

BTA BOARD OF DIRECTORS

2021-2022

President: Linda Adkins-Arndt
VoiceofBTA@gmail.com

Vice President: Kari McDaniel
kmschneider10@gmail.com

Secretary: Lara Cummins
Lcummins@gmail.com

Treasurer: Carol Fullam
transfullam@gmail.com

Elementary Director: Eunjoo Taub
fvcutee@aol.com

Elementary Director: Jillian Schwarze
jschwarz9@gmail.com

Special Programs Directors:
Anne-Marie Sharp
lbcgirls@aol.com

Kim Coleman
jokija@aol.com

Secondary Director: Suzanne Perala
smperala@yahoo.com

Secondary Director: Robin Mutz-Balogh
rbalogh105@gmail.com

Bargaining Chair: Amy Mustafa
amymustafa@hotmail.com

CTA State Council Reps:
Linda Adkins-Arndt:
voiceofBTA@gmail.com

Carol Fullam: Transfullam@gmail.com

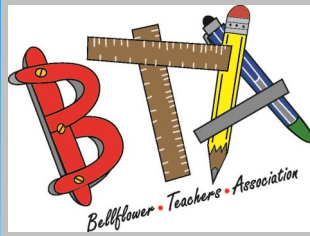
www.bellflowerteachers.com

BTA OFFICE 562-924-9311
17434 Studebaker Road
Cerritos, CA 90703
Fax: (562) 864-8003

Editor: Kari McDaniel

Follow us on Social Media:

Instagram @bellflowerteachers
Facebook Bellflower Teachers
Twitter bta_teachers
Remind text @btamember to 81010



The VOICE

Volume 25, ISSUE 3

JUNE 2022

Open House, Retirements, oh my!



May was a busy month for BTA teachers! Some of the activities our teachers were busy with were: Retirement (Evelyn Almada, Steve Van Noord, Julie Curl, Danny O'Neil, and Linda Adkins-Arndt) and (Tammy Ferber and Linda Adkins-Arndt), Open House (Kirsten Robinson), and Day of the Teacher Celebration (Teresa Driscoll, Amy Mustafa, Suzanne Perala).

BTA President's Message

Dear Members,

Another school year is almost over! Can you believe it? BTA knows that its been a tough year in so many ways, but you made it! As you finish off this school year, spend some time reflecting on the impact you made this year, You made a difference to the students in your classroom.

BTA's Membership Engagement committee held a Day of the Teacher celebration at the BTA office in honor of our teachers. It was so nice to see so many smiling faces, and just being able to hang out with our colleagues in person was such a treat!

The Bargaining Team is working hard, as it is bargaining time once again. Keep checking your personal email for updates.

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.

WHO Award Celebrates Michelle Chupp

Michelle Chupp... her name alone evokes a lilting sense of mischief and magic. Adjectives surface effortlessly describing a presence so exhilarating it could fill a room as quickly as her laughter could empty its silence. Light and Sunshine her descriptors: loyal, passionate, genuine, fierce, opinionated, compassionate, caring and fun are only a few of the many, many words we all could collectively use to define Michelle Chupp.

Her list of contributions is impressive and extensive:

BTA Executive Board Secretary

Co Chair Membership Engagement Grant

District Liaison - Health Insurance

Member involvement and recognition

BTA Liaison to The Standard & California Casualty

Retirement Committee Co Chair

In addition to all of her formal leadership roles, she also attended Region 3 Future Leaders Conference.

provided advice to members considering leaves and acted as the “go to” for Contract and Ed Code member questions. And as a teacher leader and contributor she led and helped her class write and perform a presentation on Caesar Chavez for Assemblyperson, Cristina Garcia.

In November of this school year Michelle unexpectedly passed away leaving our unit raw and broken. We all say life is fragile and no one expects to live forever, but when someone as vibrant and present as Michelle is suddenly gone there’s nowhere to put that kind of grief, there’s no clear pathway beyond the loss. Every week for months the echoes of her absence have reverberated, someone has needed something that Michelle always handled, or information that Michelle was the one who knew, or help that Michelle always provided. There was scrambling to fill in, pick up slack and cover and there has been a heaviness that will only be subdued by the passage of a whole lot of time.

