campaign that’s branded as “My Pay, My Say”, don’t be fooled by their marketing. If they could, they would have BTA dismantled tomorrow and they would privatize BUSD.

I look forward to a successful year by your side.

In solidarity,

Nate Banditelli
Don’t Be Fooled!

The California Policy Center, The California Teachers Empowerment Network, MyPayMySay, and the Freedom Foundation sound nice enough, right?

Well, they aren’t.

These groups claim to represent educators, but they don’t. They are funded by corporate billionaires who are trying to privatize education by weakening our union. Their aim is to put unions out of business and to stop educators from standing up for public education. They will stop at nothing to discredit us and confuse you.

We are not a business. We are a union of professionals dedicated to all students!

Our history proves our power. For 155 years, CTA has been standing up for working people, our students, and the communities we serve. BTA has championed for the benefit of all our students and their learning environments and for the benefit of its teachers, counselors, nurses, and speech and language pathologists since 1948.

See how the CTA 403(b) Retirement Savings Plan can help you live a long and happy retirement.

“Wherever you are in your career is the right time to think about retirement.” This oft-repeated nugget of wisdom speaks even more truth today as new teachers enter the profession. New teachers may not realize that teachers do not get social security and that just living off a pension is not enough. We all need to plan and look at our options. Even contributing a little amount to a retirement fund like a 403b or a ROTH IRA will begin to gain compound interest until you decide what your larger plan is going to be.

It is true that the BUSD offers its own plan, but CTA’s is designed with teachers in mind. It has high quality investment options, very low flat fees, and is designed with an educator’s best interest in mind using fiduciary standards. CTA’s Retirement Plan Center is staffed by salaried employees who don’t make commission on sales or charges to account. Additionally, they are knowledgeable and helpful especially when it comes to the needs and concerns of educators.

The Burbank Teachers Association will set up opportunities for members to meet with representatives and learn about options. Members can also look at the library of resources at CTainvest.org, CTaretirementplan.org, and 403compare.com. Request a copy of “The CTA Educator’s Retirement /planning guide” or just call the CTA Benefits Center at (650) 552-5200 and they can point you in the right direction.
Only days after the Supreme Court handed down its decision in the case of Janus v. AFSCME, the world’s largest democratic deliberative body, the National Education Association Representative Assembly, convened in Minneapolis, MN.

Burbank was represented at the national convention by Jerry Mullady, Justin Riner, Robyn Russon, David Hedin-Abreu, Bob Shaw, and BTA President Diana Abasta, as well as retired Burbank teacher and former BTA President Bonnie Shatun. Despite the Court’s finding, the convention, which took place throughout the first week of July, felt more like a celebration and strengthening of purpose than one that was hampered by anti-union forces.

Early in the proceedings, NEA President Lily Eskelsen Garcia recognized the many states where teachers made incredible gains by illustrating the power of unions this year. Arizona, Colorado, Kentucky, Oklahoma, North Carolina, and West Virginia all created change by taking action in the name of better schools for the students who attend them and the teachers who work in them. These movements inspired the #RedForEd campaign that is expected to spread across the country in response to attacks upon public education.

Eskelsen Garcia’s opening speech was shorter than normal, however, because she stepped aside to allow Stoneman Douglas student activist David Hogg to address the crowd. Hogg discussed not only the issue of gun violence in schools, but the well-being of all students which is made possible by those who teach them. “We,” he said of young people, “intend to close the gap between the world as it is and what should be.”

Hogg wasn’t the only out-of-the-ordinary guest Eskelsen Garcia shared the stage with during the RA. As a sign of unity and strength in the face of mounting opposition, Randi Weingarten, president of AFT, and Lee Saunders, president of AFSCME, each addressed the assembly. The three leaders stood together and reminded those in attendance that the support for our professions goes beyond dues collected or the initials on our union shirts.

Such support for those beyond the reach of membership was demonstrated when hundreds of CTA teachers took to the streets of Minneapolis to take part in the Families Belong Together march in reaction to the news of families being separated at the border.

Other speakers included Sherry Shaw, Education Support Professional of the Year; Loretta Ragsdell, Higher Educator of the Year; and Mandy Manning, National Teacher of the Year. Manning’s speech focused almost solely on her work with immigrant students, two of which also addressed the body.

The largest part of the sessions at the RA are devoted to the presentation of, debate on, and voting for or against proposed NEA policy and resolutions. These items form the direction of the union in the coming year. The big topics on the floor were reflective of the political atmosphere in the country: immigration, inclusion, gun control, and resistance.

A significant event was the passing of a resolution titled “White Supremacy Culture.” Variations of this resolution, which formalizes the union’s belief that “educators must acknowledge the existence of White supremacy culture as a primary root cause of institutional racism, structural racism, and White privilege,” have come to the floor in the past. This year, the NEA resolutions committee worked hard on the language before passing it unanimously and sending it to the assembly where it was passed as part of the resolutions committee report. As a result, “the Association will actively advocate for social and educational strategies fostering the eradication of institutional racism and White privilege perpetuated by White supremacy culture.” Eskelsen Garcia addressed its passage the following morning as being a major step towards equality.

