WHEN SCHOOL REOPENS, WHAT THEN?

As we all work hard to bring the 2019-2020 school year to a successful but challenging close with Distance Learning, we are immediately faced with the prospect of planning for the reopening of school in August. This will not (and cannot) be a back to business-as-usual Fall opening.

While there are sound educational reasons to get back to the classroom, there are competing pressures on how to do it and how quickly to do it. Our state and the CDC are telling us to be cautious, using science as a guide to decision-making and not political or economic pressure. To be sure, the economy of Burbank, our state and our country cannot fully recover without students returning to school. This is the only way many parents can return to work, but to ignore the risk of spreading COVID-19 through our classrooms, and not taking reasonable precautions, would be irresponsible and negligent.

BTA has worked hard with BUSD administrators throughout the Distance Learning effort to safeguard teacher’s rights while offering support to our members in conducting the most effective online learning possible. Our learning curves have been steep as we have pushed through the technical limitations, as well as the social limitations, to deliver the best educational product we can; however, we all recognize that the classroom is where students learn best. Our most recent effort in working cooperatively with BUSD administration has been to develop Memorandums of Understanding (MOUs) that have safeguarded and ensured that our members’ rights were protected as we worked to provide the best education to all of our students.

We will need additional MOU’s as we prepare to open in August, and we will be asking for our members’ help in identifying key areas of concern.

Here are some criteria for reopening K-12 schools from the CDC. These examples are based on a community that has minimal to moderate community transmission of the virus:

- Cancel field trips, assemblies, and other large gatherings
- Cancel or modify classes where students are likely to be in close contact

Continued Page 2
President’s article continued:

- Increase the space between desks to at least 6 feet
- Stagger arrival and/or dismissal times
- Reduce congestion in the health office
- Limit nonessential visitors
- Limit bringing in students from other schools for special programs (e.g., music, robotics, academic clubs).
- Teach staff, students, and their families to maintain a safe distance (6 feet) from each other in the school.

The CDC also lists recommendations for planning to reopen schools.

Here is a partial list:

- Are you able to screen students and employees upon arrival for symptoms and history of exposure?
- Are recommended health and safety actions in place such as intensified cleaning, disinfection, and ventilation?
- Is ongoing monitoring in place such as a plan for when students or employees get sick, and consulting with local health authorities if there are cases in the facility or an increase in cases in the local area?

Additionally, issues of teacher’s rights, not related to health and safety issues will need to be worked out as well. A few examples:

- Lunch breaks and restroom breaks for teachers on split day schedules.
- Limitation of after-hours responsibility for teachers who have students whose parents have continued to opt for home schooling.
- Instructional standards responsibility for teachers working split days
- End of year testing based on possible reduced instruction due to split days

With guidance from NEA and CTA, your BTA leadership will be actively engaged in the negotiation of these issues and others that will surely arise. This is the representation you deserve and pay dues to support. **Please remember to give us your ideas and concerns on school reopening when we request them in the near future.**

In unity,

Diana
UniServ Director’s Message by Nate Banditelli

California Education Faces Historic Budget Shortfall

Governor Newsom has released his May budget revision and if this budget is passed education will take a major cut in California. Due to the COVID-19 crisis, California is facing a massive budget deficit that came faster and will likely cut deeper than the shortages during the bottom of the Great Recession. The May revision proposed a 10% reduction in LCFF funding below the January proposal, which would take education funding back to 2013/2014 levels. Avoidance of these cuts could come if the federal Health and Economic Recovery Omnibus Emergency Solutions (HEROES) act is signed into law. California would receive billions of dollars in relief from the federal government and cuts will not be necessary.

The COVID-19 crisis has brought an instability that none of us have ever lived through and circumstances have been changing constantly. BTA leadership is committed to working to make sure that any cuts are equitable and that cuts are not excessive. Every BTA member will need to advocate for education funding at the state and federal level in order to mitigate the fallout from this pandemic, so please do what you can when your Site Rep or BTA Executive Board member asks you to contact your state and federal representatives to advocate for education funding.

CTA has developed and compiled many resources to help guide us through the COVID-19 pandemic:

https://californiaeducator.org/2020/03/16/schools-coronavirus-what-you-should-know-2/

New CTA Facebook Group

It’s an online space for educators to share resources, ideas, feelings, good vibes, stories, laughs and memes during this time dealing with COVID-19. We’re all trying to figure things out right now—let’s come together to help each other and do everything we can to support our students. Ideas/feedback welcome! #WeAreCTA

https://www.facebook.com/groups/ctacovid19/

Generation Debt: Student Loan Forgiveness

Sean Mabey is conducting webinars for “Generation Debt: Student Loan Forgiveness” as many have questions about the CARES Act and the impact on their student loans. If you have colleagues, friends, or want a “refresher” yourself, please visit: https://www.eventbrite.com/e/generation-debt-student-loan-forgiveness-tickets-100580681526 and RSVP for a date and time that is convenient. He is adding additional trainings as they fill up.

