TEACHER SHORTAGE --- REALITY OR MYTH?

We have already witnessed the reality of a teacher shortage in Burbank. For example, we used to have a deep substitute teacher pool but even with an increase in the sub pay, many have since gone on to find full time jobs in other districts. The challenge is facing us right now.

According to a new statewide survey conducted by the Learning Policy Institute in Palo Alto, 75 percent of California school districts reported having a shortage of qualified teachers for the current 2016-2017 school year. District officials responding to the survey (one fifth of all the states districts) reported said the shortages were being driven by a declining supply of teachers, combined with high turnover rates and a growing number of retirements from baby boomers.

The California Department of Education estimates 21,500 vacancies and the need for new teachers is approximately twice the current graduation rate in teacher preparation programs. Education Week says the current demand shortfall has been inflicted by a confluence of the Great Recession and a decade of teacher bashing. As a consequence, applications and enrollments in teacher education programs have dropped like a rock; 70 percent in the last 10 years.

The new survey asked districts what strategies they’re developing to help recruit teachers. About 93 percent said they are creating or improving teachers preparation programs, including building stronger relationships with teacher colleges, and expanding or creating residency programs. Approximately 75 percent said they’re adopting stronger financial incentives, including salaries, stipends and bonuses.

Besides attracting new teachers, there also needs to be support in place to retain the highly-qualified teachers. Their years of expertise and experience provide invaluable skills that help build strong public education institutions and knowledgeable leadership. What can then be done now to avoid the massive void that is just around the corner as large numbers of baby-boomer teachers are set to retire?

Continued on next page
President’s message continued:

In Burbank, sadly we have already had some teachers opt to go to other districts because they offer better compensation or have better health benefits. There must be some proactive steps. First, there needs to be recognition for the challenges of the profession. Too many things are put on the teachers’ plate and, in the end, little is taken off. It is no wonder that teachers burn out and leave. We must look at those things that also impact the learning environment such as class size, curriculum, and assessments that include writing. Too often teachers are frustrated with having to incorporate or do one more thing when all they want to do is teach and can have the academic freedom to do what is best for their students.

In conclusion, I would like to invite you to write to the Benchmark and share your concerns and solutions regarding the impending teacher shortage.

Resources:
State’s teacher shortage hitting ‘alarming rates’ for 2016-2017 | EdSource
The CA teacher shortage is real. | Education Week
California faces a looming teacher shortage; and the problem is getting worse | L.A. Times

Burbank Teachers Choice

Teachers are supporting Steven Frintner for School Board because he believes in partnerships with parents, teachers and the school board.

Steven Frintner will build partnerships with Burbank businesses and the community. He understands the challenges Burbank schools face in an uncertain future.

Join Burbank Teachers and vote for:

Steven Frintner
Burbank School Board
Come and learn from experts in your field, share your ideas, expand your knowledge and network with your colleagues.

- Choose from more than 80 sessions designed to support excellent teaching and learning practices for classroom teachers.
- Topics cover Common Core, Classroom Management, Technology, Student Motivation, Musical Innovation, Fitness, ELL, Special Education and so much more.
- Visit the vender and exhibitor showcase for the latest in classroom materials, tools, technology and learning aids.

BTA will pay for the registration fee, hotel (double occupancy) for Friday and Saturday or gas mileage if you prefer to commute, and meals not covered by CTA for the lucky winners of the drawing. If you are interested in attending, fill out the form below and send it to the BTA office no later than Thursday, February 23rd.

**Good Teaching Conference:**

Name: ____________________________________________________________
School: ____________________________________________________________
Cell Phone: ________________________________________________________
Personal E-mail: ___________________________________________________
Take the Pledge: A Call to Action for the Public Education ALL California's Students Deserve

TAKE THE PLEDGE TODAY!
SUPPORT PUBLIC EDUCATION TO ENSURE ALL STUDENTS CAN SUCCEED.

Public education is the foundation of our 21st-century democracy. Social justice for all begins with a quality, free public education. Our public schools are where our students come to be educated in the fullest sense of that word, including as citizens of this great country. As educators, we strive every day to make every public school and college a place where we prepare the nation’s young people to contribute to our society, economy and citizenry.