We all knew Michelle’s value, but we couldn’t even fathom the profound impact of her loss. To: her family, her friends, her colleagues, her students and their families, to the community at large and to our union membership in particular.

She was a team player and she valued the spirit of collaboration, She valued action, symbiosis and synergy. She knew her life mattered and she reinforced that the rest of ours did as well. She knew the value of one brave voice and the power of interlocked hands united with a common goal. She was creative and efficient and she made things fun and beautiful.

One of our members, her former colleague and close personal friend said Michelle, “Chuptified” everything, she took what she found and always made it better with her own inimitable branding and that is exactly what she did to us as a union. We will not forget who she was and what she meant to all of us and how she invested in us with her time and life. Her impact will forever be etched not only in our memories, it will also be seared into our hearts.

Michelle knew why she was alive: to do something truly important for humanity, she was a teacher and a union leader, a



mother, a wife, a friend, a mentor and the feet and hands of change. She brought joy and hope and made many, many lives better. We were more with her, we miss her and love her and value her contribution to the world at large and to our small piece of it.

It is with deep gratitude and profound pride that we posthumously recognize our BTA WHO recipient, Michelle Chupp.

Know Your Contract

Article XI—Leaves of Absence pages 33-44

Please Note: This section is very long, we have pulled out the sections that we get asked about the most. Please refer to pages 33-44 to read all about Leaves of Absences.

K. Personal Necessity leave—Paid.

1. A unit member may elect to use unused sick leave for purposes of approved personal necessity leave. The number of days of personal necessity leave shall not exceed the number of full days of unused sick leave to which such member is entitled. Personal necessity leave shall be taken in increments of not less than one-half (1/2) day per absence.

Personal necessity leave may be utilized for the following reasons:

- a. To participate in activities at your child’s school or child care facility.
- b. Bereavement matters not covered by bereavement leave
- c. Accident
- d. Illness of a member of the immediate family
- e. Imminent danger to home of unit member
- f. Appearance in court
- g. Religious observances
- h. Official leave
- i. Other emergencies: A matter of a compelling emergency nature which is not covered by one of the above reasons and which cannot be reasonably disregarded, and is of such severity that the unit member is required to attend to it during assigned hours of service. The District shall provide unit members with *three unchallenged* uses of “Other Emergencies” leave. The use of two days shall not precede a holiday or follow a holiday. Unit members shall, whenever possible, give 24 hours notice of such emergency. A unit member may not use personal necessity leave for “other emergencies” if his/her personal necessity leave utilization for the current year already equals or exceeds seven (7) days. *Please note: Unused unchallenged days are not lost at the end of the year, they are rolled into your sick leave for the following year. Unchallenged days do not accumulate like sick days.*

Copies of the contract can be found on the bellflowerteachers.com website for your viewing convenience. If you have any questions about the contract please email voiceofBTA@gmail.com

Do you know where to find Hours of Employment, Adjunct Duties, and Transfers, Reassignments, and Vacancies?

- Hours of Employment page 15-17
- Adjunct duties page 17
- Transfers, Reassignments and Vacancies page 21

California Casualty Music & Arts Grant

The California Casualty Music & Arts Grant was established to provide support for K-12 public schools negatively impacted by reduced budgets.

California Casualty has partnered with education associations for many years. We understand the importance of music and arts education for children. As a member of one of our partnering education associations, you can apply for a grant award of \$250 for a music or art need at your school.

Deadline is July 2, 2022 | <https://www.calcasmusicartsgrant.com/>



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.

Monday, June 6, 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 & NEA Resources

- ⇒ Inspiring our students and leading our profession. If you're looking for classroom resources for educators by educators, you came to the right place! <https://www.cta.org/for-educators/classroom-resources>
- ⇒ Our statewide conferences are designed to provide knowledge and skills for CTA members on a variety of topics including teaching and learning, racial justice and equity, LGBTQ+, education advocacy, new and veteran educator issues and regional conferences. <https://www.cta.org/conferences>
- ⇒ The National Education Foundation awards around 200 grants to support educators' efforts to close achievement gaps, develop creative learning opportunities for students, and enhance their own professional development. <https://www.neafoundation.org/for-educators/>

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

Tomas Ivens, Member, tomasivens@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!**