I want to thank all our members who came to the Sept. 7, 2017 BOE meeting. We had teachers, counselors, speech and language pathologists, and child development teachers. As I mentioned it isn’t that I think we are not appreciated and it isn’t that I don’t appreciate hearing when we are, but the bottom line is BUSD must place a top priority on recruiting and maintaining highly qualified teachers. This effort requires highly competitive salaries and benefits along with first-rate professional development programs and high quality education support materials. Sadly, BUSD is beginning to show signs of sliding into an uncompetitive salary and benefits position relative to many nearby school districts.

As I have mentioned in this space previously, California (and the entire country) is at the beginning of a serious teacher shortage that will get much worse in the next five years.

In Burbank we are already seeing an average of 15 teachers per year entering retirement. CTA has predicted that the rate will accelerate as more “baby-boomers” reach retirement age among the present teacher corps.

Continued on Page 3
Executive Director’s Message by Sonya Lowe

This past month has been a difficult month for those who live in hurricane territory. The National Education Association (NEA) has joined forces with the American Federation of Teachers (AFT) in establishing the Hurricane Irma Relief Fund for members living in Florida. The AFT Foundation is accepting donations for hurricane relief that will go directly to educators living in the state of Florida.

The Florida Education Association has a complete set of Hurricane Irma-related resources on their home page at: FEA.org. On this page, you will find a collection of resources and links to help you navigate this disaster and offer help to fellow union members, friends, family and loved ones.

Both the AFT and the NEA are also offering disaster relief assistance through the NEA Foundation and the AFT disaster relief fund for Hurricane Harvey relief. Over $90,000 has already been raised, but as you are aware, the damage sustained is going to take a lot more than that.

The other big news item this month is the Trump Administration’s revocation of the Deferred Action for Childhood Arrivals (DACA) program which protects from deportation approximately 800,000 young people who were brought to the United States as children—200,000 of whom are here in California. CTA President Eric C. Heins issued a statement in response to the announcement, that in part reads:

“California educators understand from first-hand experience what DACA has meant for the security and well-being of thousands of our students. DACA participants have graduated with distinction from our schools and many are in our classrooms today, having only recently begun the new school year with at least a glimmer of hope that their education and their dreams would not be shattered by a callous act such as the one taken this morning…”

“… ALL Dreamers continue to be welcome in California classrooms and schools. Educators are mobilizing on behalf of their students, many joining protests in recent weeks and today, while others continue hosting workshops to help inform immigrant families of their rights. All educators will continue to make sure our classrooms are safe and supportive places for all students.

“We call on Congress to act now, not later, to protect these Dreamers and to resolve the chaos into which their lives have been suddenly thrown, by passing legislation with the urgency this situation and good conscience both demand.”

Be sure to call Congress to pass the Dreamers Act of 2017 at (855) 764-1010.

It can be quite challenging and stressful to work with so much negative news all around us. We must remember to focus on our students and remember how fortunate we are and what we can do to help them in every way we can.

BTA FALL LEADERSHIP CONFERENCE

BTA site representatives met on August 24th for training and orientation for the 2017-2018 Representative Council. Presentations were made by BTA President, Diana Abasta, Executive Director Sonya Lowe, and CTA Director District 1 Leslie Littman. Guest speaker, Laura Friedman, Assembly Member of the 43 Assembly District, spoke about current legislation and the importance of supporting minority students and resisting cuts to public education by the U.S. Dept. of Education.

Representatives from each school site and TOSAs were given training to use when talking to members at their individual sites. We want our members to know that their reps are a great resource. Reps are department chairs, grade level chairs, mentors, and advocates. Part of the training included the purpose of having one on one conversations and the value of a 10 minute faculty meeting. Each rep also received information on benefits.

Thank you to all our reps who attend monthly meetings and bring back time sensitive information to all our members. We could not function without you!
President’s Message continued:

With teacher education programs struggling to fill their seats it is clear that BUSD will need to be more competitive, not less, in order to maintain a staff of highly qualified teachers. But instead of laying the groundwork for greater competitiveness, BUSD has allowed our district to slip behind other nearby districts.

Step 24

<table>
<thead>
<tr>
<th>Location</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burbank</td>
<td>$94,972</td>
</tr>
<tr>
<td>Glendale</td>
<td>$96,305</td>
</tr>
<tr>
<td>La Canada</td>
<td>$114,056</td>
</tr>
</tbody>
</table>

Step 28

None

$100,827

None

At Step 20, San Marino reaches $103,440 and Hart School District reaches $105,371.

