

# BTA BENCHMARK



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## President's Message by Diana Abasta

### CALL TO ACTION

I don't know of any teacher who isn't ready to go back to school with students - - but only when it is safe to do so. There is overwhelming evidence of what happens when there is no vaccine in place; people get COVID19 and have to be quarantined which impacts anyone who knows they have been exposed. Unfortunately, as the political pressure mounts for reopening, some in the media join the bandwagon calling for a return to the classroom, even without having the proper layers of protection fully in place. We cannot forget the cases we have had in Burbank and certainly we cannot forget those we have lost to COVID19.



Recently, the LA Times had an article (January 25th by Faith E. Pinho) that stated, "Eight more L.A. County children contract COVID-related MIS-C, bringing total to 62." Even though this is not an overwhelming number, which parents do you know who would not find this alarming? All 62 children were hospitalized with 45% being in the intensive care unit.

I am asking you to put your persuasive power to pen and paper in 150 words or less and submit a letter online to the LA Times. If you have not read the position the LA Times took, see below:

<https://www.latimes.com/opinio...>

Please note that the proponents for immediate opening are trying to separate the unions from its members, claiming that "powerful unions" are thwarting school openings (with the strong implication that this is not what teachers want). When you write your letter, it will be helpful if you identify yourself as a kindergarten teacher, school nurse, or whatever position you have at school. Give examples of the obstacles for reopening safely in our district.

Here are some sample intros: The L.A. Times Editorial position on the reopening of schools is short-sighted and ignores the reality on the ground; The Times position on reopening schools fails to adequately consider what it will take to do so safely; The L.A. Times calling for schools to reopen now may be well intentioned, but for many schools and districts it's founded on wishful thinking. Below are some messaging points but remember to focus on what works for you and elaborate.

No one wants to be back in the classroom more than educators, who are keenly aware of what is required for their classrooms to open safely. Our goal is to welcome every one of our students back to their classrooms in a way that keeps everyone safe: students, their families, and school staff. It recognizes that many of our students, families, and communities have been disproportionately affected by the pandemic.

- As California continues to struggle to control the pandemic, which is still impacting many communities disproportionately, we are calling for a phased-in approach that responds to local conditions and transmission rates.
- Any path to bringing students back to campuses will require implementing multi-layered mitigation strategies that consider community conditions and include robust cleaning and updated ventilation systems, asymptomatic testing of students and school employees, six-foot social distancing and enforcement.
- For schools that are currently open, we are recommending that the state require asymptomatic testing immediately because many schools are open where there is high community transmission. Testing will help identify school employees and students that have the virus and need to isolate and quarantine. This will help stop the yo-yo effect of schools opening and closing.
- **The state must prioritize vaccinations for employees who are already working in-person in schools and work sites, especially employees in communities most impacted by the pandemic.**
- **To reopen schools, the state must ensure all employees required to report in person have been provided the opportunity to be vaccinated before students return to campus.**
- We must take a holistic approach to reopening schools that includes addressing community spread. After all, no matter how safe of a bubble we put around our schools, the students and staff inside go home at the end of the day. If mitigation efforts are inadequate in the community, the risk of it being brought back to school increases significantly.

This push that is one sided is going to continue and grow stronger as other news outlets look to cover controversy. If you send a letter, please consider sending me a copy so I can share with CTA. We must stand together and not leave this to chance if we want to reopen schools safely and avoid unnecessary risks. Please stay safe and stay well.

In unity,

Diana



## **Black History is American History.**

February 1 marked the start of [Black History Month](#), bringing opportunities for critical reflection and honest conversation with our students about our history and futures.

Resources for educators to engage and educate students about Black History Month:

- This week! --> [Black Lives Matter at School Week of Action](#)
- [NEA EdJustice](#) has additional materials for Black Lives Matter at School
- [cta.org/blacklivesmatter](http://cta.org/blacklivesmatter) for suggested readings, toolkits and actions.
- Racial & Social Justice webinar series [via CTA's Racial Equity Affairs Committee](#)

**Pledge your support:** Sign NEA's pledge to grow the movement and support racial justice in education, and receive a free download of the EdJustice Black Lives Matter at School poster.



## **UniServ Director's Message by Nate Banditelli**

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President Biden's nominee for Secretary of Education, Dr. Miguel Cardona, has earned the support of the National Education Association (NEA), BTA and CTA's national union. He has also earned bipartisan support from members of congress. His leadership stands in stark contrast to his predecessor, Betsy DeVos. CTA President E. Toby Boyd recently stated, "For four years, the now former Secretary of Education, Betsy Devos, has pushed her own school privatization agenda and run away from her sworn responsibility to ensure equitable access to public education for all students and promote educational excellence throughout the nation."

NEA's statement is below:

The cordial Feb. 3 [confirmation hearing](#) for Dr. Miguel Cardona, President Biden's nominee for Secretary of Education, was a stark contrast to the hotly contested nomination of Betsy DeVos four years ago. Members of the Senate Health, Education, Labor, and Pensions (HELP) Committee from both sides of the aisle expressed support for Cardona. "I will encourage all of my colleagues on my side to support you as well and to move expeditiously to have you sworn in as the next secretary of education," said Sen. Richard Burr of North Carolina, the top-ranking Republican on the HELP Committee.

Cardona stressed that "we must be able to reduce spread and contain the virus" to reopen schools safely. "If we really want to recover, we need to invest now," he said, noting that President Biden's COVID-19 package would make possible to hire more teachers, school counselors, expand summer programming, and extend school days. [NEA supports](#) Cardona for Secretary of Education. The HELP Committee will vote Thursday, Feb. 11 to advance his nomination to the full Senate.