California must continue to lead the nation. The 325,000 members of the California Teachers Association and the 120,000 members of the California Federation of Teachers are committed to making sure all California’s students get the public education they deserve. We ask all Californians, including elected leaders regardless of party affiliation, to join us in supporting a strong, inclusive, safe and innovative public education system that ensures all students can succeed, regardless of their ZIP code. Our public schools must remain centers of our communities, and not become corporate profit centers. We hold these values because all children, regardless of family circumstances, where they live, where they were born, how they look, who they love or the language they speak have the right to a public education that helps them reach their full potential.

READ FULL RESOLUTION IN SUPPORT OF THE PUBLIC EDUCATION ALL CALIFORNIA’S STUDENTS DESERVE.

www.cta.org/ForAllStudents
State Council Report

by Lori Adams and Alexis Weiner, BTA State Council representatives

Stand up! Fight back!

CTA State Council was full of fire. The rapid number of executive orders coming from the White House during the week before (and during) State Council, along with the imminent Senate vote on Betsy DeVos as Secretary of Education, lit the fire of activism among a group that is already inclined to advocacy.

The first general assembly kicked off with a wish for a happy year of the fire rooster from the Asian American caucus. The council voted overwhelmingly to re-elect Eric Heins as CTA president, Theresa Montaño as vice president, and David Goldberg as secretary-treasurer. During the general assembly, there were some successes to celebrate; since Council had last met, California voters passed Propositions 55 and 58. In fact, seventy-three percent of voters marked “yes” for Prop 58, the highest vote-getter of the California ballot. Sixty-three percent of voters were in favor of Prop 55, demonstrating that voters around the state stand behind their public schools.

Continued on next page
State Council report continued:

State Council unanimously voted to pass the CTA Resolution of Unity, Resolve and Resilience:

A Call to Action for the Public Education All California’s Students Deserve. The text asks “all Californians, including elected leaders regardless of party affiliation, to join us in supporting a strong, inclusive, safe and innovative public education system that ensures all students can succeed, regardless of their ZIP code.” Council representatives also went online to take the pledge to support this resolution. To reinforce this resolution, CTA developed the “Advocating for All Students: A Social Justice Toolkit” filled with downloadable posters, guides for supporting students, and a plethora of related resources. You can view the two-page resolution, take the pledge yourself (and share with everyone you know!), and download the Social Justice Toolkit at www.cta.org/ForAllStudents.

Read Across America is coming up on March 2! BTA purchased and will donate a book from the California Reads! list to each school site in honor of Dr. Seuss’s birthday. Recommendations for all levels are at cta.org/californiareads. Read Across America is celebrating its 20th anniversary, and all NEA members can request free RAA resource calendars at http://www.nea.org/grants/raa-calendar-orders.html.

Highlights from CTA committees:

- The governor’s January budget proposal is very conservative, which is par for the course for him. The Financing Public Education committee passed a list of Budget Principles to guide our advocates in Sacramento as they lobby for improvements in the May Revise.

- The Early Childhood Education committee is looking to create policy language regarding Transitional Kindergarten: TK should be available to all eligible students that are age five between September 2 and December 2; class size should not exceed 1:20 and be staffed at no more than 1:10 with one credentialed teacher and one highly qualified aide; TK teachers should have at least twenty-four units of ECE classes or experience teaching children younger than eight; curriculum should be developmentally appropriate, providing “hands-on, experiential, child-centered, explorative, play-based learning activities and experiences”.

- Given the projected teacher shortage, the Credentials and Professional Development Committee provided information about hiring hierarchy and limitations of different permits that may be used to fill certificated positions. More information at http://www.ctc.ca.gov/notices/coded/2013/1301.pdf.

