

BTA BOARD OF DIRECTORS

2019-2020

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BTA is affiliated with CTA and NEA

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The VOICE

Volume 24, ISSUE 2

December 2019/January 2020

Teachers Out and About

We are so lucky to have colleagues in which we want to spend time with outside the classroom. BTA continues to build relationships among its members. During this holiday season, be thankful for the people around you, surround yourself with people who build you up.



Top left, Some of BTA's executive board members, and BUSD Board Member Renita Armstrong attend the CTA board dinner; top right, ILC teachers Selene Monroy, Anya Bobadilla, Jacqueline Torres, Melissa Madrigal and Michelle Chupp meet for ice cream after work; bottom left, Mayfair teachers Julie Skorka, Kris Matson, Kari McDaniel and retired teachers Ellen Swieck and Kathy Dwyer attend an ornament exchange party to kick off the holiday season.

Save the Date!

February 6, 2020

BJs in Cerritos from 3:30-5:30 pm

Pizza, salad and non-alcoholic drinks will be provided. Invitations will be in your boxes in January. This event is Open House style come and go as you please!



Know Your Contract!

With so many new administrators it's more important than ever for members to know their contract rights. As Union members we often have to educate or remind administration about our contract. Some of them may have never seen or read our contract. You shouldn't feel guilty or afraid when you stand up for your rights. We're protecting the agreement that BTA has with BUSD. By following the contract we protect all parties involved. Did you know?

Article XII—Class Size

B. Special Education Programs, Contract Page 46

1. Resource Specialists, including Inclusion Staff, shall be provided on the basis of one (1) Resource Specialist per twenty-four (24) identified students, except at the secondary level, the maximum may be exceeded if the unit members involved agree. No Resource Specialist/Inclusion Staff shall be assigned more than twenty-eight (28) students.
2. Special Day Classes:
 - i. Mild/Moderate shall average no more than twelve (12) identified students, and have a maximum class size of fifteen (15) students except at the secondary level. The maximum may be exceeded at the secondary level if the unit members involved agree.
 - ii. Moderate/Severe shall be provided on the basis of one (1) teacher per ten (10) identified students, and have a maximum class size of thirteen (13) students.
 - iii. Preschool shall be provided on the basis of one (1) teacher per ten (10) identified students across all sessions, and have a maximum class size of thirteen (13) students. Preschool teachers may have a maximum of seven (7) hours of direct student instruction during the day.
3. Adapted Physical Education Specialists shall be provided on the basis of one (1) teacher per seventy-four (74) identified students across all sessions, and have a maximum caseload of eighty (80) identified students.
4. Speech and Language Specialists shall have a maximum caseload of fifty-five (55) identified students.

Know your Ed. Code!

Ed Code 44014: Reporting attack, assault, or physical threat on school employees by students to the Sheriff

- (a) Whenever any employee of a school district or of the office of a county superintendent of schools is attacked, assaulted, or physically threatened by any pupil, it shall be the duty of the employee, and the duty of any person under whose direction or supervision the employee is employed in the public school system who has knowledge of the incident, to promptly report the incident to the appropriate law enforcement authorities of the county or city in which the incident occurred. Failure to make the report shall be an infraction punishable by a fine of not more than one thousand dollars (\$1,000).
- (b) Compliance with school district governing board procedures relating to the reporting of, or facilitation of reporting of, the incidents specified in subdivision (a) shall not exempt a person under a duty to make the report prescribed by subdivision (a) from making the report.
- (c) A member of the governing board of a school district, a county superintendent of schools, or an employee of any school district or the office of any county superintendent of schools, shall not directly or indirectly inhibit or impede the making of the report prescribed by subdivision (a) by a person under a duty

to make the report. An act to inhibit or impede the making of a report shall be an infraction, and shall be punishable by a fine of not less than five hundred dollars (\$500) and not more than one thousand dollars (\$1,000).

(d) Neither the governing board of a school district, a member of the governing board, a county superintendent of schools, nor an employee of a school district or of the office of any county superintendent of schools shall impose any sanctions against a person under a duty to make the report prescribed by subdivision (a) for making the report.

Ed Code 48910: Teacher's right to in house suspend

a) A teacher may suspend any pupil from class, for any of the acts enumerated in Section 48900, for the day of the suspension and the day following. The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal or the designee of the principal for appropriate action. If that action requires the continued presence of the pupil at the schoolsite, the pupil shall be under appropriate supervision, as defined in policies and related regulations adopted by the governing board of the school district. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. If practicable, a school counselor or a school psychologist may attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests. The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.

(b) A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

(c) A teacher may also refer a pupil, for any of the acts enumerated in Section 48900, to the principal or the designee of the principal for consideration of a suspension from the school.

(Amended by Stats. 2004, Ch. 895, Sec. 10. Effective January 1, 2005.)

