



BTA BENCHMARK

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YOUR PROFESSIONAL ASSOCIATION NEWSLETTER

Co-Presidents' Message



Time To Get Off The Median

by Diana Abasta and Kim Allender

For the past two years we have made the case to the Board of Education that Burbank teacher salaries should be no lower than the median of comparable L.A. County school districts. We pointed out that two years ago several of our step and column categories were dead last on the comparisons. With our salary settlements in each of the last two years we were able to scratch our way back to the median, just barely.

In the meantime, recruiting and retaining top quality teachers in Burbank continues to be more difficult. Here are just some of the big reasons:

- There is a growing teacher shortage in California.
- Burbank housing costs continue to be unmanageable for young teachers with families.
- Commuting to Burbank from areas with more affordable housing has become an ordeal counted in hours per day because of increasingly impossible traffic conditions.
- Many nearby school districts surpass our salary levels and some have superior health benefits.
- More than 60% of the new teachers who started in BUSD in the past five years are no longer with our district.

This year the education budget is the strongest in over a decade. The state's economy is performing strongly, and even the governor who battled with us last year over cuts to education is now saying that education must be paid back what is owed and fully funded under Proposition 98. The funding prospects for education have rarely looked so good.

BUSD is getting an 8.65 % increase in new monies from the state, and 40% of that new money is ongoing, not one-time money. The COLA (Cost Of Living Adjustment) for our district is 5.92%, the

(Continued on Page 4.)

What's Inside:

Page 2:

Executive Director's Report

Page 3:

Welcome New Members

Page 4:

Fall Leadership Conference;
EEL Program Coverage

Page 5:

2006-07 Faculty Reps. &
BTA Board of Directors

Page 6:

NEA Fund & FACT

Page 7:

Frequently Requested
Numbers;
October Calendar

Page 8:

Ads



Executive Director's Report

Denise Jennex, Executive Director
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What To Do If Accused of Child Abuse

Many members have concerns regarding the procedures to follow regarding accusations of child abuse. In order to heighten awareness and understanding of your rights regarding this subject I want you to know that BTA is always here to support you and legal assistance is available. Listed below are some facts that will help you if the situation should ever arise.

If an allegation of child abuse is made the District is obligated to investigate and in some cases they are required to report to a child protective agency any known or suspected incidents of child abuse. The definition of "child abuse" includes physical injury, pain or neglect, sexual assault, and emotional abuse or neglect. An injury can be considered abuse regardless of whether the person intended to hurt the child.

First and foremost if accused of abuse you should immediately contact the BTA office. With these accusations you are now dealing with possible criminal charges as well as professional disciplinary action (dismissal and/or credential revocation) and civil lawsuits for damages. You should not discuss the charges with any law enforcement officer, district administrator or colleague without first obtaining legal assistance, and never put any information in writing regarding the charges without first seeking legal assistance.

There are basically two reasons for this advice. The consequences of making an inadvertent, albeit innocent, statement could lead to criminal charges, loss of employment, and revocation of the teaching credential. Second, our members are professionals and should be treated with dignity. The mere fact that a student makes an allegation is no reason for the member to have to automatically allow law enforcement to pry into his or her private affairs, force them to make statements, and prove their innocence. Early intervention is the key to a good result.

Here are a few tips to remember:

- Never be alone with a student in a classroom. Always make sure others are present.
- Avoid using any physical force on a student unless it is necessary for the protection of the student or others who may be affected.
- Never refer to students by informal or "pet" names.
- If an accusation is made do not meet with the child and attempt to get a retraction of the charges. This can be interpreted as consciousness of guilt.

Steps to follow:

- Contact your Association Faculty Representative immediately.
- Contact the BTA office to request legal help.
- Do not write, sign or offer a verbal explanation until you have spoken to the BTA office.
- Respectfully decline any request to speak with the police without a BTA representative with you or until you have called BTA. If ordered or directed to speak with the police by your principal, request that the principal put the order in writing and call BTA before you comply.

(Continued from Page 1.)



The Burbank Teachers Association welcomes the following new members.

If you are not a member yet, we strongly urge you to join those of your colleagues who are. If you would like a membership application, ask your BTA Faculty Representative or call the BTA office at (818) 240-9180.

Are You a Member or a Fee Payer? What's the Difference?

Some of you may think you are members when, in fact, you are not. You must sign a membership form to be a member, otherwise you are a fee payer and do not receive any of the benefits of membership. Not sure which you are? Call the BTA office for membership verification.

