

BTA BOARD OF DIRECTORS

2019-2020

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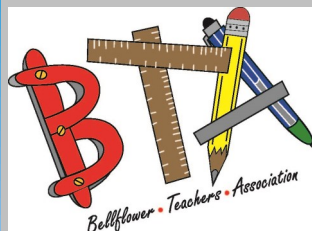
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The VOICE

Volume 24, ISSUE 4

March 2020

BJs Happy Hour



Above, Woodruff teachers Kim Ashton, Julie Wolff, Susan Morton, Kathy Callahan, Alexa Mattis and Erika Cantrell, Julie Curl.



Above, Mayfair teachers Jon Falk, Diane Duacsek, Alex Fletcher, Christina Williams, and retired teacher Ellen Swieck sit with Bellflower teachers Debbie Guzman and Amber Ortega .



Above, Morag Rogerson and Frieda Tyne-Fernandes accepted the reward for Woodruff teachers.



Above, Bellflower teachers Kim Coleman, Isabel Llamas, and Lark-Ellen Adams.

In February, the BTA membership engagement committee hosted a Happy Hour at BJ's in Cerritos. We had a great turn out! Teachers from all sites came to hang out, eat, and chat with their colleagues. BTA gave the site with the highest attendance, by percentage, a Keurig and coffee pods.

TEACHER APPRECIATION EVENT
TUESDAY, APRIL 7, 2020
SIMMS PARK
3:30-5:30 PM
OPEN HOUSE STYLE
TACOS DRINKS DESSERT RAFFLE PRIZES
WE LOVE TO CELEBRATE YOU
COME VISIT WITH YOUR COLLEAGUES



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 VII—Hours of Employment

D. Adjunct Duties, Page 17

3. At the elementary schools and the continuation high school, each staff shall agree upon the necessary adjunct duties for the ensuing school year. Volunteers shall be solicited for the equitable distribution of these duties. Duties may be assigned when there are an insufficient number of volunteers.

4. At the comprehensive high schools the following procedure shall be used for the assignment of duties outside the normal on-site day:

a. Prior to May 15th each school year, each school shall distribute a list of the types of supervision which will be needed for the following year to all unit members at that site. Each unit member will be asked to submit his/her preferences for supervision.

b. To the extent possible, unit members will be assigned to no more than two events selected from the preferences they had indicated. Unit members who do not indicate a preference will be assigned as needed. A good faith effort will be made to limit involuntary assignments at evening events.

c. Unit members will be notified of their supervision assignments prior to the end of the second week of school. They will also be notified of any assignment change or date change a reasonable time in advance of the assignment. Supervision of rescheduled events shall be voluntary,

Article VIII—Transfers, Reassignments and Vacancies

A. General Definitions, Page 21

2. A reassignment is a change in a unit member's grade level, subject matter, or classroom assignment within a school, division, department or work location.

E. Reassignment, Page 23

1. Voluntary Reassignment. A unit member may request a change of assignment to an open subject matter, grade level, or classification by putting such request in writing to his/her site administrator. Requests shall be denied only for identifiable, reasonable, education-related reasons.

2. Involuntary Reassignment. Involuntary changes of subject matter, grade level, or classification shall be made only for identifiable, reasonable, education-related reasons. No unit member in an elementary position will be involuntarily reassigned more than three grades under or over his/her current assignment unless the unit member agrees to the reassignment.

3. Reassignment Notification. The immediate administrator or his/her designee shall give the unit member written notice of an intended assignment change for the succeeding year no less than four (4) weeks prior to the end of the school year. Written notice of any subsequent change shall be emailed to the unit member's school district email account and mailed using United States Postal Service during the summer.

4. Assistance with Reassignment. The District shall provide reasonable release time for the unit member to prepare for his/her new assignment. The District also shall provide reasonable assistance in moving the unit member's materials to a different classroom.

Article XXIII—Professional Attire, Page 78

The District and the Association share the belief that teachers serve as role models and they should maintain a professional standard of dress and grooming.

Unit members shall dress and groom in a manner that demonstrates their high regard for education and is consistent with their professional responsibilities. Unit members shall be deemed inappropriately dressed or groomed if such manner detracts and/or adversely impacts the District's ability to deliver educational services.

