We are the Power. We are the People.

On Saturday, January 21st I was in Washington, D.C. to participate in the Women’s March which numbered at least 500,000 women, men and children from across the U.S. The Washington march was also joined by other marchers in more than 600 cities in the U.S. and internationally, totaling more than one million participants. It became a stirring reaffirmation of the power of grass roots democracy, compelled to action in response to palpable threats not only to women’s rights but to voting rights, LGBT rights, affordable health care, workers rights and the preservation of constitutional protections, especially First Amendment rights.

As I looked out over the crowd in the National Mall I saw a sea of pink which seemed to flow to the horizon and beyond. People carried signs of protest, hope, anger, and humor. Although the streets were crowded and movement was stand still at times, it never felt dangerously chaotic or violent. On the contrary, people helped each other cross streets and climb over chain links that had been left in place from the Inauguration. People with children and people in wheelchairs were always given the right of way. Our personal space may have been tight, but our hearts and minds were open as we listened to various speakers and musicians take the stage.

It was also a diverse crowd of all age groups, ethnicities, and genders. I proudly carried our BTA United in Purpose and Voice sign. On more than one occasion people told us how impressive it was that a group of us had traveled from California all the way to D.C. My fellow warriors for justice were Sue Conway from Luther, Alice Holmes BTA Officer Manager, and her daughter Marissa and daughter-in-law Jenny.

Speaker after speaker called on us to rise in solidarity to safeguard the social progress that has been made in civil rights, women’s rights and LGBT rights over the past half century. We were reminded that this is a country of immigrants and our diversity is a strength not a weakness. From an educator’s point of view, CTA and NEA have called upon our members to call your senators and member of congress to protest the appointment of Betsy DeVos as Secretary of Education. If you have not had a chance to see her in the hearing, it is a must see because it won’t take long to see why she would be a tragedy for public education --- an institution for which she has little regard and no experience.

Like those before us who fought for all human rights, the Women’s March was a call to action. As a union, we believe that an injury to one is an injury to all. A strong middle class requires a strong union movement, both public and private. As is often said, if there is no union to speak up for worker rights, who will speak up?

As the crowd grew restless and ready to march, Alicia Keys sparked the flame with her song “Girl on Fire.” I urge all of you, please don’t let the spark die. Together we are the flint that keeps sparking the fire.
At the Women’s March, Washington, D.C.
Diana Abasta, Sue Conway and Alice Holmes

BTA Benchmark January, 2017

BTA members Alexis Weiner, Mark Norberg and Eric Carter in Los Angeles

BTA retired teachers Pam and Kim Allender with friends at Pershing Square
Happy New Year! With the new year always comes the Governor’s budget projections, which is our 2017-18 school year. Unfortunately, state revenues have been lower than expected. Much of state taxes and, in turn, school funding comes from the top 1% of income earners. In fact, half of the state’s personal income tax and all the Proposition 55 taxes come from the top 1%. Although right now the revenue numbers are not looking good, the situation may improve after tax season.

While the economy has been doing well for quite some time now, the boom may be coming to an end. At least Governor Brown thinks so and his projections reflect that. Due to lower than expected General Fund tax revenues, the dollars that will be received at the district level in 2017-18 are not going to be significantly more than the dollars received in 2016-17. The past few years, we have seen huge year over year increases in funding. This next year, the projected average increase in per pupil funding will only be about $132 per ADA. While this is not a huge increase, it is still moving us forward which means we can maintain what we currently have and continue the programs we have restored as we have come out of the recession.

While here in Burbank we are currently still bargaining for this year, the fact that the Governor is telling everyone that another economic downturn is on the horizon is not going to make things easy at the bargaining table. We need to stand strong together to protect what is good for our students and for us as educators.

I encourage you to get involved in the LCAP process. There are regular meetings going on now to look at the programs we have here in Burbank and see what is working and what isn’t. We need educators’ voices in the room to make sure informed decisions are being made about where we want the District’s limited resources to go.
WANTED!

Awesome Teachers Just Like YOU!

Have you been teaching for three or more years? Do you have a hankering to challenge yourself? Do you believe new teachers deserve our support? Do you think you might be able to offer guidance, support, and a mighty fine listening ear? Why not be a MENTOR?

The BUSD Induction Program is now accepting applications for new mentors. Please see your Office Manager for an application packet.
BURBANK TEACHERS RELAY FOR LIFE

This year’s Relay for Life, which raises funds for the Cancer Society, will take place on May 6th - 7th at Robert Gross Park. Last year our BTA team was able to raise close to $1,500! This year, through everyone’s generous support, we would love to beat that number!

Our team will be pursuing that goal in a variety of ways. We will have at least two fundraising dinners. In addition, we are hoping to encourage each school site to donate a gift basket that will be raffled off at the R4L event. We are also hoping to send a Save Silver Coin Can to each school site, so that all students and staff members will have a chance to actively participate in this worthy cause.

To learn more about this event, or to sign up to either donate funds or be part of our relay team, please go to the link below and click on Burbank Teachers Association under “Top Teams.”

www.relayforlife.org/BurbankCA

I look forward to working with all of you to make this year’s Relay for Life our most successful one ever.