Simply put, nearby competing districts all reach $100,000 or more and BUSD falls far short. According to Ed-Data, BUSD average salaries are lower than both the average of all districts and the average of unified school districts.

At present we are still negotiating for the 2016-2017 school year and the District is offering no increase to the salary schedule. This, in spite of the fact that our insurance premiums increased at least $150 per month for two party and family coverage while housing costs and general cost of living continues to increase.

In response to the District’s unacceptable position we must continue to stand and show a united front.

Read the News from the Table and look for the flyer with the next actions to take as we head into Phase II of our organizing plan.

In unity,

Diana

DID YOU KNOW?

Workers’ Compensation and Personal Injury

What should you do if you are injured at work?

If you are injured at work, report the injury to your employer immediately. Your employer is required by law to provide you with a claim form within one working day of receiving notice of your injury, if the injury resulted in time off beyond the date of injury or medical treatment beyond first aid. Otherwise it would not hurt just to fill out an incident report.

If your injury is serious enough to involve extended time off from work, results in permanent disability or future medical needs, it may be in your best interest to see an attorney. The laws are complicated, and an attorney can make sure that your rights are best protected.

Call the BTA office for a referral to an attorney who deals primarily with teacher related injury cases.

Reminder: Turn in Your Physician Pre-Designation form to the District. The form is available on the District website.

Make sure you have your doctor’s name on file with the District if you want to have your doctor see you. This form can be submitted at any time and does not need to be filled out annually unless there are changes. If you should be injured, contact Lori Larson in Benefits at the District Office prior to seeking any medical treatment. If there are any concerns, contact BTA at 818 846-1304.
First ED Walk Shares Teacher Concerns With Board Members

Participating teachers had an opportunity to share their concerns directly with BOE President Steve Ferguson and Vice President Roberta Reynolds at the first ED Walk held recently. Thank you to Maggie Hess-Witucki, BTA High School Director and Barry Sarna, Middle School Director for representing all our members and for taking time to bring our concerns about negotiations to them directly.

Monthly EdWalk
Every Third Saturday of the month
Walk begins at 9:10am
Location: Chandler Bike Path at Mariposa
(Walk to Buena Vista and then return to Mariposa.)

BUSD NEEDS TO PUT PEOPLE FIRST!

Please email the BOE and let them know how you feel about the current zero salary increase currently on the table. Nearby competing districts are paying their teachers more than $100,000 after 24 to 28 years of service. BUSD tops out at $94,972. Now is the time to let your voice be heard.

No Raise = Pay Cut
Health insurance rates will be increasing Jan 1st
STRS contributions have increased

SEND YOUR EMAIL TO THE BOE NOW!

President: Steve Ferguson
Vice President: Roberta Reynolds
Clerk: Armond Aghakhanian
Member: Charlene Tabet
Member: Steve Frintner
Superintendent: Matt Hill

SteveFerguson@burbankusd.org
RobertaReynolds@burbankusd.org
ArmondAghakhanian@burbankusd.org
CharleneTabet@burbankusd.org
StevenFrintner@burbankusd.org
matthill@burbankusd.org
BTA Benchmark September, 2017

NEWS FROM THE TABLE

September 8, 2017
Session #12 BUSD Office

The BTA negotiating team, comprised of BTA’s Executive Director, Sonya Lowe, Lori Adams (BHS), Les Cohen (JBHS), Sue Conway (Luther), and Kim Anderson (Jefferson), met with the BUSD team, Anita Schackmann (Human Resources), Tom Kissinger (Asst. Supt.), David Jaynes (Finance), Steve Andelson (lawyer), Laura Flossi (Edison) at the BUSD office on Friday.

Hot Topics

BTA’s team mentioned the confusion in paychecks when additional income is not labeled on the paycheck. David Jaynes said he would look into it, however, LACOE’s outdated payroll system may make it difficult to add a better descriptor.

Budget Update

David Jaynes provided a printout of the PowerPoint presentation he provided to the Board of Education and walked both teams through his analysis of the Unaudited Actuals. The projection for the infamous 3rd year out has BUSD holding at the 3% reserve required by the state.