Second, NEA Member Benefits has been receiving a lot of questions regarding refinancing student loans. As such, here are a couple links of new content to help you figure out if this is a wise option or not:

- Should I Refinance My Student Loans?: https://www.neamb.com/student-loan-debt/should-i-refinance-my-student-loans
- 6 Steps to Refinance Your Student Loans: https://www.neamb.com/student-loan-debt/6-steps-to-refinance-your-student-loans

Sean L. Mabey
Affiliate Relations Specialist
California and Utah
smabey@neamb.com
Portantino Bill, Inspired by Burbank USD, Shields School District Employees from Financial Harm During Natural Disasters Clears First Committee

Sacramento, California – Today, State Senator Anthony J. Portantino’s (D - La Cañada Flintridge) presented SB 805 before the Senate Education Committee. The bill passed the committee 6-0 and will now go to Senate Appropriations. Burbank Teachers Association President Diana Abasta suggested the bill idea to Superintendent Matt Hill who brought the idea to Portantino.

SB 805 prevents school employees from having to use their sick, vacation, or other paid leave in the event there is a natural disaster and the employee faces evacuation threats within the home or school. SB 805 also applies to employees impacted by the Coronavirus and clarifies state law to protect school districts from losing Average Daily Attendance (ADA) funding due to disasters.

“School employees should not be forced to use their earned time off when faced with a natural disaster or if the employee has to evacuate their home. It just feels wrong and I was grateful for the suggestion from the BUSD to fix the situation. The idea for this bill originally came about due to the threat of wildfires but I believe it has become even more important in light of the ongoing pandemic,” commented Senator Portantino.

Last year, the Burbank Unified community was impacted by wildfires and evacuations. Many of its employees also lived in areas outside the district that also faced similar evacuation orders.

“Our members reached out and told us about the degree of hardship created when their lives were impacted by natural disasters and through no fault of theirs were unable to come to work. The only way they could be compensated was to use their own earned time. We brought this issue forward to Supt. Hill and are happy to see that Senator Portantino responded to our concerns and took action,” added Diana Abasta, President BTA.

Under current law, no protections for school district employees are in place for when a natural disaster occurs. It is required for them to use their own personal earned time off to make up for those hours lost in a natural disaster. SB 805 will place protections on our school employees earned sick, vacation, and paid time off and ensure school districts earn their Average Daily Attendance (ADA) funding when California declares a natural disaster. This bill is a win-win for both schools and their employees.

“It just doesn’t seem fair that our district and other district employees have to use their earned time when the circumstance was out of their control. I want to thank Ms. Abasta for advocating for this change for her members. I asked Senator Portantino to create a proper solution to the problem and I’m grateful that he responded to our request,” added Matt Hill, Superintendent, Burbank Unified School District.

Website of Senator Anthony J. Portantino: http://sd25.senate.ca.gov/

Sen. Portantino represents nearly 930,000 people in the 25th Senate District, which includes Altadena, Atwater Village, Bradbury, Burbank, Claremont, Duarte, Glendale, Glendora, La Cañada Flintridge, La Crescenta, Lake View Terrace, La Verne, Los Feliz, Monrovia, Montrose, Pasadena, San Dimas, San Marino, Shadow Hills, Sierra Madre, South Pasadena, Sunland-Tujunga, and Upland.
WHY I TEACH...

Sandy Solis - Edison

From the time I was six years old, I knew that I wanted to be a teacher. Growing up with parents who are both librarians, education was valued and celebrated in our home. My parents instilled an appreciation for school and a deep respect for teachers. As a child, I loved playing school to the dismay of my younger sister who was always cast as the “naughty student,” and I was always the teacher who assigned lots of work!

After graduating from UC Riverside in 1990, with a degree in Liberal Studies and a multiple subject teaching credential, I began my job search. I remember waiting all summer to hear back from local districts. Burbank ended up being the only district that I was asked to interview with. Despite growing up in Pasadena, I had to take out my Thomas Brothers’ Map to find Burbank! I remember going to a panel interview with all 11 elementary principals and was asked questions that I thought I barely stumbled through. That afternoon, I received a telephone call and was offered a 1st grade position at Edison Elementary!