Burbank H.S. - Stacey Carr, Beth Jacob, Jeff Kay, Ernie McGinnis, Michele Mucha, William Neill, Nancy Pierce, Stephanie Puntil, George Seidel Jr., Dana Shorten, Summer St. Pierre, Michael Stanley, Susan White, Selin Zadoorian

Burroughs H.S. - Alexis Allen, Maria-Carolina Almanzar, John Benne, Stephen Berger, Lee Beville, David Cohen, Gajan Fernando, Kristina Garcia, David Hedin, Brendan Jennings, William McConnell, Erik Paulson, Mayra Perez, Andrea Permenter, Megan Robinson, John Rodney, Carisa Silva, John Stevenson, Hung Truong, Brendhen Vanloo,

Monterey H.S. - Carol Holubek, Lisa Lamere

Jordan M.S. - Martha Alvarez, Carrie Cisneros, Robin Glass, Robyn Hauptman, Victoria Ramos, Kristin Roberts

Luther M.S. - Jake Brodsky, Reghan LaBarbera, Jason Rockney

Muir M.S. - Jessica Picazo

Bret Harte - Erin Willson

Bret Harte CC - Veronica Allen

Disney - Lola Stewart

Edison - Angela Maden

Emerson - Hae Jin An, Michelle Mehta, Daniel Swartz

Jefferson - William Golditch, Liz Salazar-Costella, Sarah Suddleson

Mann CC - Melissa Erickson, Cynthea Frazier, Ronit Rimon

Miller - Wendy Birch

Providencia - Elyse Cogswell

Roosevelt - Andrea Seale

Washington - Carol Thompson

Community Day School - Melaney Love

Special Education - Maria Moye

(Continued from Page 1.)

highest in many years.

At its August 31st meeting, the Board of Education responded to this strong budget position by voting to spend \$877,000 (out of a \$1.3 million set-aside) from the General Fund to restore custodial positions, and create new classified positions in technology, campus security, school office staffing, a high school Library Media teacher, and Human Resources staffing. The Board also decided to spend grant/ categorical money on secondary counselors, a Visual and Performing Arts Teacher and elementary music teachers, among other items. They will decide at future meetings on whether to spend the remaining set-aside on other proposed new positions.

We don't disagree with the need for these added services and their positive impact on our students. What we do say is that in this climate of a strong education budget, with the Board in a mood to correct past deficiencies, they must not forget to correct the deficiency of Burbank teacher salaries failing to be highly competitive in L.A. County.

It's time to get Burbank teacher salaries off the median, and ensure that we are firmly in the upper quartile of comparable districts.

Several districts, including Long Beach, have already reported salary settlements of 6% or more for this year. The lines are already being drawn for where the new median will likely be after this year. Now is the time for our Board to make a bold statement about its commitment to recruiting and retaining top quality teachers over the next decade and beyond. Our district can afford the top quartile and now is the time to get it done. There is no more important instructional program than our teachers.

Glendale-Burbank UniServ Fall Leadership Conference

The Glendale-Burbank UniServ (GBU), which consists of the Burbank Teachers Association and Glendale Teachers Association, held its annual Fall Leadership Conference after school at the Castaway on Wednesday, September 6th. Members from BTA's Board of Directors, Faculty Representatives from each school site, Negotiations Team members, and other leaders were in attendance.

Executive Director Denise Jennex began the afternoon with a presentation of Teacher and the Law and concluded with the Role and Responsibilities of the Faculty Representative. This year's first Representative Council was held immediately after dinner.

Please look in your mailbox for packets of information your Faculty Representatives came away with, including a CTA Pocket Calendar for every member, and don't forget to check your BTA Bulletin Board periodically for current BTA news.

Extended Educators Employment Liability Program Coverage

Extended educators employment liability (EEL) coverage for 2006-07 is available for nurses, occupational therapists, physical therapists, and athletic trainers through the Horance Mann Insurance Company (HMIC) medical arts endorsement. Only members who provide specified services in the above mentioned occupations are eligible for the HMIC medical arts endorsement. The premium for eligible members will be paid by CTA. Agency fee payers are not eligible for this coverage.

Please call the BTA office if you would like to be included in this coverage. Members whose information is received by HMIC by October 15 will have a full year of extended coverage. Members whose information is received after October 15th will receive extended coverage beginning on the day after their information is received by HMIC.

2006/2007 Who's Who in BTA

Faculty Representatives

Each school site has at least one BTA Faculty Representative or, in the case of larger sites, one representative for each 15 members or major fraction thereof. Following is a list of representatives for the 2006/2007 school year who were elected in May by the members at their respective sites.

The persons listed below are your representatives, so please take a few minutes to introduce yourself and to let them know if you have any concerns or questions. They are your voice at the Representative Council which meets once a month. They may be your witness at potentially negative meetings with a parent and/or administrator. They put communications from the Association in your mailbox, conduct elections for leadership positions and contract ratification, recruit new members and assist you in finding answers to your contract questions, among just a few of their duties.