- STRS has lowered their expectations for rate of return (increased value in their portfolio stocks). This is causing a deficit in the budget and they are correcting it by increasing the State's contribution rates which will in turn increase the employer contributions that will take effect in fiscal year 2021-22. This will also impact members who are divided into two groups, those hired before and after 2013, when the STRS reform occurred. The change will take place in July of 2017 if CALSTRS makes the change prior to that date. These changes will insure a healthy pension which will make good on its promises. Other states have stripped benefits or abandoned a defined benefit system, (monthly paycheck for life), leaving members with a lump sum 401k type system vulnerable to the stock market. While increased costs hurt, it is necessary to maintain our valuable retirement plan. When Lori questioned CTA’s Legislative Analyst about the rising cost of STRS due to CTA supported reforms, she was assured that once our state closes the gap in funding, we will see improvements in our budgets in future years. Until then, funding is very uneven among districts.

- Check out pages 50 and 51 in the January/February California Educator for a pull-out sign to post in your classroom and suggestions to make your school a safe zone.


The next State Council will meet March 24-26, 2017.
BTA's negotiating team, comprised of Lori Adams, Kim Anderson, Les Cohen, Sue Conway, and Sonya Lowe, met with BUSD's negotiating team of lawyer Steve Andelson, Anita Schackmann, David Jaynes, Tom Kissinger, Laura Flosi and David Guyer at the BTA office. Colleen Flores (BTA) was out ill.

No agreements were signed but the following events and discussions occurred.

**Special Education Update** – Tom Kissinger provided an update on the activities and status of the consultant. They are identifying needs and holding open meetings to develop a Special Education Master Plan. BTA received a handout for the proposed vision for the master plan. We were also informed that the consultant has taken ill and will be replaced with a new consultant who has experience teaching in special education. Resume will follow.

**Paid Parental (Child Bonding) Leave** – BTA submitted a counterproposal to BUSD's proposal, which removed restrictions on the employee. Discussion ensued and a lawyer from Steve Andelson's office, Kathy Fields, was put on speaker to discuss the intricacies of the law. There may be added restrictions since the Child Bonding law is preceded by the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), which are more comprehensive. BUSD will counter at the next bargaining session.

**Budget Update** – David Jaynes provided his PowerPoint handout regarding changes in the BUSD budget since the passage of Proposition 55 and the governor's January budget proposal. With modest increases in income and greater increases in expenses, Mr. Jaynes calculates our net change in this year's budget at decreasing by $2.7 million. We are hoping for a more generous budget from the governor in the May Revision. BTA will seek advice from CTA regarding the health of the BUSD budget and the availability of funds to enhance salary and benefits.

**Induction Mentor/Professional Mentor** – BTA provided proposed changes to the MOU. Many items are clearer now that the program is up and running, so the language is being added or modified. BUSD will counter at the next bargaining session.

**Article 11 Class Size** – BTA presented a proposal to incorporate the MOU that is currently guiding our district and added additional language that would prevent common issues that were expressed in the survey provided to members. BUSD will counter at the next bargaining session.

**Articles 7: Wages, Article 8: Health and Welfare Benefits and Article 9: Hours** - These articles will be addressed in future bargaining sessions.

The next date for negotiations will be **February 24, 2017** at the BUSD office.
Professional Mentors Needed!

- A Mentor Program for teachers who are not eligible for the Induction Program.

- Great Opportunity:
  - To help your fellow teachers grow and improve

- Qualifications:
  - Credentialed, Permanent Teacher
  - At least five years of teaching experience
  - Satisfactory still evaluations in the last two evaluation cycles

- More Information:
  - Go to http://teacherweb.com/CA/BUSD/MentorProgram for more information on the Professional Mentor Program, the stipend, and the application.
  - Applications are due by
    - Friday, February 21\textsuperscript{st} by 5 P.M.
  - Send applications to
    - Human Resources, Attention: Anita Schackmann
Why I Teach ...

I teach to inspire, motivate, empower and learn!

Because I care. #differentnotless

I became a teacher to see the lightbulb “aha” moments in children.

Deborah Perlis, Burbank H.S

I teach because I want every child to know that they MATTER and can succeed!

Monique Kalachi, McKinley

Dorothy Hernandez, Washington

Calling all first-year prob. teachers!

