

BTA BOARD OF DIRECTORS

2020-2021

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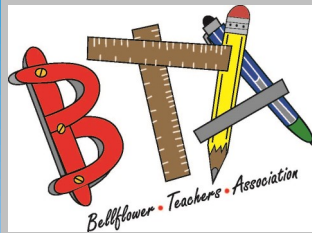
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The VOICE

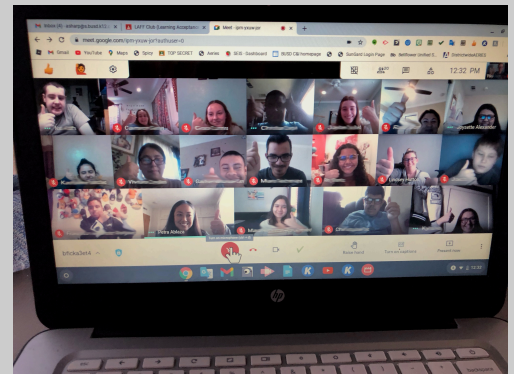
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COVID Christmas Classroom



(Left) Carol Fullam shares her COVID virtual classroom.



(Above) Anne-Marie Sharp shares her LAFF club meeting.

BTA President's Message

Hi Members and Happy New Year,

Wow! What a year it has been! When we left in March, none of us could have imagined we would still be teaching virtually. BTA hopes that you are finding successes in your virtual classrooms and building those relationships with your students that we know are very important.

I wanted to take a few minutes and share a few things with you. Our Executive Board is meeting regularly and having important conversations about return to school and what this could look like. Our Representative Council is also meeting regularly where they receive updates and share feedback and concerns. If you are looking to get more involved, please contact your site representatives.

This is our first newsletter this year, we have tried to include information that will be beneficial to you including; sick leave information including the COVID language of the MOU, retirement information, and information on CTA conferences and University Credit. California Casualty and The Standard also has some information to share with you. Remember to share the great things happening in your virtual classrooms with the board members, and attend the school board meetings, they are now virtual!

We hope you are all Staying Safe and well. I will continue to send out updates with more information about bargaining and return to school as I get them. We are in this all together and BTA is always working hard to represent you.

In Solidarity,
Linda A.

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 XI - LEAVES OF ABSENCE B. Sick Leave-Paid, Pages 35-36

2. Compensation for Sick Leave. A unit member on sick leave shall be paid as follows:

- a. First, full salary (or full hourly rate for adult school) for that period of his/her absence covered by his/her current and accumulated sick leave; and
- b. Second, the difference in pay between full salary (or full hourly rate for adult school) and the day-to-day substitute rate for that position (but not less than fifty percent of the unit members daily rate) for any days remaining after current and accumulated sick leave have been expended, but before the five school months period defined below has elapsed. This shall be known as sick leave difference pay.

(1) The five school months period of sick leave difference pay shall begin immediately after the exhaustion of the current and accumulated sick leave.

(2) A unit member shall be paid sick leave difference pay for up to five school months for all absences during the school year necessitated by illness or injury after he/she has exhausted all current and accumulated sick leave. Unit members shall not be provided more than one five month school period per illness or injury. If a school year is terminated before the five-school month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year. The 100 working day period is renewed each school year, but unused days from one year shall not carry over into the next.

When a unit member has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of illness or injury for a period beyond the five school month period provided above, and the unit member is not medically able to resume the duties of his/her position, the unit member shall be placed on a reemployment list for a period of 24 months if the unit member is on probationary status, or for a period of 39 months, if the unit member is on permanent status. When the unit member is medically able, during the 24- or 39-month period, the unit member shall be returned to employment in a position for which he/she is credentialed and qualified. The 24-month or 39-month period shall commence at the expiration of the five month period.

(3) Five school months shall be considered 100 working days.

(5) Once the 100 days are exhausted, employees will be eligible for 18 months of COBRA benefits at a rate reduced as follows:

Ten (10)% discount for 10 years through 14 years of service;

Twenty (20)% discount for 15 years through 19 years of service;

Thirty (30)% discount for 20 years through 24 years of service;

and

Fifty (50)% discount for 25 years of service or more.