Unit members shall wear clothing that is neat and clean. The following are examples of what shall generally be considered inappropriate attire:

Frayed and/or torn clothing	See through blouses, shirts, skirts
Bare midriff	Short shorts
Thongs (flip flops)	Sweat Suits
Underwear style T-shirts	

Exceptions may be made by the site administrator based on a unit member's assignment or school activity.

Know Your Board Policy

All Personnel BP 4117.2, Page 223

SEPARATION FROM SERVICE - CERTIFICATED EMPLOYEES

Resignations of certificated personnel shall be written and addressed to the Superintendent for action by the Board of Education. The district shall determine the effective date of termination as prescribed by Education Code. Such letters should state the reason for the resignation and give the desired effective date.

A certificated employee should, prior to or concurrent with his/her letter, advise his/her immediate administrator of his/her intent to resign.

Release from a certificated contract during the school year shall normally be granted when a qualified replacement is employed. Each request of termination during the school year will be handled on a case by case basis.

Legal Reference: EDUCATION CODE 35161 Board delegation of any powers or duties 44242.5 Reports of change in employment status, alleged misconduct 44420 Failure to fulfill contract as ground for suspension of diplomas and certificates 44433 Unauthorized departure from service as unprofessional conduct 44930 Acceptance and date of resignation 45201 Power to accept resignation CODE OF REGULATIONS, TITLE 5 80303 Reports of change in employment status 80304 Notice of sexual misconduct COURT DECISIONS American Federation of Teachers, Local #1050 v. Board of Education of Pasadena Unified School District, (1980) 107 Cal.App.3d 829

Know Your Ed. Code

(a) Governing boards of school districts shall accept the resignation of any employee and shall fix the time when the resignation takes effect, which, except as provided by subdivision,

(b) shall not be later than the close of the school year during which the resignation has been received by the board.

<https://codes.findlaw.com/ca/education-code/edc-sect-44930.html>

Thinking about Retirement?

Here are some of the answers we have compiled from members who are asking about what happens when you start preparing for retirement:

Contact Social Security if you worked before teaching. Make an appointment to go over your years of service.
<https://www.ssa.gov/benefits/retirement/>

Contact CALSTRS. Make an appointment with them to go over your years of service.
<https://www.calstrs.com/mycalstrs>

Contact Char at One Source she will answer any questions about your health insurance.
Call (310) 609-1917 or Email: healthinsurance@busd.k12.ca.us

Free fiduciary Brian Taylor—Call (530) 386-7577

PERS guidelines require that a retiree begin receiving retirement payments within 120 days of separation. If you wait any longer than 120 days you will no longer be eligible for PERS medical plans.

Vision and Dental coverage do not continue after retirement.

Opt out insurance form for retirement is different from the one that is used if you are still working.

If you own a home, check your interest rate, consider refinancing to pay off home earlier.

The first six months after retirement you may not return to work under CALSTRS.

If you are planning on leaving the state after retirement, check to make sure your medical insurance will transfer. For example, Kaiser is not available in all states.

Ready to retire? Letter of Intent goes to principal first, then the principal sends it to the District Office.

Bring Your Own Water Bottle

BTA has a filtered water machine. When you come to the RCUT Office for a meeting, bring your own water bottle. BTA is doing our part to save the environment. We will no longer be providing water bottles for Representative Council meetings. Bring your own bottle!



2020 BUSD Board Meeting Dates

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

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 mistreatment of any individual worker creates the possibility of mistreatment for every worker.

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.

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

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

Board Members want to Know

Are you doing something fun in your classroom? Are your students making presentations? Giving a performance? Have a good teaching moment to share? Email the School Board members and the Superintendent, invite them to your classroom or send them pictures. Please send positive things you are doing in your classroom! We have great teachers, let's share what we are doing with the people at the top.

Jerry Cleveland, President, jcleveland@busd.k12.ca.us

Laura Sanchez-Ramirez, Vice President, lsanchezramirez@busd.k12.ca.us

Renita Armstrong, Clerk, renitaarmstrong@busd.k12.ca.us

Debbie Cuadros, Member, DCuadros@busd.k12.ca.us

Richard Downing, Member, RichardDowning@busd.k12.ca.us

Tracy McSparren, Superintendent, tmcsparren@busd.k12.ca.us

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!**