

BTA BOARD OF DIRECTORS

2021-2022

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The VOICE

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March 2022

Busy BTA Teachers

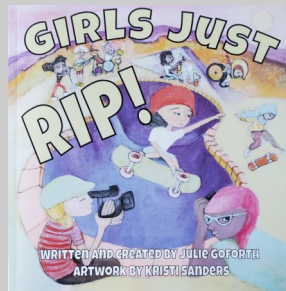


Left, ILC teachers Patricia Pinto and Jackie Kimmel celebrate Twin Day.



Above, Lindstrom teachers, Brenda Heaton, Cindy Nishimuta, and Beth Vaughn celebrate Read Across America, Dr. Seuss's Birthday.

Right, Baxter first grade teacher, Julie Goforth writes a book about girls who skateboard.



BTA President's Message

Dear Members,

Wow! It's March already. I hope you have survived the craziness of the past few months and look forward to Spring Break, the longer, warmer days, the time change. We all have a lot going on and I hope you are taking the time to breathe and take care of yourself.

BTA has finalized the safety MOU with the district and will be sending out copies to all members. The bargaining team is developing a survey that will be sent out to all members regarding our upcoming negotiations for the 2022-2023 school year. We are still waiting on new copies of our contract from the District, and it is our expectation that every member will receive a new copy of the contract. The District has posted Cease and Desist notifications at all sites regarding PERB decisions BTA has won against the district. All representatives have received information regarding the use of SB114 for COVID leave, see your site reps if you have questions.

There's a phrase that I see everywhere, "In a world where you can be anything, be kind" and it resonates today, more than ever. COVID has changed our world and while we are heading in a better direction, patience and kindness sometimes get lost in our everyday lives. One never knows what another person is going through, and being kind is something we can all work at getting better.

Please continue to share your concerns with us as we only know what is going on at sites through you. If you are not receiving BTA emails, please email voiceofBTA@gmail.com, so we can update our records.

In Solidarity,
Linda A.

Meet our New CTA Staff Person: Salina Serricchio-Joiner



Salina Serricchio-Joiner grew up in California. She is the first person in her family to graduate from high school and attend college. In 2005, she earned a Bachelor of Arts degree in International Relations from the University of Southern California, and in 2007 she received a master's degree in Special Education from Loyola Marymount University.

Salina started her teaching career in 2005 at Locke high School in Watts, CA. She then went on to teach at Green Dot Public Charter Schools. Her passion for union work began in 2009 when the nation was facing a recession. To ensure that her fellow colleagues were minimally impacted from the harsh budget cuts that swept across California; she joined her union's bargaining team.

Salina has served the union in various capacity. She has been a bargaining chair, vice president, and local president. In 2016, joined the California Teachers Association. She now resides in Long Beach with her partner, 8-year-old daughter, Pegasus the fish, and her two dogs Billie and Kona. She is a firm believer that education is critical to building power and having agency over one's life.

BTA welcomes Salina and is looking forward to working with her!

Know Your Ed. Code

(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 school site, 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.)

Know Your Contract

Article VII—Hours of Employment, Page 15

A. Hours—General: The District recognizes that the varying nature of a unit member's day-to-day professional responsibilities does not lend itself to an instructional day of rigidly established length. Unit member shall spend as much time as necessary to fulfill their instructional and professional responsibilities. Although the minimum school-based assignment may be less than forty (40) hours per week, it is understood that fulfillment of a unit member's total professional responsibility will generally require a work week well in excess of forty (40) hours.

B. Normal On-Site Obligation:

1. The normal on-site day for elementary unit members shall be seven (7) hours. They shall report to their duty sites no later than thirty (30) minutes prior to the opening of the scheduled regular day for students. This thirty-minute before-school requirement is conditioned by decisions reached under the provisions of Section C.2 below.

2. The normal on-site day for unit members at Bellflower and Mayfair High Schools shall be seven (7) hours and sixteen (16) minutes. They shall report to their duty sites a reasonable time prior to their first classroom or preparation period assignment.

