



January, 2019

Volume 32, Number 5

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President's Message by Diana Abasta

L.A. TEACHERS' FIGHT IS OUR FIGHT TOO

The strike by UTLA members in Los Angeles is not occurring in isolation. It is a continuing expression of the "Enough is Enough" attitude of America's teachers which began with strikes last year in West Virginia, Virginia, Kentucky, Oklahoma, Colorado and Arizona.

Although salary increases and benefits are always part of the demands from teacher strikes, it has become clear that these recent job actions reflect a far deeper frustration than compensation issues alone. At a time when teacher colleges are struggling to fill seats and a national teacher shortage is causing a shift back to hiring candidates with emergency credentials, America's teachers are calling for public awareness of a growing public education crisis – one that is rooted in chronic underfunding combined with the new threat of privatization efforts by poorly regulated charter schools.

For more than three decades of well-financed disinformation, the proponents of privatization (manifested by the charter school movement) have hammered their false message of public education failure. This falsehood came even though our system of free public education for all had created the world's most successful economy by the end of the 20th Century, while nurturing incredible technological innovation. This real story of American education success, created under Thomas Jefferson, was accomplished by a commitment to educating all children in community supported public schools.

While public schools have always struggled for adequate funding, the two decades following the end of the Second World War saw a burst in education spending to accommodate the emerging baby boom. A post-war effort to build thousands of new schools and train tens-of-thousands of new teachers was a high water mark for education funding. This was soon followed by the "stagflation" of the 1970's. Chronic underfunding of education became politically expedient. The predictable result was a gradual rise in class sizes and stagnation in teacher salaries and benefits.

Continued on page 3



**Quality
Schools
Start with
Quality
Educators**
#WeAreBTA

BTA Benchmark is published
nine times per school year

Burbank Teachers Association
3021 W. Burbank Boulevard,
Burbank, CA 91505
(818) 846-1304
Editor, Kim Allender
kimallender@earthlink.net

UniServ Director's Message by Nate Banditelli

EDUCATION SPENDING INCREASE FEATURED IN GOVERNOR'S NEW BUDGET PROPOSAL

California currently sits on a budget surplus of about \$15 billion and it could increase to over \$20 billion. Newly-elected California Governor Gavin Newsome has pledged "to build up 'the largest fiscal reserve of any state in American history'." He released his 2019-2020 state budget proposal on January 10th. While it is only still a proposal that must go through a May revision and gain legislative approval in June, he has signaled the importance of increasing funding for public education in California. This proposal serves as an early sign that Californians chose the right candidate for the office. His proposal includes an emphasis on early childhood education and additional funding for K-12. Highlights include:

- \$26.8 million to fund a full-year of preschool for 2,959 students and \$124.9 million to fill 200,000 preschool slots by 2020/2021
- \$750 million in one-time funding to retrofit or build facilities to expand full-day kindergarten.
- An additional \$2 billion toward the Local Control Funding Formula (LCFF), which represents an increase of \$435 per student about 2018/2019 funding levels (through a COLA that increases from a projected 2.57% to 3.46%).
- An additional a one-time, \$3 billion payment toward CalSTRS that will "buy down" employer contributions from 18.13% to 17.1% in 2019/2020 and from 19.1% to 18.1% in 2020/2021.

Increases to LCFF funding and the STRS buy down provide good news for BUSD and will provide some relief to the District's strained budget, but they will not significantly change the major problem that BUSD faces: the high cost of providing quality education is constrained by a statewide funding formula that provides additional money to districts with higher populations of disadvantaged students. BTA will continue to advocate for prudent District budgeting, increased education funding, and a fair negotiations settlement.

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)

UNION CODE OF CONDUCT

- I will not criticize any union colleague except to the individual directly.
- If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with management that criticize, or negatively speculate about any union colleague.
- I will settle my differences with colleagues within the union.
- I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of the union.

President’s article continued:

Then in 1983 the Reagan Administration created a highly biased report called *A Nation At Risk*, which warned that the nation was endangered by “a rising tide of mediocrity” in the schools. By the early 1990’s the privatization advocates saw an opportunity to advance a concept of a split education system. Both would access public funds, but one would be a non-union, privately operated charter school system not required to follow most state education code requirements, and the other would be traditional public schools that would operate on what is left over from diminished public funds. The private system would be able to select its students and locations and the traditional schools would be required to take everyone else. The privatization charter school system is a formula for creating a two-tier system of education, one for “haves” and one for “have nots.” It is a system designed for exclusivity rather than inclusiveness and it is designed to remove the power of teaching professionals to speak out for needed changes through union representation and due process rights.



