



BTA BENCHMARK



February 2022

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President's Message by Diana Abasta



Our Organizing Helps Win Us a Raise

The State of the Union on January 13, 2022 was the kickoff to BTA's organizing plan. The committee had been meeting since last year to plan a course of events that would lead to a culminating activity to show our strength and unity.

January 21, 2022 was an important day for BTA negotiations. Members attended the BOE meeting before closed session and spoke about the need for a 5% raise and an increase of 1% on the Health and Welfare Cap. We had speakers from many of our sites. The stories told to the BOE, and Supt. were compelling and heartfelt. During the regular 7:00 P.M. meeting more colleagues spoke and talked about the impact of having lost elementary PE and the impact of retaining and recruiting highly qualified SPED teachers.

The meeting went long and required the BOE to meet in closed session until midnight. The next day the District accepted BTA's proposal. We have a tentative agreement which just means the agreement is held in place until we are done bargaining and we send the contract for a membership vote or ratification. This is an amazing feat and speaks to the power and unity of our organization.

We still have some unresolved issues on the table. One is the restoration of elementary PE for 4th and 5th grade. This is crucial for our student's well-being and crucial for our colleagues who need the planning time. Of course, if we were in charge, we would want PE and music for all elementary teachers, not only for the undeniable benefit to students, but to enable all elementary teachers to have adequate planning time!

The two articles left are Article 31 and Article 11. Article 31 is SPED. BTA will be countering the District's latest counter. The goal is to get the District to invest in our SPED teachers to avoid having to pay more down the line with added programs and litigation. Article 11 is class size and that will be next when it comes to what is to be discussed at the table. February 25, 2022 is the next Negotiations' date.

In the meantime, please continue to reach out to the BOE and the Supt. to tell your story as an elementary teacher or SPED teacher. Middle school and high school PE teachers and coaches can also speak to the importance of physical education. General Ed teachers can also speak about the work put on our SPED colleagues and how it impacts them as well.

Let's see this through and cross the finish line!

In unity,
Diana





WHY I TEACH....

I teach because each student deserves a space to learn about themselves and what kind of person they are/want to be. I teach because it's essential to learn about the authentic world around us, how to fight injustices, to show kindness, empathy, and compassion in order to be good humans. I teach so every child knows they have a voice and story to be told.

Christy Timmons
2nd Grade Teacher
Miller Elementary School



ORIGINS OF BLACK HISTORY MONTH

The story of [Black History](#) Month begins in 1915, half a century after the [Thirteenth Amendment](#) abolished [slavery](#) in the United States.

That September, the Harvard-trained historian [Carter G. Woodson](#) and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by Black Americans and other peoples of African descent.

Known today as the Association for the Study of African American Life and History ([ASALH](#)), the group sponsored a national Negro History week in 1926, choosing the second week of February to coincide with the birthdays of [Abraham Lincoln](#) and [Frederick Douglass](#). The event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.

President [Gerald Ford](#) officially recognized Black History Month in 1976, calling upon the public to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history." Today, Black History Month is a time to honor the contributions and legacy of African Americans across U.S. history and society—from activists and civil rights pioneers such as [Harriet Tubman](#), [Sojourner Truth](#), [Marcus Garvey](#), [Martin Luther King Jr.](#), [Malcolm X](#) and [Rosa Parks](#) to leaders in industry, politics, science, culture and more.

Since 1976, every American president has designated February as Black History Month and endorsed a specific theme. The Black History Month 2022 theme, "[Black Health and Wellness](#)," explores "the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora. The 2022 theme considers activities, rituals and initiatives that Black communities have done to be well."

<https://www.history.com/topics...>

COME AND SHARE THE BEST PART OF YOUR DAY.

HAPPY HOUR

Join the BTA Social Committee and your fellow members in a fun afternoon at Lincoln Brewery.

One pint will be included with RSVP.

Food will be available to purchase from a food truck.

**3083 Lima St,
Burbank, CA 91504**

Scan me
to RSVP



Friday,
March 4th
3:30 to 7:00



PLEASE BE SURE TO RSVP USING THE ABOVE QR CODE OR THE SIGN-UP SHEET AT YOUR SITE. SEE YOU THERE!