3. Unit members noted in paragraphs 1 and 2 above shall routinely remain at the site for a reasonable time after regular classroom hours in order to be available to pupils, parents, administrators and fellow employees and to perform the duties indicated in Section C below. However, on Fridays and the day before a holiday, unit members may leave the site immediately after the end of their last classroom or preparation period assignment. It is understood that as part of evaluation procedures individual teachers may be subject to a set departure time as a corrective or improvement devise.

4. The normal on-site for unit members at Somerset High School shall be thirty-six and one-fourth (36 1/4) hours. They shall report to their duty sites no later than fifteen (15) minutes prior to their first classroom or preparation period assignment.

5. The normal on-site obligation for kindergarten teachers shall be the same as that for other elementary teachers. Non-student contact responsibility shall be no greater than those of other teachers at the site.

6. Full-time Children's Center (CDC, State Preschool and Community Day Classes) teachers shall have a normal on-site obligation of 8 hours, except those who are assigned a split shift in which case their obligation is 7 hours. The District shall make a good faith effort to minimize such split-shift assignments; while hours of assignment may be reduced for other reasons, reduction of hours shall not be the method of minimizing such split-shift assignments.

7. Psychologists shall have a normal workday of 8 hours, including a 30-minute duty free lunch.

8. It is understood that a site administrator may at his/her discretion from time to time release any individual unit member from his/her normal on-site obligation, without creating precedent, and without denial of such release bring subject to the grievance procedure. In the absence of such release or other administrative direction, unit members shall remain on-site during the established normal on-site hours, except during duty-free lunch periods.

Do you know where to find PLC / Free Wednesdays / IEP / and Meeting Information in the contract?

- PLC and Free Wednesday language is on page 18
- IEP language is on page 48
- Meeting language is on page 16

California Casualty & BTA March Member Appreciation Month!

Our friends at California Casualty, the **CTA endorsed** Auto, Home & Renters Insurance Program is providing members an easy way to check out their member only auto insurance rates. Receive a **\$25 Amazon Gift Card** via email simply for completing a no-obligation auto insurance quote. **Scan the QR Code** below or call toll free: **1-833-989-0554** to start your free quote today. No purchase necessary! All participants will be entered into the March drawing for a chance to receive a \$50 Gift Card of their choice. The two winners will be announced on April 2nd!

California Casualty & BTA March Member Appreciation Month!

Two lucky members will receive a \$50 gift card of their choice!



Scan Here to Start your Quote.
Deadline - March 31st!



Compliments of

Jana Charles - California Casualty

Cell: 714.679.8496

For a Quote Scan the QR code or Call us:

Toll Free: 1-833-989-0554

California Casualty
Auto and Home Insurance

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.

2022 BUSD Board Meeting Dates

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

Thursday, March 10, 2022 Regular Meeting
Thursday, April 7, 2022 Regular Meeting
Thursday, May 12, 2022 Regular Meeting
Thursday, June 9, 2022 Special Meeting
Thursday, June 16, 2022 Regular Meeting
Thursday, July 7, 2022 Regular Meeting
Thursday, August 11, 2022 Regular Meeting
Thursday, September 8, 2022 Regular Meeting
Thursday, October 13, 2022 Regular Meeting
Thursday, November 17, 2022 Regular Meeting
Thursday, December 8, 2022 Regular Meeting

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 <https://www.cta.org/for-educators/scholarships-awards> for more information.

Celebrating César E. Chávez and Dolores Huerta and their Legacies

The César E. Chávez and Dolores Huerta Education Award Program provides recognition for educators and their students who demonstrate an understanding of the vision and guiding principles embraced by César Chávez and Dolores Huerta. <https://www.cta.org/for-educators/scholarships-awards/cesar-chavez-and-dolores-huerta-award>

Deadline Extended: Friday, March 18, 2022

Award Amount: Up to \$550

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.

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

Richard Downing, Vice President, RichardDowning@busd.k12.ca.us

Mayra Garza, Clerk, mayragarza@busd.k12.ca.us

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

Sue Elhessen, Member, selhessen@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!**