There was confusion on the BTA team when he showed us that there was carryover for the LCFF supplemental funds as well as new money coming in years 2 and 3, however, he needed to use the new $2.1 million in one-time funds to cover the same LCFF supplemental allocations in the 3rd year. Jaynes conceded that the one-time funds may not be attributed to specific items but are helping them to balance the budget in general. This issue, as well as a couple of places they claim are storing funds for textbooks, makes it look like the budget is not as tight as they say.

After the presentation, BTA pointed out that the district has the $2.1 million in one time funds that most likely will not be needed when the 3rd year actually arrives and also pointed out that they have returned to the unwavering practice of locking up funds for the OPEB account. This is an irrevocable trust to pay for retiree benefits. Almost all districts in the state do not have this account and pay their benefits as they go. To protect them in case they cannot pay their bills, they lock funds up in this account. The most conservative accounting advice is to lock up funds in case all of their employees decide to retire at the same time. This account has grown from $433,000 to $7 million since 2008. The district should not be locking up this extravagant amount of funds until they are able to adequately compensate their employees. BTA believes this is a misuse of taxpayer dollars and an insult to their employees.

BTA provided a spreadsheet comparing the Unaudited Actuals from 2008-09, 2009-10, 2010-11 and 2016-17. The spreadsheet isolates each bargaining group and expense item and represents them as a percentage of total expenses. Over the years, certificated salaries have been decreasing in value (46% to 43%), while administrative salaries (4.53% to 5.08%) and classified (14.85% to 14.96%) have been increasing. The district’s contribution to health insurance has decreased (9.97% to 9.14%) while employees are paying exorbitant amounts to insurance companies, in addition to large increases in contributions to STRS.

A somber discussion followed concluding that the district needs to put their educators as a priority. LCFF funds have been allocated based on popularity at the committee meetings. The LCAP committee should be comprised of equal representation from all stakeholders and the district should seek out consultation from bargaining units. Decisions should not be made at late evening meetings by only those who are available to attend. The district agreed to revisit the composition of the LCAP committee and look at additional meeting times.

Class Size

BTA continues to advocate for class size to be determined by a site-based average instead of district-wide. We have been operating under an MOU that uses this calculation in order to settle a grievance filed three years ago. BTA is adamant that this language needs to be added to the Collective Bargaining Agreement to avoid confusion or grievances in the future.

After discussing these issues, BTA believes the district is able to find funds to adequately compensate their employees and resubmitted their proposals from the last bargaining session, which includes:

- Site-based average for class size
- 2% off schedule bonus for all bargaining unit members
- .2 increase for Speech Language Pathologists
- Stipend equivalent to High School Category B for elementary teachers who are required to teach a combination grade level class.

Please email our school board members and urge them to accept our very reasonable proposals.

The next bargaining session will be held on Oct. 17th.
Teacher Grants Available

The Burbank Chapter of the Delta Kappa Gamma Society International which promotes professional and personal growth of women educators and excellence in education is offering two $500 Teacher Grants to Burbank teachers.

These grants are for a K–12 class/school project that targets educational enrichment through the improvement of learning opportunities and/or learning environments for students. It can be in any subject area e.g. language arts, STEM, gardening, communication, library, visual & performing arts etc.

Last year’s grants were awarded to Alicia Wollerton, Providencia for “Developing Listening Skills and Auditory Processing to Improve Reading” and to Stevenson 3rd grade teachers, Amy Sheldon, Sandi Sutter, and Karin Anderson for “Building Simple Machines with Legos”. Contact your principal for a copy of this easy to fill out grant application that is due November 6, 2017. Recipients will be notified by December 1. You can also email Pam Allender, DKG Grant Chairperson, at pamalleder@earthlink.net with questions or to request an application.
WHY I TEACH ...

By Sue Conway (Luther MS)

When I was in college I spent a day babysitting my niece. She was a petite seven year old with big brown eyes and a shy smile. On this afternoon, her demeanor was a little sad and withdrawn. I gently explored the reasons for her forlorn mood and realized she was struggling in school because she couldn’t read well. We sat at the kitchen table with the requisite warm homemade cookies and I asked her to tell me a story. I gave her some characters – a cat, a dog, other cute animals – and she spun a little tale for me. As she talked I wrote down what she said. When she finished, I asked her to read her story to me. With only a few minor stumbles, my sweet, shy niece read her story with a breathless abandon. She hardly even realized she was reading. When she finished her eyes slid down the paper and she softly said, more to herself than to me, “I did it.” I made no comment on her accomplishment. I only asked her if she wanted to read another story. With just a minor boost in confidence, she wanted to read a book. She struggled a bit, but in the absence of anxiety, she read.