Burbank H.S. - Carolyn English, John Mercado, Judy Shalhoub, Bob Shaw, Bob Smallenburg, Kathy Weiser

Burroughs H.S. - Karen Adams, Thomas Crowther, Edward Frankenbush, Samuel Kuglen, Brian Kukan, Jerry Mullady, Vince Oliver, Robyn Russon, Susan Sanford, Dena Williams

Monterey H.S. - Keith Lang

Jordan M.S. - Dara Lee

Luther M.S. - Sue Conway, Raylene Dodson

Muir M.S. - Sandra Cattell, Brad Frank, Barry Sarna

Bret Harte Elementary - Pat Ballew, Lisa Ficke, Karen Gibson

Disney Elementary - Bridget Highfill, Andrea Olebe

Edison Elementary - Gail Lindquist

Emerson Elementary - Hillary Iffrig, Cindy Keim

Jefferson Elementary - Ana Basinski, Kristine Chinn, Jasmine Derian, Chris Higgins

Jefferson CC - Lee Edwards

Mann CC - Cathy Zsupnik

McKinley Elementary - Dennis Danielson, Freyja Thompson, Sidney Vargas Machuca

Miller Elementary - Jen Almer, Andrea Jayasekera, Jason Ragle

Providencia Elementary - Kelly Ohrt, Judi Riddle

Roosevelt Elementary - Theresa Heldt

Stevenson Elementary - Janet Gresham, Heidi Lavitt

Washington Elementary - Kristina Lincoln, Michelle MacNeill, Robyn Roberts

Adult School - Linda Matsumoto

Special Education - Janice Gresham

BUSD - Linda Strong

Board of Directors

Members of the 2006/2007 BTA Board of Directors representing you are as follows:

Co-Presidents

Diana Abasta

Burbank H.S.

Kim Allender

Miller Elementary

Vice-President

Dana Ragle

Miller Elementary

Secretary/Treasurer

Cynthia Madera

Miller Elementary

High School

Representative

Robert Smallenburg

Burbank High School

Middle School

Representative

Susan Conway

Luther M.S.

Elementary

Representatives

Michelle MacNeill

Washington Elementary

Lisa Ficke

Bret Harte Elementary

At-Large Representative

Lee Edwards, Jefferson CC

State Council Reps.

Bridget Highfill

Disney Elementary

Jerry Mullady

Burroughs High School

CTA Board Member

Bonnie Shatun

Bret Harte Elementary

Support The NEA Fund For Children And Public Education!

As you know, none of your National Education Association dues may be used for political purposes. Members who wish to support the governmental relations activities of the NEA must make a separate contribution to the NEA Fund for Children and Public Education.

Some people believe that teachers should stay out of politics. This will happen only when politicians get out of our classrooms. Until that time, we must all work to make sure that supporters of public education get elected to office. One way each of us can help is to support the NEA Fund for Children and Public Education.

The easiest way to do this is through payroll deduction. A \$20 per year contribution will be possible with just a \$2 per month deduction on your paycheck. For \$10 per month, the yearly contribution will be \$100.

Ask your Faculty Representative to get an enrollment form from the BTA office. Fill out the form, indicating the total yearly contribution you wish to donate to the Fund, and return it to the office.

Why is it important to support the Fund? None of us is as strong as all of us. Everything we do or say in our classrooms has been decided by an elected official.

Foundation to Assist California Teachers

by Bridget Highfill
CTA State Council Representative

The Foundation to Assist California Teachers (FACT) is CTA's Disaster Relief Fund. It is members supporting other members through donations to provide \$1,000 grants and \$2,000 interest free small loans. This money helps teachers who have experienced significant loss due to disasters in California.

Earthquakes, fires, and floods are part of life in our state. When people experience loss due to these events, they may not have the extra cash on hand to cover the extra cost of replacing clothing, food, and temporary shelter. FACT seeks to help teachers cover these unexpected expenses. Many Burbank teachers benefitted from FACT grants and interest free loans that helped with damage caused by the Northridge earthquake. FACT donations are tax deductible and can be in the form of payroll contribution. Your BTA Faculty Representative and the BTA office have the forms needed to sign up.

Charles Tubbs Retires

by Bonnie Shatun,
CTA Board of Directors

After 37 years of teaching, NEA Director, Charles Tubbs, announced his retirement last month at the Presidents' Conference at Asilomar. Charles has held many leadership positions in the Glendale Teachers Association including Vice-President, Bargaining Chair, and Grievance Chair. Last year he was chosen as the Teacher of the Year at Glendale High School and has been included in "Who's Who Among America's Teachers" numerous times.