Union members should visit https://ra.nea.org for video of speakers, articles about each day’s business, and associated documents.

The 2019 NEA RA will occur during the first week of July in Houston, TX. Any union member is eligible to run for a delegate position.
The BTA negotiating team comprised of BTA’s Executive Director, Nathan Banditelli, Lori Adams (BHS), Kim Anderson (Jefferson), Les Cohen (JBHS), and Sue Conway (Luther) and Heidi Lavitt (Stevenson), along with Brian Breslin (California Teachers Association) met with the BUSD a reduced team due to the Board of Education meeting, comprised of Sarah Niemann (Asst. Supt. Human Resources), Laura Flossi (Edison) and April Weaver (Jordan).

Article 7 Wages: A tentative agreement has been reached between BTA and the District.

In an intense afternoon and evening of bargaining solely on wages, BTA’s team persuaded the District to change their offer from no retroactive pay for 2017-18 to 2% and the entire amount will be retroactive to July 1, 2017.

This agreement would not have been possible without the escalation of organizing events via the hard work of our organizing team and the strong leadership of the BTA Executive Board. The District heard us and moved to prevent events that would have fractured our community.

While many members may have wished to escalate even further for higher pay, this would not have been easy for 2017-18 without returning to drastic cuts in the district budget. It’s in the best interest of all to settle on wages that would allow members to receive compensation and alleviate rising expenses. Once we finalize negotiations for 2017-18, we will immediately enter into negotiations for the 2018-19 school year and hope to see even more people on board as we continue the fight for competitive pay. We will enter the 2018-2019 negotiations with a strong, unified commitment to recruiting and maintaining quality educators in Burbank.

Tentative Agreement:

- Article 7: Wages - All bargaining unit members’ salary schedules will be increased by 2% retroactive to July 1, 2017.
- In addition, if the parcel tax passes in November 2018, unit members will also receive a 3% on schedule salary increase effective July 1, 2019. This increase will not reflect on the bargaining process.
- Article 8 Health and Welfare Benefits will remain unchanged with the Health Benefits Cap at $12,000.

A tentative agreement still needs to be reached on Articles 4 and 9. Once those agreements are reached, then the membership will vote to ratify all agreements for the 2017-18 bargaining session.

2018-2019 negotiations will include reopening Article 7 Wages, Article 8 Health and Welfare Benefits and both teams will each choose two additional articles to open.

Future meeting dates: Oct. 5 (BTA):
New Teachers Orientation

“They will become readers, complex problem solvers, life-long learners...because of a Teacher.” So said the opening video at BTA’s New Teacher Orientation on August 3 at the Castaway.

One of the best, most important events of the year for BTA is the New Teacher Orientation which welcomes new-to-BUSD teachers and introduces them to our district and our union.

President Diana Abasta welcomed the over 50 attendees with an inspiring address about bringing their diverse professional voices to our students and to the table. She also discussed the value and importance of being a NEA/CTA/BTA member and who can help new teachers navigate educational waters in a new district.

Co-President emerita and Negotiating Team member Sue Conway gave info about Stull evaluations, and State Councilmembers Alexis Weiner and Justin Riner shared a variety of resources that can help in the classroom. BUSD Teacher of the Year and Site Representative Dug Gutierrez gave a talk about classroom environment and global education.

In addition, our BUSD partners Tom Kissinger, Sharon Cuseo, and Sarah Niemann were present and addressed attendees on a variety of topics related to their respective departments and to teaching in general.

We were honored to have CTA Secretary-Treasurer David Goldberg with us. He gave an eloquent speech about the importance of union membership and solidarity among educators as we move through these challenging political times.

We also heard from the Burbank Community YMCA about self-care in a stressful profession and had an opportunity to do some art therapy.

Of course, the most important and exciting part of the day was getting to meet and talk with our new educators. During lunch we learned they come from all over the country and from a variety of educational backgrounds. Some were leaving charter schools, some had recently moved to the area, some bring years of experience to BUSD, and some are starting their first year as an educator. Some are about to get married and others, have their first child! Welcome to the Burbank Teachers Association family. We are thrilled they are here. Our students and our community are lucky to have them.
CHANGE IN CREDENTIAL RENEWAL NOTIFICATION

In the past, you may have received notification from the District or LACOE if your credential needed to be renewed. Now the CTC, (Commission Teacher Credentials), contacts the teacher directly either through email or through the mail. Please do not let your credential expire. It can lead to being put on an administrative leave until the credential is renewed. It is easy to check your renewal date and it also easy to renew online. See the brochure below for more information.

Take advantage of the online renewal process.

- Credentials renewed online are processed within 10 working days.
- You can renew your credential in the convenience of your own home. The renewal process for your Clear, Professional or Professional Clear Credential or reissuance of your 30-Day Substitute Permit can be submitted online with the use of a Visa or Master Card.