For the past thirty years, I have absolutely loved teaching Kindergarten, First and Second grades at Edison. I have worked with so many amazing educators who have inspired me to become the teacher I am today. I especially love watching my students blossom in First Grade. It’s the year when many children learn to read, to be able to explain their thinking, to disagree respectfully, to problem solve, and to build academic stamina. I enjoy helping my students learn to develop a growth mindset and to know that making mistakes is actually part of the learning process. It’s truly a magical year!

In addition to teaching, my Edison “work family” has been with me through my marriage, the births of my children, my divorce, a move to Colorado and a return (the following year) back to Edison. The love and support that I feel at Edison has made “going to work” a joy! I often tell friends that I have no idea when I’ll retire and even if I won the lottery – I’d probably continue teaching. Thank you BUSD for hiring me, thank you Edison for picking me, and thank you to all the teachers, staff members, parents and students who’ve brought me so much joy along the way!

BTA SCHOLARSHIPS

Are you working on getting your clear credential? Are you pursuing an advanced degree in your teaching area? Then we have a great deal for you!

Applications for BTA Member Scholarships are now being accepted. Four (4) scholarships for $500 each will be awarded to members who are continuing their educational pursuits in their credential area to clear their credential, or who are pursuing an advanced degree or credential in their area of education and are continuing in BUSD in 2020/2021. This would not apply for any type of Administrative credential.

If you are interested in applying for one of the four scholarships contact the BTA office for an application. Office@burbankteachers.org or go to www.burbankteachers.org and click on “Resources” to find form.

Deadline: JUNE 15, 2020
Nominations are now open for the following offices of the 2020 - 2021 Board of Directors and CTA State Council:

**Vice-President:** 2-year term  
**Treasurer:** 2-year term  
**High School Director (BHS):** 2-year term  
**Middle School Director:** 2-year term  
**Elementary Director:** 2-year term (Elementary Director seat eligible candidate must be only from one of these schools: Disney, Edison, Miller, Providencia, Roosevelt, Washington)

**CTA State Council Representatives (2 spots):** 3-year term

Any active member's name, upon request, shall be placed on the ballot for an office of the Association. Any active member may be nominated by any other member, with the consent of the nominee.

**The Vice-President shall:**
1. Serve as assistant to the President in all duties of the President.  
2. Assume the duties of the President in the absence of the President.  
3. Be responsible for the formation and distribution of the Association’s calendar of activities; and  
4. Serve as coordinator of committee activities at the direction of the President.

**The Treasurer shall:**
1. Receive all funds belonging to the Association and be responsible for their safekeeping and accounting;  
2. Pay out such funds upon orders of the President;  
3. Prepare a written financial report for each regular meeting of the Representative Council and Executive Board;  
4. Be responsible for an annual audit of the books of the Association and for distributing a summary of such audit to the membership;  
5. Be responsible for submitting membership and financial reports to CTA, NEA, and other agencies as required by law;  
6. Provide a Fidelity Bond in a sum of not less than $1000.00, guaranteeing faithful performance of duty during the full term of office. Such bond shall be issued by an agent or broker appointed by the Board of Directors, and the premium there under shall be payable by the Association.

**The duties of the Executive Board shall be to:**
1. Coordinate the activities of the Association;  
2. Act for the Representative Council when school is not in session;  
3. Direct the bargaining activities and grievance processing of the Association, subject to policies set by the Representative Council;  
4. Appoint and remove bargaining team members;  
5. Recommend a budget for the Association to the Representative Council;  
6. Approve Committee appointments;  
7. Remove committee members by a two-third majority vote;  
8. Adopt the Standing Rules for the Association;  
9. Exercise all the business and organizational powers and duties for the Association as prescribed by law and these Bylaws, subject to any restrictions which may be imposed by the Representative Council.

Declaration of Candidacy forms are available to all members on the BTA website. It is yet to determined how and when the election will be held but please consider running for one of the above offices.
CONGRATULATIONS

We honor our colleagues who are retiring and those who have served in Burbank Unified School District for 25 years.

RETIREES

Letitia Reed - Jefferson
Donna Collier - Muir
David Engel - Edison
Sandra Engel - Emerson
Robert Shaw - BHS
Pamela Delbarian - Providencia ATB
David Thomson - BHS
Angela D’Mello - Emerson
Pamela Collins - JBHS
Jeanne Santoyo - BHS
Frank Childress - BHS
Nancy Bruhn - Miller
Shelley La Fountaine - Roosevelt
Gina Elliott - Edison

25 Years

Gina Elliott
Jackie Davis
Sharyl Ruback
Jennifer Goldenberg
Bridget Highfill
Jennifer Niwa
Anna Basinski
Diana Pelayo
Kathryn Wills-Sarna
Sandra Sutter
Theresa Landin White
Anjanette Michalopoulos
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.