This is my 30th year of teaching. Lately, I have been asking myself why do I still teach. The job is hard. There is no way to do it unless you are all in. It can be exhausting. But I do think back to that day I sat at a kitchen table and saw my niece gain just enough self-assurance to realize she could learn to read. Finding a way to erase the heart-breaking dejection of a struggling student makes the job both noble and indispensable. In what other profession do you get to have such moments of quiet triumph? That’s why I teach.

I teach because every student deserves to be treated as whole and capable as they are.

Megan Vail, Luther MS

I teach to make a difference and to send out to the world an army of life-long learners ...

Aileen Ermino, Roosevelt

Teaching is the most rewarding & fun career to have. Every year I look forward to seeing my students grow academically and socially. It’s my passion!

Ruby Mazur, McKinley

I change students’ lives. I impact my students and athletes through my passion and love for sports by learning their story and helping them discover how powerful they are. When students and athletes leave my classroom, the courts and the field, they have a stronger identity in who they are and they have experienced success!

Coach Alli Mckain, Jordan MS

I teach in order to strengthen the growth mindset of students.

Thomas Herrera, CDS
FUN, FOOD AND PRIZES AT BTA’S HAPPY HOUR KICKOFF

On Friday, September 8th, BTA kicked off the start of the school year with our first Happy Hour. We had a wonderful turnout of teachers, nurses and counselors enjoying conversation and taking time to catch up with colleagues they haven’t seen all summer. Everyone savored tasty tacos served up by Padilla’s Tacos (Juan Carlos Padilla, 323-973-85870).

Winners of the book raffle, Heidi Lavitt and Janice Gresham each received a copy of the new book, L.A. Mexicanos, written by John Muir Middle School teacher Bill Esparza. The book describes the evolution of L.A. style Mexican cuisine and introduces readers to dozens of local Mexican food chefs and some of their favorite recipes.

Cara Rousseau of Stevenson Elementary won the $50 Amazon New Teacher Raffle.

The Social Committee would like to give a special thank you to our incredible office manager, Alice Holmes, for transforming our office space into a fun fiesta hang out and for running to Costco to supply us with the treats and beverages. We couldn’t have done it without her.

Also, a big thank you to the 80-100 teachers who dropped in during the two-hour party. The Social Committee hopes to see you all again at our next BTA Happy Hour. Watch the Benchmark for future dates. Bring a colleague.
REVITALIZED RETAIL + A NEW DOWNTOWN NEIGHBORHOOD

New Neighborhood-Serving Retail and Restaurants

A Variety of Residential Living Options

A Walkable Neighborhood With Accessible Transit Connections
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

SEND US YOUR SITE NEWS

The Benchmark wants to share the good things that are happening at your site. What special accomplishments have colleagues achieved that deserve recognition?

Email Benchmark Editor, Kim Allender
Subject line: Benchmark Site News
kimallender@earthlink.net

Some News Worthy Ideas:
* Special Recognition
* Higher Education Degrees
* Grade Level or Dept. Accomplishments
* Performing Arts or Technology

Join us on Facebook
@BurbankTeachersAssociation

And On Twitter
@BurbankTchrAssn

Even if Facebook is not your thing, here are a few compelling reasons to sign up and join our closed Facebook group:

• Staying Up-To-Date on Important BTA Information
• Sharing Photos and Celebrations of Events at Your School
• Giving and Receiving - Get or Give Classroom Items
• Building a Stronger, More Connected Union!