In addition to opposing the rush to create new charter schools with inadequate oversight, UTLA is also telling the citizens of Los Angeles, as well as the citizens of California, that excessive testing, overcrowded classrooms, lack of libraries, lack of nurses, lack of counselors and reduction of music, science and math programs is unacceptable and unsustainable. California ranks 43 out of 50 in per pupil funding. LAUSD Superintendent Austin Beutner complains that a strike will accomplish nothing since the real problem is state underfunding of education. What he isn’t saying is that a strike by the largest school district in California may be needed to get the attention of our new governor and state legislators. It also puts all school districts on notice that teachers are fed up with being undervalued and are no longer going to stay quiet by accepting the status quo. Enough is Enough!

In unity,
Diana



Our students

deserve better!

We support
LA educators
fighting for the
public education
our students
deserve.

#RedForEd

DATES TO REMEMBER

<p>Jan 17 - State of Our Union Muir Auditorium 3:45pm</p> <p>Jan 17 - BOE Meeting City Hall 7:00 p.m.</p> <p>Jan 21 - MLK Day Office closed</p> <p>Jan 23 - Rep Council 3:30 LUTHER</p> <p>Jan 24 - Safety Meeting JBHS 3:30 p.m.</p> <p>Feb 06 - EBoard Meeting BTA 3:30</p> <p>Feb 07 - BOE Meeting City Hall 7:00 p.m.</p> <p>Feb 11 - No School</p> <p>Feb 13 - Rep Council 3:30 MUIR</p> <p>Feb 18 - No School</p> <p>Feb 21 - BOE Meeting City Hall 7:00 p.m.</p> <p>Feb 25 - Mar 1 Parent Conferences</p> <p>Feb 27 - Wine & Wisdom PD 4-5:30</p>	<p>Mar 06 - EBoard Meeting 3:30 BTA office</p> <p>Mar 07 - BOE Meeting City Hall 7:00 p.m.</p> <p>Mar 12 - Open House (Elementary)</p> <p>Mar 13 - Open House (H.S.)</p> <p>Mar 14 - Open House (Middle)</p> <p>Mar 18 - 22 Spring Break</p> <p>Mar 27 - Rep Council 3:30 MUIR</p> <p>Mar 27 - LCAP Meeting 6:30</p> <p>Mar 28 - Safety Meeting JBHS 3:30</p> <p>Apr 04 - BOE Meeting City Hall 7:00 p.m.</p> <p>Apr 10 - EBoard Meeting BTA 3:30</p> <p>Apr 17 - Rep Council 3:30 LUTHER</p> <p>Apr 18 - BOE Meeting City Hall 7:00 p.m.</p> <p>Apr 25 - Safety Meeting JBHS 3:30</p>
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WINE & WISDOM WEDNESDAY by Rebecca Mieliwocki

On January 9, 2019, BTA held its first “Wine & Wisdom Wednesday” after-school PD with Muir Middle School’s phenomenal Vanessa Norrington. Vanessa is a Behavior Support Provider and PBIS Committee Member who specializes in supporting children with explosive behaviors. In one jam-packed, delicious hour, Vanessa shared dozens of practical tips, strategies, and ideas for how to work successfully with our students who struggle behaviorally. And let’s be honest, when our students struggle, we do too. “It all begins with empathy”, she reminds us. The first step to more productive, successful encounters with our learners is to remember that they are here to learn like any other child and that they have real barriers or skill deficits that prevent them from doing this like typical kids might.

Our role as educators who have signed up to teach kids is to commit to doing the best we can with the resources we have and to learn how best to support, redirect, and calm kids who need that support. Vanessa’s suggestions, come from a variety of resources such as the Crisis Prevention Institute, Lives in the Balance, and her own considerable expertise. They focus on de-escalation techniques such as using appropriate non-threatening non-verbal communication, stemming or adjusting verbal communication, looking for triggers or antecedents to misbehavior, remaining empathetic, focusing on feelings, setting limits, offering choices, & allowing silence for reflection. She shared a wonderful chart showing the 7 stages of escalation that describes what teachers might notice students doing at



each stage and the appropriate reactions to those behaviors. She also readily admits that once a child has reached stage 5, the peak, there’s nothing more to do until the child completes the cycle. Her key advice once the blow-up is over? “Re-establish rapport. Don’t bring up the issue in the moment, don’t hang it over the child’s head. Simply allow the child to re-enter the learning environment and when the moment is right, discuss moving forward, but connect with the child on a human level first.” Vanessa is a font of helpful information and advice. If you’d like to learn more, or to receive copies of her extremely helpful handouts from the PD, please reach out to her via her school email address. And, we hope you’ll find time to attend BTA’s next “Wine and Wisdom Wednesday” at 3:45pm on Wednesday February 27th. Topic: How to Handle Challenging Parents.

BUSD PROFESSIONAL DEVELOPMENT - SPRING 2019

Specific information will be sent out regarding each event through school email. Dates are subject to change.