Ed Code 51512: Prohibits recording of teachers without consent

The Legislature finds that the use by any person, including a pupil, of any electronic listening or recording device in any classroom of the elementary and secondary schools without the prior consent of the teacher and the principal of the school given to promote an educational purpose disrupts and impairs the teaching process and discipline in the elementary and secondary schools, and such use is prohibited. Any person, other than a pupil, who willfully violates this section shall be guilty of a misdemeanor. Any pupil violating this section shall be subject to appropriate disciplinary action. This section shall not be construed as affecting the powers, rights, and liabilities arising from the use of electronic listening or recording devices as provided for by any other provision of law.

See more at: <http://codes.findlaw.com/ca/education-code/edc-sect-48910.html#sthash.kWF7PK9s.dpuf>

CTA Scholarships, Grants and Awards

CTA offers several different educational scholarships, grants and awards to members and their dependents throughout the academic year. Upcoming opportunities listed below! Check out www.cta.org/scholarships for more information.

LGBTQ+ Safety in Schools Grant & Scholarship Program in Honor of Guy DeRosa - January 10, 2020

CTA Scholarships - January 31, 2020

CTA César E. Chávez Memorial Education Awards Program - March 6, 2020

Martin Luther King Jr. Memorial Scholarship Program - March 14, 2020



Supporting Lakewood Project Shepherd

Mayfair's teachers, staff and students spend most of November and some of December bringing canned food to donate to Lakewood Project Shepherd. Project Shepherd is a non-profit organization run by the City of Lakewood and the Rotary Club of Lakewood. Since 1972, this neighbor-to-neighbor assistance program has collected canned goods, dry staples, toys, backpacks and personal care items to distribute to Lakewood families in need throughout the year and around the holiday season. This has been a tradition at Mayfair for many years. Teachers Lorie Reinstra, Margaret Bos, and Katie Colln shop for non-perishable food items.

CTA Pre-Retirement Workshop

Thinking of Retiring? A workshop just for you. STRS will be hosting the workshop and answering any questions you may have regarding retirement. Presentation only comes around once a year. Get your name in early!



DATE February 1, 2020

TIME Breakfast 8:30am Presentation 9:00am - 12pm

LOCATION Rio Hondo Event Center 10627 Old River School Rd. Downey, CA 90241

The cost of attendance is \$15/person. Price includes materials and breakfast.

RSVP's and payments due January 17, 2020. Contact the BTA office for more information 562-924-9311 or email voiceofBTA@gmail.com

NO WALK-INS ACCEPTED

Hosted By: Southeastern Service Center

Membership Engagement Team Site Lunch Update

We hope you have enjoyed your Membership Engagement lunches this fall. BTA has collected invaluable information. We enjoyed spending time at each site and getting to know all of our members.

2020 BUSD Board Meeting Dates

Held in the Board Room of the District Administration Building. Regular Meetings are held at 7:30 pm.

Thursday, January 16, 2020 - Somerset and Williams
Thursday, February 6, 2020 - Jefferson and Foster
Thursday, March 5, 2020 - Washington, BAE, and TOSAs
Thursday, April 2, 2020 - Las Flores and ILC
Thursday, May 14, 2020 - Woodruff and Mayfair
Friday, June 5, 2020 (Special Meeting)
Thursday, June 11, 2020
Thursday, July 9, 2020
Thursday, August 20, 2020
Thursday, September 24, 2020 - Lindstrom and Pyle
Thursday, October 15, 2020 - Ramona and Baxter
Thursday, November 12, 2020 - Bellflower and Williams
Thursday, December 10, 2020 - Somerset and Foster

Members of the public may address the Board of Education on non-agenda items that are within the subject jurisdiction of the Board. To speak, complete a "REQUEST TO ADDRESS GOVERNING BOARD" card prior to the start of the board meeting. These cards are available on the back table.

Weingarten Rights

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. When the employee makes the request for a union representative to be present management has three options:

- (1) it can stop questioning until the representation arrives;
- (2) it can call off the interview; or
- (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to union representation (an option the employee should always refuse.)

The basic premise of unionism is: *An injury to One is an injury to All* means that mistreated of any individual worker creates the possibly of mistreatment for every worker.

***Thank You 2019 BUSD School Board
President Debbie Caudros for your time
and dedication to our students from the
Bellflower Teachers Association (BTA)***



Union Code of Conduct

I will not criticize any union colleague except to the individual directly

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop

I will not participate in any conversations with management that criticizes, or negatively speculates about, any union colleague.

I will settle my differences with colleagues within my union

I will engage in debate, offer others every opportunity for debate, and respect minority viewpoints, but I will observe and support the majority mandate of my union.

**Do you have ideas or suggestions for the Voice? Send us your pictures!
If you have concerns or achievements that you would like to share, PLEASE let us know!**