As you get ready to finish the last of your STULL, make sure you are clear in terms of your evaluation. BTA will be checking in with you because we want to survey you on ways we can support you. We want you to consider making BUSD your permanent home. The survey is short-only five questions! One of your reps or Executive Board members will be stopping by to see you soon. Remember don’t hesitate to reach out to us. We are your voice when it comes to advocating for you and our profession.
REMEMBER TO SEND US YOUR SITE NEWS

Wanted: All the details of what’s happening at your site. What special accomplishments have colleagues achieved that deserve recognition in the Benchmark?

Please email the Benchmark editor, Kim Allender, at kimallender@earthlink.net

Subject line: Benchmark Site News

Some news worthy ideas:
* Special recognition
* Higher education degrees
* Grade level team accomplishments
* Special programs such as performing arts or technology

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)
1-800 554-6931

State Teachers Retirement System (STRS)
1-800 228-5453

The Standard
(Income Protection)
1-800 522-0406

California Casualty
Auto and Home Insurance
1-866 680-5139

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

REMINDER—IMPORTANT ALERT!
Are you receiving emails from the Burbank Teachers Association? It’s very important to use personal emails to facilitate fast communications between BTA and it’s members. Send your updated email address to:
office@burbankteachers.org
The subject line should say “Updated Email Address.” Be sure to include your full name with your email address.
2016 - 2017 Who’s Who in BTA Faculty Representatives

Each school site has at least one BTA Faculty Representative, or, in the case of larger sites, one representative for each 15 members or major fraction thereof. Listed in the column at the right is a list of representatives for the 2016-2017 school year who were elected in June by the members of their respective sites.

The members listed at the right are your representatives, so please take a minute to introduce yourself and to let them know if you have any questions or concerns.

These dedicated colleagues are your voice at the monthly BTA Representative Council meetings. They may also be a witness for you at any potentially negative meeting with a parent or administrator.

Your Faculty Representatives will also put communications from BTA into your mailbox, conduct elections for leadership positions and contract ratifications, recruit new members, and assist you in finding answers to your contract questions.

BTA Benchmark is a monthly publication of Burbank Teachers Association, 3021 W. Burbank Blvd, Burbank, CA 91506, (818) 846-1304 www.burbankteachers.org

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 District’s Fraud Hotline.
Site News

Independent Learning Academy Adds New Math Teacher

The Independent Learning Academy (ILA) has made great strides since we opened our doors in August of 2014. We started the 2016-17 school year inching closer to our goal of 50 students.

Due to an increase in student enrollment and a need for more math support, the ILA is excited to announce that we have hired a full-time math teacher. Brian Rosa, who taught at David Starr Jordan Middle School for six years, joined the ILA team in January. Mr. Rosa graduated from Sacred Heart University in Connecticut and he has a strong background in math.

Through engaging lessons and a desire to instill confidence in all of his students, Mr. Rosa has made a positive impact in the classroom. Although he is now part of the Independent Learning Academy team, Mr. Rosa can still be found coaching volleyball at John Burroughs High School. Welcome to ILA, Mr. Rosa!

Heather Good
Burbank Unified School District
Independent Learning Academy

What To Do In An Employment Related Emergency

It is extremely important that in the event of any adverse action affecting your employment status that you immediately contact the BTA office at (818) 240-9180. Examples of adverse actions are: notification of dismissal, suspension, child abuse, non-renewal, transfer, demotion, civil or criminal charges, or any contract violation.

Assert your rights: If an administrator wants to meet with you concerning any adverse action, the appropriate response for you to use is: "I am a BTA member and I am claiming my right to union representation for this meeting."

Until you are able to contact the BTA office:

DO NOT:
Admit Anything; Sign Anything; Make Any Verbal or Written Statement; Resign or Be Insubordinate. The above includes not speaking to your colleagues, principal, administrators, parents, or the police about the incident.

DO:
Remain calm and courteous. Immediately upon receiving notice of any adverse action, contact the Burbank Teachers Association at: (818) 846-1304. Keep copies of all papers relating to the situation.

YOU HAVE THE RIGHT TO:
Halt any conference already in progress if it becomes disciplinary. Reschedule when representation is available. Have the meeting at a time and date that is convenient for you and your BTA Faculty Representative.