January

23-Science Collaborative 8th grade
24-Google classroom (Elem/Sec)
24-GATE Collaborative (Elem/Sec)
26-Kagen Day 2 (Elem/Sec)
30-Argumentative/Reasoning w/Deana Hippie*

February

4- Brain-based teaching*
7-Elementary Formative Assessment
21-Google slides (Elem/Sec)
23 Kagen Day 3 (Elem/Sec)
27-In-class interventions for struggling students*
28-Elementary Math Games/Activities Make/Take

March

5-Grading/Assessment practices*
7-GATE training
9-Kagen Day 4
27-Induction PLC #2
28-Google Drive
28-Creativity in the Classroom*

April

4-Deep Dive Elementary Math Standards
6-Kagen Day 5 (Elem/Sec)
11-The Power of Feedback*
18-Google Forms
25-Elementary ELA Games/Activities Make/Take

May

6-Induction Colloquium
8-Induction Portfolio Review

* Secondary

TAX INFORMATION: UNION DUES PAID 2018

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. 2018 dues paid = \$ 1,049.00

Your check stub CTA YTD was calculated based on the table below:

(excludes any additional optional donations)

2017-2018

2018-2019

NEA/CTA/ BTA Category	Category Descriptions based on percentage of teaching	Total dues paid Jan - Jun (6 mos)	Total dues paid Sept - Dec (4 mos)	TOTAL DUES 2018
1	For those faculty whose teaching assignment is <u>more than 60%</u> 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.	623.16	425.84	1049.00
2A	For those faculty whose teaching assignment is <u>greater than 1/3 but not more than 50%</u> of a normal assignment.	324.48	221.52	546.00
2B	For those faculty whose teaching assignment is <u>greater than 50% but not more than 60%</u> 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.	374.28	255.32	629.60
3A	For those faculty or substitutes whose teaching assignment is <u>25% or less</u> than a normal assignment, including faculty on unpaid leave.	175.32	119.48	294.80
3B	For those faculty whose teaching assignment is <u>greater than 25% but not more than 1/3</u> of a normal assignment.	200.04	136.28	336.32
4	For those adult education and community college employees employed only on a part-time / hourly basis.	116.16	78.68	194.84



Relay For Life Event

May 18, 2019

Sign up to join BTA's team or make a donation. Our goal is to raise \$4000.

- Go to: **www.relayforlife.org**
- In the middle of the page go to:
Search - Click on Team
- Type: **Burbank Teachers Association**
- Select **Burbank Teachers Association**
- You can either chose to Join Our Team,
Donate or Dedicate a Luminaria



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Website

www.burbankteachers.org

#WeAreBTA

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- 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

2018-2019 BTA Site Representatives

ADULT SCHOOL — Julie Grair, Fred Rivas

BRET HARTE ELEM.— Dahlia Dobbertin, Allison Shaw

BURBANK H.S. — Bob Shaw, Gina DiFrancesco,
Natalie Setaghatian, 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, Sandy Solis

EMERSON ELEM. — Samantha Robman, Margarita Tubbs

HORACE MANN CHILDCARE — Cathi Zsupnik

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

STEVENSON ELEM. — Heidi Lavitt, Jasson Przebieda

TOSA — Eric Carter

WASHINGTON ELEM. — Chandra Collins, Dorothy Hernandez

2018-2019 BTA Board of Directors

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: Michelle Dixon - JBHS

STATE COUNCIL REPRESENTATIVES:

Alexis Weiner - JBHS

Justin Riner - Muir MS

STATE COUNCIL ALTERNATE:

Bridget Highfill - Disney

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.

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MADE FOR YOU

Why I Teach... Cathi Zsupnik

I am Cathi Zsupnik, and I have been a teacher in BUSD for 20 plus years, all of them at Horace Mann. The first 10 years, I taught in the child care center, and then transitioned into early childhood special education for the SEED program.

To be 100% honest, teaching is a field I fell into. Prior to moving to Burbank, my post high school education was in interior design. These units did not have the cache in the job market that I thought they would so I chose to be a stay at home mom for the first 7 years of our son's life, which was awesome!

After a significant health issue was happily resolved, my husband and I decided it would be a good time for me to go back to work part time. I had a friend who worked for BUSD, and I applied and was hired in the Food Service Department. After a while, I noticed that my friend got to do a lot of creative things as an instructional assistant in a preschool classroom. I chose to apply for ANY open position, and was hired. (Big white scrub brush and powdered dish detergent—you are NOT missed.)

I liked being in the classroom and decided to go back to school and get my Children's Center Teacher Permit. I applied for and was hired as a preschool teacher at Mann. I enjoyed working with young children and their families. I also discovered I enjoyed working with young children with special needs since I have a family member who has Autism Spectrum Disorder. I loved seeing him make progress once he began to receive early intervention services. Having this positive personal experience influenced my decision to return to school and get a special education credential. It took a lot of work and time to become an early childhood specialist — SO worth it! It's the most creative job I've ever had.