MOU COVID Leave

Bargaining unit members who are ill due to COVID-19 and unable to perform their duties will suffer no loss of pay benefits and no deduction from the member's sick, personal, or extended illness leave. Unit members will be required to submit a physician's note and/or testing documents when available or as required through County of State health departments.

Leave only applies if the bargaining unit member is ill due to COVID-19 and NOT if a family member has contracted COVID-19. If they have to quarantine due to a family member testing positive or for other reasons they may still telework and provide distance learning instruction. If they choose to take time off while in quarantine and they are not positive/ill they would be using Personal Necessity or unpaid.

WARNING!

These are unique times and can it be challenging working under COVID restrictions. You may feel overwhelmed at times because of it. If you share this information and an administrator becomes aware, you will be offered Worker's Compensation, as required by law, and given an EASE packet. Unless you really need the time off, you have the option to decline the Worker's Compensation and file the EASE packet. On the other hand, if you really are feeling overwhelmed and stressed, don't be afraid of taking advantage of the EASE resource. They are often able to get you in to see a doctor more quickly than your insurance.

2020-2021 BUSD Board Meeting Dates

Held virtually until further notice. Regular Meetings are held at 7:30 pm.

Thursday, February 4
Thursday, March 11
Thursday, April 1
Thursday, May 13
Thursday, June 10 (special meeting at 6 pm)
Thursday, June 17
Thursday, July 8
Thursday, August 12
Thursday, September 9
Thursday, October 14
Thursday, November 18
Thursday, December 9

Public comments can be made via email at publiccomment@busd.k12.ca.us and must be submitted by 12:00 p.m. on the day of the Board Meeting, must not exceed 400 words and must include your full name. Comments that fail to meet the above criteria will be excluded from the public record, but will be provided to Board members.

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:

Free conference! FYI It is during work hours. www.cta.org/event/2021-retired-conference

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.

Self-Care Ideas

- Down Dog app (free for teachers until July 1, 2021)
- Insight Timer Meditation app (free)
- Headspace app (free for educators)
- <https://resilienteducator.com/collections/covid19/>
- The Breathing App (free)
- Calm app (free then 40% off)
- TheCounselingTeacher.com
- www.lacoe.edu/Portals/0/LACOE/EASE/Managing%20Fears%20and%20Anxiety%20around%20Coronavirus-EASE.pdf?ver=2020-03-06-081905-170

Board Members want to Know

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

Laura Sanchez-Ramirez, President

Renita Armstrong, Vice President

Richard Downing, Clerk

Mayra Garza, Member

Sue El Hessen, Member

Tracy McSparren, Superintendent

Visit www.busd.k12.ca.us/Page/5147 and click on the envelope below each board member to email them.

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.)

Sign the Petition

Members are strongly encouraged to sign the Petition to Waive State Testing for 2020-21. <https://actionnetwork.org/petitions/we-must-pursue-a-waiver-for-state-testing-in-2021-for-our-students>

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.

Receive a **\$25 GIFT CARD** for your completed Auto Quote!



amazon.com gift card

California Casualty Auto and Home Insurance CTA

Request a Quote

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.

Visit www.cta.org/conferences/university-credit for more information



It's been a challenging school year so far and I wanted to take a second to show appreciation for all you do for your chapter, your membership, and the students.

As you know, The CTA Endorses the Standard as their Disability & Life provider. Disability (AKA Income Protection) is there to replace a percentage of lost income due to Injury, Illness, Pregnancy & Childbirth as well as stress leave and mental health. Did you know that most disability policies do not cover your members while they are working/at work? WE DO!

Members can compare coverages, check out what the CTA Endorsed plan provides and enroll or switch plans to the Standard without having to answer any health questions if we can meet a minimum number of enrollments. This means that people who have pre-existing conditions could gain coverage.

BTA will be hosting a member enrollment drive beginning March 1. If enough members sign up, there will be no health questions.

Visit www.standard.com for more information.

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!