Thank you in advance for your support!

Tracy Sorensen, Team Captain
tracysorensen@burbankusd.org
## DUES BREAKDOWN

For 2016 tax purposes

<table>
<thead>
<tr>
<th>Cat</th>
<th>Category Descriptions</th>
<th>NEA JAN-JUN (6 MOS)</th>
<th>NEA SEP-DEC (4 MOS)</th>
<th>TOTAL NEA DUES PAID FOR 2016 (10 MOS)</th>
<th>BTA JAN-JUN (6 MOS)</th>
<th>BTA SEP-DEC (4 MOS)</th>
<th>TOTAL BTA DUES PAID FOR 2016 (10 MOS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>For those faculty whose teaching assignment is more than 60% of a normal assignment, except 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>111.00</td>
<td>74.80</td>
<td>185.80</td>
<td>103.53</td>
<td>69.02</td>
<td>172.55</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>62.40</td>
<td>42.00</td>
<td>104.40</td>
<td>51.75</td>
<td>34.51</td>
<td>86.26</td>
</tr>
<tr>
<td>2B</td>
<td>For those faculty whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or 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.</td>
<td>111.00</td>
<td>74.80</td>
<td>185.80</td>
<td>51.75</td>
<td>34.51</td>
<td>86.26</td>
</tr>
<tr>
<td>3A</td>
<td>For those faculty or substitutes whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave.</td>
<td>38.25</td>
<td>25.70</td>
<td>63.95</td>
<td>25.89</td>
<td>17.26</td>
<td>43.15</td>
</tr>
<tr>
<td>3B</td>
<td>For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment or those faculty employed in private higher educational institutions or the University of California for whom no representation by the Association in employer-employee relations exists or is immediately contemplated.</td>
<td>62.40</td>
<td>42.00</td>
<td>104.40</td>
<td>25.89</td>
<td>17.26</td>
<td>43.15</td>
</tr>
<tr>
<td>4</td>
<td>For those adult education and community college employees employed only on a part-time/hourly basis.</td>
<td>38.25</td>
<td>25.70</td>
<td>63.95</td>
<td>25.89</td>
<td>17.26</td>
<td>43.15</td>
</tr>
</tbody>
</table>
## CTA DUES BASED ON ANNUAL SALARY STRANDS

### CTA Dues Chart 2015 – 2016

<table>
<thead>
<tr>
<th>Cat</th>
<th>Salary From</th>
<th>Salary To</th>
<th>2015-2016 CTA Dues Chart</th>
<th>JAN-JUN 2016 CTA Dues Paid (6 MONTHS)</th>
<th>SEP-DEC 2016 CTA Dues Paid (4 MONTHS)</th>
<th>TOTAL CTA DUES PAID FOR 2016 (10 MONTHS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 41,000</td>
<td>OVER</td>
<td>644.00</td>
<td>386.40</td>
<td>262.40</td>
<td>648.80</td>
</tr>
<tr>
<td>2</td>
<td>$ 32,800</td>
<td>$ 40,999</td>
<td>519.20</td>
<td>311.52</td>
<td>211.52</td>
<td>523.04</td>
</tr>
<tr>
<td>3</td>
<td>$ 24,600</td>
<td>$ 32,799</td>
<td>394.40</td>
<td>236.64</td>
<td>160.64</td>
<td>397.28</td>
</tr>
<tr>
<td>4</td>
<td>$ 10,250</td>
<td>$ 24,599</td>
<td>176.00</td>
<td>105.60</td>
<td>71.60</td>
<td>177.20</td>
</tr>
<tr>
<td>5</td>
<td>-</td>
<td>$ 10,249</td>
<td>82.40</td>
<td>49.44</td>
<td>33.44</td>
<td>82.88</td>
</tr>
</tbody>
</table>

### CTA Dues Chart 2016 – 2017

(salary strand changed Sep 2016)

<table>
<thead>
<tr>
<th>Cat</th>
<th>Salary</th>
<th>2016-2017 CTA Dues Chart</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 44,000 TO OVER</td>
<td>656.00</td>
</tr>
<tr>
<td>2</td>
<td>$ 35,200 TO $ 43,999</td>
<td>528.80</td>
</tr>
<tr>
<td>3</td>
<td>$ 26,400 TO $ 35,199</td>
<td>401.60</td>
</tr>
<tr>
<td>4</td>
<td>$ 11,000 TO $ 26,399</td>
<td>179.00</td>
</tr>
<tr>
<td>5</td>
<td>- TO $ 10,999</td>
<td>83.60</td>
</tr>
</tbody>
</table>

Questions on these charts?
Call Alice Holmes at the BTA Office
818 846-1304
Why I Teach...