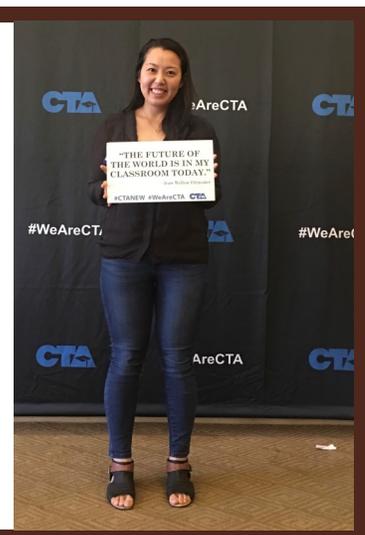
I initially set out to be an interior designer because I like the creative process and problem solving but my work today provides these rewarding opportunities daily.

Like I said, I fell into teaching and I'm so grateful.



Edison's Asher Correll in his BTA finest!

In December, Grata Chui (Miller), Melissa Walden (BHS), and Derwin Tate (BHS) attended CTA's New Educator conference in San Diego.



"I AM BTA" EVENTS

Edison Elementary School enjoyed coffee and conversation at our first 'I AM BTA' breakfast on Thursday, December 13th. We had approximately 16 members join us for yummy treats and had the opportunity to learn about CTA member benefits, the Remind app, and how we can support our brothers and sisters in UTLA.

Members were encouraged to attend the March for Public Schools on Saturday, December 15th at Grant Park in Los Angeles. We were also able to hold our "Ten Minute Meeting", notified our staff about the upcoming State of the Union, ways to donate money to BEF and the upcoming BOE meeting. All staff members were encouraged to attend monthly BTA Rep Council meetings. Three staff members won \$10 gift cards to Starbucks: Becky Tipton, Michelle Hoog and our newest BTA staff member - Anastasia Parent.



The breakfast was a lovely way to spread holiday cheer and encourage members to become more involved in BTA. Thank you BTA for providing this opportunity to build connections through union membership at Edison.



The following staff members attended: Ann Doan, Lauren Wickhem, Marbell Payne, Michelle Hoog, Debbie Riggs, Shelly Zepeda, Jennifer Flores, Holly Boyle, Carolyn Perlstein, Sandy Solis, Anastasia Parent, Marichelle Matic, Becky Tipton, Jill Covington, Angie DeMillo, and Nicole Drabecki. --Sandy Solis



“Which breakfast burrito do you choose: Apollo or Corner Cottage? The answer on Friday, January 11 was Apollo when the Reps at **Muir Middle School** organized our Welcome Back Breakfast Burrito Bash. This was all possible thanks to a grant from CTA called “I am BTA”. This grant provides funds to organize events at sites so members get a chance to socialize and connect. It was an excellent way to cap off the first week back after break and kick off a Friday morning. Thanks to Muir Rep Corey Howard, Muir members were able to have a little breakfast, drink a little coffee, and remind each other of one reason we teach: our incomparable colleagues!” --Jessica Wertlieb



#WeAreBTA





On December 8th we had an "I AM BTA" event at **Emerson Elementary**. Our goal was to raise more awareness at our site about our union and gain more support from our members. We invited our members to join us in the staff lounge at 8am where we had Porto's, Dad's Donuts and Starbucks Coffee. For the first ten minutes we mingled with our staff, then we started a ten minute meeting where we included additional ways to participate in the union. Our staff was very interested in the new donation bank to help

others and we almost ran out of time we had so many union questions! Exciting! We wrapped our "We are BTA" event by having a raffle for attendance and asking our members to fill out the negotiations survey and returning it by the following Wednesday to be entered for another raffle. Most of the members at our site were in attendance and, all in all, I would say it was a successful event! Thank you BTA for applying for the membership grant that made this event possible! The winners of the \$10 Starbucks gift cards from our site.. Moira Hanson, Raina Jankie, and Lisa Carr . --Samantha Robman



On the Wednesday before Winter Break, BTA hosted a breakfast before school for all of **Providencia Elementary** members. Bagels and cream cheese, Starbucks coffee, fruit and juice were served, along with a generous donation of fresh donuts from Trejo's Coffee & Doughnuts.

Members were given information about the [CTA Member Benefits Highlights](#) pamphlet for this year, with specific emphasis on CTA and NEA automatic life insurance and discounts available. Many of our members were not aware of many of these benefits, so it was a very informative and delicious way to start our day! We were also able to choose three raffle winners out of attendees. Congratulations to Stephen Rivera, Peggy Kurihara, and Jerry Earwood for winning Trader Joe's gift cards. --Kate Bailey