**WHY I AM COMPELLED TO TEACH...**

## by Emilie Coyne ( Providencia )

I believe in hope.  
I believe in stories.  
Being a hopeful educator is why I am compelled to teach.  
I have hope in humanity because the stories and aspirations that our students carry are an indication of a hope-filled tomorrow.

Hope is the uniting thread of humanity that is found in the stories of the students we teach and the families we work alongside every year.

I teach because I believe every child and every family has a personal story that must be heard, understood, and embraced as the cornerstone for a hope filled tomorrow.

It is a humble honor to be one of the many teachers that will guide students to explore and grow in their love for learning.

I am proud to call myself a teacher who works alongside students in ways that inspire self-discovery, a deeper understanding about the world, and a curiosity about how their educational pursuits will inspire and direct their life narrative.

It is a privilege to walk the path created by the inspiring educators of the past; their actions having laid the foundation for the current path I walk, which is filled with opportunities to present to our children inspiring possibilities and a hope filled future.

A teacher's prayer says, "One day I would like to teach just a few people many and beautiful things that would help them when they will one day teach a few people." This expresses why I am compelled to teach.



## NEA REPRESENTATIVE ASSEMBLY

This year, NEA's Virtual Representative Assembly is tentatively scheduled for June 30, 2021 through July 3, 2021. The final dates are subject to change.

BTA qualifies for **5** delegates.

Any NEA member may be a local delegate candidate by filing a [Declaration of Candidacy 2021 NEA RA](#) form with the BTA office no later than 5:00 p.m. on Monday, March 1, 2021.

The election for NEA RA delegates will be March 15-16 using Simply Voting, an electronic voting system. Please make sure you check your personal email for access to your ballot on March 15<sup>th</sup>.

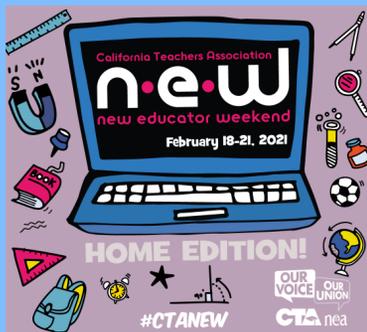
## PFLAG MEETING By Nicole Drabecki

I had the opportunity to attend my first PFLAG meeting on Monday, February 8<sup>th</sup>. PFLAG is a national group organized in 1973 to support LGBTQ youth and their families. Our meeting included community members from Burbank, BOE members, parents and BUSD staff. We discussed coming out issues for LGBTQ youth and the support systems needed, not only for the students, but also for parents, family and friends.



Many of the people at the meeting wanted to learn how to assist in educating the community about the importance of making Burbank a safe community for LGBTQ kids who are struggling with coming out to family and friends. Many participants shared stories of their own family settings and how they are trying to support members who have just come out. As part of the ongoing community support it was announced that the Burbank YMCA will have a social impact center for LGBTQ coming soon.

## CONFERENCES



### University Credit

CSU Chico University Credit Program  
2020/2021 CTA Statewide Conference Season

#### The University Credit Season Pass

The University Credit Season Pass is a new benefit to members attending CTA Statewide Conferences. CTA Members, through attending online conferences live or through watching recordings, will be given the opportunity to accumulate the hours of professional growth needed to qualify for university credit units (15 hours per one unit across the entire season of statewide conferences). As a benefit to members, CTA will cover the cost of enrollment with CSU Chico, normally \$75/credit. The Season Pass begins with the 2020 LGBTQ+ Issues Conference and ends with the 2021 CTA Special Education Conference in April.



## Webinar - COVID-19 Vaccines: Focus on the Education Community



The coronavirus has had a profound impact on nearly every school and every community across the country and the world. Its effect is radically re-shaping how we envision school life. Kaiser Permanente Thriving Schools is here to support you.

We are offering a webinar series focused on supporting the comprehensive health needs of students, educators, school staff, and the entire education community, as we navigate the impact of COVID 19. Join us and get information on how to navigate this new normal.

## **Webinar: COVID-19 Vaccines: Focus on the Education Community**

### **You'll learn about:**

- **COVID-19 vaccines** —Clinical information around development and safety of vaccines
- **Focus on Your Questions** —Frequently asked questions related to related to public and clinical health of COVID-19 and the school community

**Note: This webinar will not cover vaccine distribution for school districts and employees.**

### **From presenters:**

- **Deb Friesen, MD, MBA, FACP**, Physician Advisor
- **Annie Reed, DrPH, MPP**, National Director of Thriving Schools

## **Choose the time that works for you:**

February 16th, 12:30-1pm

February 16th, 3:30-4pm

February 17th, 5:30-6pm

# TAX INFORMATION: UNION DUES PAID 2020



## Majority of BTA members are Category 1. 2020 dues paid = \$1,102.10

Information also available on your December check stub as it gives CTA YTD (includes all union dues).

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

(excludes any additional optional donations)

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 2020
1	For those faculty whose teaching assignment is <b>more than 60%</b> 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.	656.22	445.88	1,102.10
2A	For those faculty whose teaching assignment is <b>greater than 1/3 but not more than 50%</b> of a normal assignment.	341.04	231.56	572.60
2B	For those faculty whose teaching assignment is <b>greater than 50% but not more than 60%</b> 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.	392.94	266.96	659.90
3A	For those faculty or substitutes whose teaching assignment is <b>25% or less</b> than a normal assignment, including faculty on unpaid leave.	183.60	124.48	308.08
3B	For those faculty whose teaching assignment is <b>greater</b> than 25% but not more than 1/3 of a normal assignment.	209.40	142.08	351.48
4	For those adult education and community college employees employed only on a part-time/ hourly basis.	120.60	81.48	202.08

## Burbank Teachers Association

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