He has been Chairperson of the CTA Professional Rights and Responsibilities Committee, Chair of the Bay Valley SCC, and appointed to many CTA committees. He has attended 16 NEA RA's and served on the NEA Resolutions Committee before being elected to the NEA Board.

He has been a very effective advocate for teachers and students. Charles says that two of his most memorable moments were negotiating Agency Fee for his local and being elected to the NEA Board. He will be missed but we are looking forward to his being an active member of CTA Retired.

An election to fill his NEA Board seat will be held at the October State Council. NEA Board District 5 consists of all of Bay Valley, except for TALB, and the Channel Island Service Center Council. Declarations of Candidacy forms are available from the CTA Governance Dept. in Burlingame.

Frequently Requested Phone Numbers

Behavioral Health (Employee Assistance Plan)
(800) 554-6931

State Teachers Retirement System
(800) 228-5453 or (916) 229-3870

State Teachers Retirement System LA Counselor
(562) 922-6414 or (562) 922-6838

Unum Provident (Income Protection Plan)
Customer Service
(800) 282-4049
Claims - (800) 638-6377

TSA
Entertainment Discounts for Members - (800) 540-2373
Travel Discounts for Members
(800) 570-7877

NEA Special Services
(800) 637-4636

CTA/NEA-Retired
(650) 552-5355

A+Auto & Home Insurance Plus
(877) 411-3425

To Report Child Abuse
Marisa Rosoff
(Burbank Outreach Center)
(818) 729-4590

2006/2007 BTA Meeting Dates

Meeting dates of the BTA Board of Directors and Representative Council are listed below. All Representative Councils will begin at 3:30 p.m. at The Grips. The Board of Directors meetings begin at 3:45 p.m. at Burbank High School.

Board of Directors
September 27, 2006
October 25, 2006
November 29, 2006
December 20, 2006
January 31, 2007
February 28, 2007
March 21, 2007
April 25, 2007
May 23, 2007
June 11, 2007

Representative Council
September 6, 2006
October 4, 2006
November 1, 2006
December 13, 2006
January 10, 2007
February 7, 2007
March 14, 2007
April 4, 2007
May 2, 2007

Retirement/Appreciation Reception
May 30, 2007

Calendar of Events

October 4
BTA Representative Council
3:30 p.m.
Grips

October 4-5
CTA Board of Directors

October 5
BUSD Board of Education
6:00 p.m.
City Hall

October 19
BUSD Board of Education
6:00 p.m.
City Hall

October 20-22
CTA State Council

October 23
Deadline to Register to Vote!

October 25
BTA Board of Directors
3:45 p.m.
Burbank H.S.

October 29
Daylight Saving Time Ends

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Asst. Editor: Mona Marra

Are You Registered to Vote?
If you've moved or changed your name, you need to re-register.
Deadline for registration: Monday, October 23, 2006
Call the BTA office at (818) 240-9180 if you need a registration form.



BTA CLASSIFIED ADS

EMPLOYEES OF THE DISTRICT ARE INVITED TO SUBMIT PERSONAL ADS, FOR EXAMPLE, CARS OR FURNITURE FOR SALE, GARAGE SALES, ETC., OF NO MORE THAN 4 LINES FOR INCLUSION IN FUTURE ISSUES OF THE BTA NEWSLETTER. THERE WILL BE NO CHARGE FOR BTA MEMBERS. NON-MEMBERS WILL BE CHARGED \$5.00.

Paid advertisements are not to be considered an endorsement or recommendation by BTA

For Sale: 1996 Ford E250 Panel Van. 78K. 6 cylinder. Used as a skate school van. Wooden racks inside, can be easily removed. Sliding side door. CD player. AC/PS/PB. \$2500.00 firm.
Call: Rick or Jan at (818) 352-7936

Advertising Rates

Ad Sizes:

Business Card**	3-1/2" W x 2" H	\$30
1/4 Page**	3-1/2" W x 4-1/2" H	\$50
1/2 Page**	3-1/2" W x 9-1/4"H	\$85
Full Page Flyer*	8-1/2 x 11	\$135

- 1.*1,000 flyers provided by the company wishing to advertise. They may not be folded. They will be inserted into the newsletter by our printer and will be put in each teacher's mailbox by our Faculty Representatives. The newsletter also reaches administrators, Board of Education members, and others in the community via U.S. mail. We will not accept full page ads as part of the newsletter; they must be separate flyers provided by the company wishing to advertise.
- 2.**For any ad less than full page, we must have camera ready art.
3. Checks made payable to the Burbank Teachers Association must be received in advance.
4. Deadlines are the first of each month for the following month. The newsletter is published once a month, September through May.
5. For further information, contact Mona Marra at the BTA office - (818) 240-9180 or by e-mail: bta@burbankteachers.org