To renew your document online:

- Connect to the Web at www.ctc.ca.gov.
- Click on “Renew Your Credential.”
- Click on “Renew Your Credential Online”
- Enter your social security number and date of birth.
- Select the “renew” box next to the credential(s) that you wish to renew.
- If you have a professional clear credential you will need to enter information for the self-verification process. If you hold a 30-Day Substitute Permit, a Clear, or a Professional Credential the system will take you directly to step 4.
- Answer the Personal and Professional Fitness questions. If you answer yes to a question, a full explanation is required in the text box provided.
- Complete all required fields to process your payment. If you entered a confirmation e-mail address, you will receive an e-mail confirmation shortly thereafter.
- Print the confirmation of payment page for your records and record your confirmation number.

Keep this information handy so when it is time to renew you can go directly to the Commission website.

If you have questions please call the Commission at 1-888-921-2682 or via email at credentials@ctc.ca.gov.

In the spirit of the UMé credit union philosophy of people helping people, BTA is helping to collect donations for the 8th Annual Thank-A-Soldier Care Box Assembly project. You can drop off donations with your site rep anytime between now and October 10th. Look for list of acceptable donation items on the BTA bulletin board at your site or on our website, www.burbankteachers.org.

Also join us at the Thank-A-Soldier

8th Annual Care Package Assembly & BBQ
Saturday October 13, 10:00am - 1:00pm
UMé parking lot 3000 West Magnolia Blvd
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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

ADULT SCHOOL — Julie Grair, Fred Rivas
BRET HARTE ELEM. — Dahlia Dobbertin, Allison Shaw
BURBANK H.S. — Bob Shaw, Gina DiFrancesco,
Natalie Setaghan, 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
EMERSON ELEM. — Samantha Robman, Margarita Tubbs
HORACE MANN CHILDCARE — Jocelyn Garfiaz
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
STEWENSON ELEM. — Heidi Lavitt, Jasson Przebieda
TOSA — Eric Carter
WASHINGTON ELEM. — Chandra Collins, Dorothy Hernandez

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

PRESIDENT: Diana Abasta - BHS
VICE PRESIDENT: Vacant
SECRETARY: Dahlia Dobbertin - Bret Harte
TREASURER: Jerry Mullady - JBHS
HIGH SCHOOL DIRECTORS:
David Knatcal - JBHS
Tony Franco - BHS
MIDDLE SCHOOL DIRECTOR: Jessica Wertlieb - Muir MS
ELEMENTARY DIRECTORS:
Samantha Robman - Emerson
Theresa Landin White - Washington
AT-LARGE DIRECTOR: Michele Dixon - JBHS
STATE COUNCIL REPRESENTATIVES:
Alexis Weiner - JBHS
Justin Riner - Muir MS
STATE COUNCIL ALTERNATE:
Bridget Highfill - Disney
**Why I Teach...**  
By Dahlia Dobbertin

Did you know that children smile about 400 times a day, compared to adults, who only manage about 20 times?

Teachers do more than teach. I hear this a lot and I concur. An educator may also be a friend, a parental figure, a nurse, a counselor and more. Yes, the incredibly hard work and long hours can be just as exhausting as any job, but the children make it worthwhile. I believe that I get more from my students than they get from me. If it weren't for them, I wouldn't smile nearly as much. If it weren't for them, I wouldn't challenge myself to be creative and enthusiastic.

My students constantly surprise me, and my time with them is never boring. I don't sit around and watch the clock (as I sometimes did in other jobs). I choose to work with children because I want my work to have meaning and purpose. (Plus, it gives me a legitimate reason to correct other people's grammar!)

I truly hope that I make a positive impact on my students' lives, but I know for certain that they make a positive impact on my life. They share their energy, enthusiasm, innocence, inquisitiveness, and affection with me every day.

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**Another Successful TGIF!**

On Friday, September 7th, BTA kicked off its start of the year with a TGIF. We had a great turnout of members. It was nice to see some of our counselors and Adult School teachers and both elementary and secondary teachers enjoying good conversation and delicious food from Padilla’s Tacos. Juan Carlos served delicious beef, chicken and pork tacos along with cheese quesadillas. He is available for other functions and can be reached at (323) 973-8587.

The new teacher drawing for $50.00 went to Mojgahn Emamjomeh (BHS) and Kristina Albarian (Washington) and Dylan Winfield (Jefferson) each won a $25.00 gift card.

Many thanks to all the people who pitched in with set up and clean up. Thank you also to Theresa Landin White and Alice Holmes, our office manager, for making it a fun fiesta environment for all to enjoy. Hope

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**City of Burbank Parcel Tax – November 6, 2018**

BTA endorses Measure QS (Quality Schools) and recommends members who live in Burbank vote

BTA Members will receive a 3% increase on salary schedule effective July 2019 if Measure QS passes.