WALT DISNEY
ELEMENTARY SCHOOL

Recently, Diana, Nate Banditelli, and I were able to visit Disney and Roosevelt. Our site visits provide an opportunity to connect with members, listen to concerns, address questions, and solve problems.

At each site, Diana and Nate met with the principals. Unfortunately, they were unable to visit classrooms, but during lunch many colleagues joined us in the staff lounge. Issues that came up at both sites included elementary PE teachers and planning time, as well as the extra burden placed on all of us as we continue to navigate teaching during the pandemic.

Thank you to Jennifer Halligan (Disney) and Sarah Larson (Roosevelt) for coordinating with their administration and staff for our visit and to all of the Reps at both sites for taking the time to attend Rep Councils, hold 10-minute meetings, and continue to be a voice for our

members. Thank you to all of our members who took time out of their lunch to talk with us and share so openly.

We are looking forward to visits to Providencia and Washington in March. Information from your Reps should be coming soon



THEODORE
ROOSEVELT
ELEMENTARY SCHOOL

This year, NEA's Representative Assembly is scheduled to be held in-person July 2, 2022 through July 6, 2022 in Chicago, IL.

The NEA Representative Assembly is the largest democratic deliberative assembly in the world. California sends more than 1,000 delegates to the NEA RA each summer. During this annual meeting, CTA members help set policy and chart the direction of NEA business through participation on various committees, constituencies, caucuses, and leadership groups. Our local Association qualifies for 5 delegates.

Any BTA member may be a local delegate candidate by filing a [Declaration of Candidacy form](#) with the BTA office at 3021 W. Burbank Blvd., Burbank, CA 91505 no later than 5:00 p.m. on Friday, March 4, 2022. If there are more than 5 candidates, an election will be held using *SimplyVoting* March 8 -9. Please contact the BTA office if you would like more information.

DUTIES OF THE DELEGATE TO THE NEA REPRESENTATIVE ASSEMBLY

1. Each delegate will be expected to attend all caucuses of the California delegation. Delegates must be registered with the California delegation to participate in the caucus.
2. Each delegate shall attend all business meetings of the R.A.
3. Each delegate is strongly encouraged to attend NEA Budget Committee Hearings, Resolutions Committee Hearings, Bylaw Committee Hearings, speeches by prominent national figures, etc.
4. Each delegate should take into consideration CTA State Council and caucus policy when voting.
5. Each delegate is encouraged to participate fully in all activities of the California delegation.

TAX INFORMATION: UNION DUES PAID 2021



Majority of BTA members are Category 1. 2021 dues paid = \$1,121.90

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 2021
1	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.	668.82	453.08	1,121.90
2A	For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.	347.34	235.16	582.50
2B	For those faculty whose teaching assignment is greater than 50% but not more than 60% 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.	400.44	270.96	671.40
3A	For those faculty or substitutes whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave.	186.72	126.28	313.00
3B	For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment.	213.12	144.08	357.20
4	For those adult education and community college employees employed only on a part-time/ hourly basis.	122.22	82.32	204.54

MY RETIREMENT DECISIONS WORKSHOP



Are You Counting Down to Retirement?

MARCH 7TH VIRTUAL WORKSHOP 4:30PM

Learn about your retirement decisions and more by attending the My Retirement Decisions Workshop.

In this hour-and-a-half interactive workshop, you'll learn:

- How we calculate your CalSTRS monthly retirement benefit.
- The options you can choose if you want to provide a lifetime monthly benefit to your survivors—and how each option would affect your monthly benefit.

- Your choices for receiving the funds in your Defined Benefit Supplement account, if you have one.
- Ways to submit your *Service Retirement Application*.
- What you need to know if you return to work in the California public school system in retirement.

For a more personalized understanding of the information covered, you're encouraged to bring your most recent *Retirement Progress Report*, which you can print from your *myCalSTRS* account. You're also encouraged to bring your questions.

RSVP: OFFICE@BURBANKTEACHERS.ORG to get the link.

Burbank Teachers Association

3021 W. Burbank Blvd.
Burbank, CA 91505

[Unsubscribe](#)



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