@BurbankTchrAssn
Find us on Facebook
@BurbankTeachersAssociation
www.burbankteachers.org
The BTA negotiating team comprised of BTA's Executive Director, Nathan Banditelli, Sue Conway (Luther), Laura Mixon (McKinley), Brenda Kosbab (BHS), Adam Hochberg (JBHS), and Heidi Lavitt (Stevenson) met with the BUSD team, comprised of Sarah Niemann (Asst. Sup. Human Resources), John Paramo (Asst. Sup. Ed. Services), Debbie Kukta (Asst. Supt. Admin. Services) Laura Flosi (Principal Edison), and Jennifer Meglemre (Principal Jordan). No subs will be allowed.

**Hot Topics**

1. **Classroom pack up**
   - Elementary teachers can coordinate with principals if they need more time to clean and pack up their rooms.
   - In order to limit the number of people on campus, family members are not allowed on campus to help pack up rooms.

2. **Hanover Mental Health Survey**
   - The District will wait until the fall to send out the survey

3. **Reopening Committee**
   - The District is forming a committee to make recommendations for next school year.
   - All stakeholders (BTA, CSEA, Admin, parents) will have 3 participants.
   - BTA will have an elementary, middle school and high school representative.
   - The work will involve surveying teachers.
   - This committee will make recommendations. Procedures for next year will still have to be negotiated.
   - If distance learning is combined with some on campus instruction, teachers should be able to conduct google meets with their students from their classrooms.

4. **Campus cleaning**
   - Custodians are now cleaning rooms and emptying trash.
   - Summer cleaning has not yet begun.

5. **Summer School**
   - Students will have the same option to take Health as they have had in past years through Apex. The course will be graded.
   - Students can take classes from Method schools for credit recovery or initial credit.
   - Students must petition to take classes.
   - Students can take a maximum of 10 units.
   - The District has been using Method schools for 3 years for summer school.

6. **Child-Care**
   - Opening May 26th
   - After surveying parents, child-care can meet the needs with current 12-month employees.

7. **Elementary minutes**
   - The District is still looking at state required minutes to preserve planning time.
   - Schedules next year likely will be different so BTA and the District have time to create elementary schedules with planning time.

**Budget**

- Governor Newsom’s May Revise included a 10% cut to LCFF funding from his January proposal. If the federal government passes the HEROES Act, cuts will not be required.
- BUSD is projecting a $13 million deficit for next year. BTA and CTA are reviewing the District’s budget.
- The District is preparing scenarios for possible cuts. The District has the right to make certain cuts (like layoffs and RIFs), but must negotiate others (like class size averages and furlough days). BTA’s goal is to make sure that cuts are minimalized and equitable.

**Articles**

1. **Article 15: Safety**
   - The District and BTA have reached tentative agreement

2. **Article 33: Support of Agreement**
   - The District and BTA are continuing discussion

3. **Article 34: Conclusiveness: District counter**
   - The District and BTA have reached tentative agreement

4. **Article 13 Leaves**
   - The District has agreed to put the side letter allowing the donation of sick days in the contract.
   - The District and BTA agreed to reopen Leaves next year to bring the language up to date with current law.

5. **BTA and the District are almost finished with negotiations for this year and members will receive information about ratification soon.**
WHAT’S HAPPENING ...

Edison Open House Car Parade - April 30th!

On Friday, May 8th. All Edison students were invited to participate through Zoom. We learned the choreography during Distance Learning and danced to “We’re All in this Together” lead by our dance teacher/parent volunteer, Megan McNulty.

On May 6th, BTA recognized our school nurse members for their countless hours of service and dedication to the health of our students and school community.

Lenora Aguilera - Head Nurse
Richere Aleman
Amy Choi
Kimberly Cortez
Maygan Delanter
Stacy Eaton
Peggy Kurihara
Stephanie Meinardus
Kalissa Morgan
Bridget Spangler
On Friday, May 8, McKinley Elementary held a Reverse Parade to greet students and families. Teachers, admin, and staff all lined up in front of the school, masked and socially distanced, with colorful posters. Families and even former faculty members drove by, many of them in elaborately decorated cars, enthusiastically waving. One family even came by way of miniature horse and cart! It was hard to tell who was happier to see each other, staff or the families. The staff’s signs were then pinned to the fence to leave behind a bright cheerful message to students. - Laura Mixon