Because democracy requires an educated and engaged society.
Bridget Highfill, Disney

Because I love working with kids and witnessing the “ah-ha” moments!
Colleen Flores, Stevenson

Because it’s my passion.
Life-long learner!
Sara Line, Stevenson

Because everyone needs to hear, “You are smart,” “You can do this,” I believe in you,” and “I’m here for you.” Every child deserves encouragement, support and to feel listened to. I teach to learn from my students, to grow with them and to show up to work and smile everyday!
Sofia Rigolon, McKinley

Because I believe all students deserve access to complex materials and questions! Plus, there is no greater joy than witnessing 12-year-olds become passionate about the Magna Carta.
Amelia Merwin, Muir

Because I have seen the value of education in my family’s lives. I was fortunate to have inspiring teachers who engaged me in my education. I want to pass on that interest to be a life long learner. Also, science is awesome!
Siobhan Cruz Kelly, Muir

Because I want to share my love for learning with young people. I want to inspire adventurous thinking and curiosity about the world around us!
Shelly Burish, Muir

Encourage curiosity
Instill growth mindsets
Inspire
Spread kindness

Caroline Turner, Muir
The California Teachers Association (CTA) held its eighth annual Lesbian, Gay, Bisexual, and Transgender (LGBT Issues conference in Palms Springs on December 9-11. The conference’s main purpose was to share resources on how to be an effective educator for LGBT students. CTA Secretary--Treasurer David Goldberg welcomed the attendees and discussed the current issues facing CTA. The most prominent one was a legal case like the Friedrich’s case that will most likely be heard in court. He rightfully forewarned all to be ready for this battle. The evening ended with a commemorative presentation on the victims of the Pulse nightclub massacre that happened in Orlando last June.

On Saturday I joined members of the Glendale Teachers Association for breakfast. GTA was able to secure funding from their district and PTA to send all their secondary schools’ Gay Straight Alliance (GSA) advisors to the conference. I thought this was an excellent idea because they would be able to use the resources they had been given at their school sites.

Saturday lunch offered participants a chance to meet in small groups. In the small groups, conference attendees were asked to express themselves using only certain words or phrases. How one reacted to those terms was then used to show the differences between the various age groups. The discussion then focused on ways to find common ground to work together.

One of the workshops I went to presented topics on LGBT access to healthcare and jobs. It also talked about concerns over racial identity and visibility for trans people. One of the shocking statistics given had to do with the alarmingly high murder rate of transgender women of color. Another interesting workshop on the implementation of AB 329 was presented by the American Civil Liberties Union. Part of the bill deals with the implementation of inclusive, medically accurate, and unbiased sex education for LGBT youth. I believe that Burbank has made great strides in this curricular area, but it has not yet addressed the issue of teens’ access to healthcare without having to have parental permission.

On Sunday, there was a workshop on the replacement curriculum for “Breaking the Silence,” a CTA program that teaches educators about sexual orientation and gender identity issues. The new program considers that all educators, experienced or new, need to review basic elements that were available in the old program.

The conference ended with President Heins’ talk on the history of LGBT issues in CTA. At the first LGBT conference, for example, gender neutral bathrooms were first introduced. Now they are a permanent feature not just at statewide conferences but also at nationwide conferences such as the Representative Assembly. He further went on to talk about the results of the November election. He said that CTA would be a refuge for refugees. In addition, CTA would continue to fight voucher initiatives and attacks on our pensions.

Lastly, a film titled *Pride* was shown. It was about the unlikely teaming of striking mine workers and London gay and lesbian activists in 1984 England. The activists helped raise money for the mineworkers on strike. The message was clear; unlike groups discover that standing together makes for a stronger union.

https://www.youtube.com/watch?v=G5bTRQX1l4g
Drawing for CTA New Educator Weekend - All Expenses Paid

Happy 2107! I hope you had a break that rejuvenated and reenergized you. According to a study, “Phases of the New Teacher” by Ellen Moir of U.C, Santa Cruz, new teachers eventually reach a rejuvenation point where they feel they can breathe again, enabling them to apply newly gained coping strategies to deal with the realities of our wonderful and challenging profession. Your professional organization, BTA would like to offer you an opportunity to attend a CTA New Educator Weekend for educators like you who have been teaching five years or less. This weekend at the Irvine Marriott Hotel will offer sessions and electives concentrating on topics:

- Classroom management – how to create a productive and inspiring learning environment
- Navigating IEP’s and SPED areas
- “What I wish I knew my first five years of teaching.”
- Teaching is a career.
- Common core standards, state standards and pedagogy
- Resources and programs available to members

We will offer scholarships for you to attend. It will not cost you anything. The dates are March 10 - 12. There will be an opening reception and dinner on Friday, breakfast and lunch on Saturday, brunch on Sunday. All materials for the sessions are provided as well.

If you are interested, please print this letter and fill out the bottom and return it to your BTA rep. or you can send it to the BTA office through school mail.

I look forward to hearing from you. We need strong, highly qualified teachers like you to stay in the profession. Your expertise and skills are what make the difference in Burbank.

Diana Abasta

I am interested in entering the drawing for the New Educators Weekend on March 10-12, 2017.

Name ___________________________________________________ Site ________________________________

Contact number ___________________________________________ Email ____________________________

PLEASE return by February 16, 2017
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 deserves 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 its 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 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.