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.
BTA Board of Directors
2017 — 2018

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Diana Abasta - BHS

Vice President
Jessica Wertlieb - Muir MS

Secretary
Dahlia Dobbertin - Bret Harte

Treasurer
Jerry Mullady, Burroughs HS

High School Directors
Maggie Hess-Witucki - BHS
David Knatcal - Burroughs HS

Middle School Director
Barry Sarna - Muir MS

Elementary Directors
Theresa Landin-White - Washington

At-Large Director
Michele Dixon - Burroughs HS

State Council Representatives
Alexis Weiner - Burroughs HS
Justin Riner - Muir MS

2017-2018 BTA Faculty Representatives

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BRET HARTE ELEM. — Dahlia Dobbertin, Allison Shaw

BURBANK H.S. — Gina DiFrancesco, Bob Shaw, Bob Camacho, Natalie Setaghian

BURROUGHS H.S. — Robyn Russon, David Hedin-Abreu, Jeil Salem, Rex Bullington, Les Cohn, Alexis Weiner

COMMUNITY DAY — Trevor Rapp

DISNEY ELEM. — Bridget Highfill, Lesli Melchor

EDISON ELEM. — David Engel

EMERSON ELEM. — Samantha Robman, Robin Jankiewicz

HORACE MANN CHILDCARE — Jocelyn Garfiaz

INDEPENDENT LEARNING ACADEMY — Heather Good

JEFFERSON ELEM. — Anna Basinski, Kris Uribe

JORDAN M.S. — Dana Ragle, Amy Fuhr, Lori Pacino

LUTHER M.S. — Lisa Raluy, Sue Conway, Nick Lundy, David Evans

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MILLER ELEM. — Brian Collins, Debra Baird, Helen Youn

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PROVIDENCIA ELEM. — Kate Bailey, Lola Stewart

ROOSEVELT ELEM. — Rhonda Wright

STEVENSON ELEM. — Heidi Lavitt, Jasson Przebieda

TOSA — Jill Johnson

WASHINGTON ELEM. — Chandra Collins, Dorothy Hernandez

DATES TO REMEMBER

Sept. 13 – Site Visit Jefferson
Sept. 14 – CTA Retirees luncheon in office
Sept. 14 – Benefits meeting JBHS library
Sept. 15 – Site Visit Providencia
Sept. 22- 24 Region 3 Leadership Costa Mesa
Sept. 26 – Interview for Dir. of Mental Health and Wellness – Les Cohen JBHS and Caroline Katzman BHS
Sept. 27 – Rep. Council BTA Office 3:30pm
Sept. 27 – Bay Valley President’s Day
Sept. 28 – Robin J. and Jerry Coffee w/ Steve Frintner and Roberta Reynolds
Sept. 28 – YMCA meeting with HR and Supt.
Oct. 1 - Burbank Bike Festival - Edison
Oct. 4 - Walk/Bike to School/Work event
Oct. 5 - BOE Meeting 7:00pm
Oct. 18 - Eboard Meeting BTA Office
Oct. 19 - BOE Meeting 7:00pm
Oct. 21 - Thank-A-Soldier UME
Join BTA and CSEA as we walk together

Plan on meeting at the BTA office
3021 W Burbank Blvd at 7:00 a.m. for a kick off as we walk or ride a bike to work.

We will have water and light refreshments.
RSVP to let us know if you are stopping by
818-846-1304

BTA is helping to collect items for the Thank-A-Soldier Care Box project. You can drop off your donation with your site rep.

Acceptable donations items are listed below.

Snack Supplies
- hard candy / gum (no chocolate items, please)
- protein bars / granola bars / nutrition bars / rice crispy treats
- oatmeal packets
- dried fruit
- nuts / seeds
- jerky
- hot sauce packets
- kool-aid packets / crystal light packets
- hot chocolate packets

Entertainment Supplies
- paperback books (no hardback books, please)
- magazines
- crossword puzzle books / sudoku puzzles books
- playing cards
- DVDs & CDs

Personal Supplies
- toothpaste & tooth brushes (individually wrapped)
- deodorant
- soap (no heavily scented soaps such as Irish Spring or Zest, please)
- shaving cream & disposable razors
- shampoo & conditioner
- lotion / sunscreen
- foot powder / corn starch
- baby powder
- handy wipes
- cleaning cloths for mobile phone & tablet screens
- white athletic socks

PLEASE NOTE:
No glass, chocolate & overly fragrant/heavily scented items

About our event:
Walk to School Day is an annual event in which kids, parents, and community leaders walk and bike in groups to their school campus. Together, they raise awareness of the need to create safer routes for walking and bicycling. The event also emphasizes the importance of issues such as increasing physical activity among children, pedestrian safety, traffic congestion, and concern for the environment. The event builds connections between families, schools, and the broader community.

For more information or to learn how to get involved, please contact your school’s Principal.

Learn more at
walkbiketoschool.org