

# THE VOICE

BELLFLOWER TEACHERS ASSOCIATION



## FROM THE PRESIDENT

Hello Members,

Happy December! I hope you are having a wonderful school year with your students and are doing some wonderful things in your classroom.

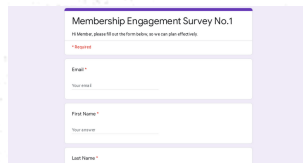
This month I'd like to write to you about teacher pay. As you know, BTA is bargaining with the District for a raise. Many of our surrounding districts are paying more than Bellflower, and they are still getting double digit raises. In the CTA magazine for October/November, there was an article published titled, "Better Pay and Working Conditions Key to Addressing Teacher Shortage," where the author writes about all of the things that we are struggling with as teachers. But the one thing it mentions, "Educators identified a variety of changes that could address burnout and improve teacher retention, including smaller class sizes, more support services for students, better staffing, and a more manageable workload. But the top change, by far, is higher compensation."

I encourage you to get involved, attend the School Board meetings, attend your site BTA meetings, and ask questions. Please attend the virtual meeting tomorrow where our CTA staff person will be talking bargaining numbers. Our working conditions are our student's learning conditions, and BTA is dedicated to the success of all students.

Please fill out the Membership Engagement Survey below to provide feedback to our committee. They will be planning upcoming events and site visits.

BTA hopes you have a wonderful and well deserved holiday break.

In Solidarity,  
Linda A.  
BTA President

A screenshot of a web form titled "Membership Engagement Survey No.1". The form includes a "Response" section with a "Submit" button, and several input fields labeled "Email\*", "Your email\*", "First Name\*", "Your name\*", and "Last Name\*".

### Membership Engagement Surve...

forms.gle

Hi Member, please fill out the from below, so we can plan effectively.

## THINGS TO NOTE

### BARGAINING UPDATE

Members,

The BTA bargaining team met with the District on November 30. Our next bargaining date, December 14, was cancelled by the District. We are scheduled to meet with the District again on January 18 and February 1.

We attempted to continue with a more positive bargaining experience. Unfortunately, the District felt the need to remind BTA of the meeting norms.

After a long explanation from the District about declining enrollment, over staffing, and deficit spending the District countered on salary. It was not an acceptable offer! BTA made a counter on salary. Unfortunately, the District countered with another unacceptable offer.

BTA had meaningful conversations with the District in regards to secondary meetings. The District made a counter proposal to BTA.

BTA is waiting for counter proposals from the District on PN days and special education.

**Please attend the virtual meeting for all members on Tuesday, December 6th at 4:00 p.m. for more specific bargaining information.**

Salina Joiner is inviting you to a scheduled Zoom meeting.

Topic: BTA General Membership Meeting

Time: Dec 6, 2022 04:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87090667073?pwd=VnMzZWo1VDgyUjhUOEhXK0U0U09tQT09>

Meeting ID: 870 9066 7073

Passcode: 949425

Amy Mustafa  
BTA Bargaining Chair

## KNOW YOUR TEACHER RIGHTS

CTA members have the legal right to a safe and healthy workplace. A mini-guide to teacher's rights was placed in your teacher mailbox for your reference and review, but if you missed it or didn't get one, the link is below for you to visit and bookmark.

<https://www.cta.org/for-educators/your-rights>

## KNOW YOUR ED CODE

When can you suspend a student? What are your rights as a teacher? Check out this PDF!

[https://www.lbusd.org/uploaded/1-District/Departments/Instructional\\_Services/Documents/Student\\_Handbook\\_Section\\_7\\_California\\_Education\\_Code\\_for\\_Student\\_Discipline.pdf](https://www.lbusd.org/uploaded/1-District/Departments/Instructional_Services/Documents/Student_Handbook_Section_7_California_Education_Code_for_Student_Discipline.pdf)

## KNOW YOUR CONTRACT

[www.bellflowerteachers.com](http://www.bellflowerteachers.com) has the most updated contract PDFs for your reference.

<https://bellflowerteachers.com/wp-content/uploads/2022/08/2020-2022-BTA-Contract-FINAL-for-printing.pdf>

## CONFERENCES

### NEW TEACHER CONFERENCE

This NEW conference is for educators in their **first three years** in the profession. If you qualify as a new teacher please take a look at the conference link below and let BTA know if you are interested in attending.

The conference takes place at:

Hyatt Regency Orange County

December 16-18, 2022

BTA will cover registration and 3 days of parking

Hotel is available at your own cost.

This is an excellent opportunity to network with other new educators. Participants must be BTA members.

Workshop Grid & Agenda can be found here.

<https://www.cta.org/event/new-educator-weekend-south-december-2022>

## GOOD TEACHING CONFERENCE - SOUTH



The CTA Good Teaching Conferences continue to support excellent teaching and learning practices for classroom teachers via peer-to-peer instruction. March 3-5, 2023. Click here for more information.

<https://www.cta.org/event/2023-gtcsouth>

## GRANTS

### IFT GRANT PROGRAM: APPLICATIONS OPEN DEC. 1

CTA's [Institute for Teaching](#) grant program has transformed classrooms, schools and school communities. All members are eligible to apply for an Educator grant (up to \$5,000) or an Impact grant (up to \$20,000) which can be used to engage members and support strength-based, teacher-driven creativity, passion and innovation. Read more at [cta.org/ift](https://cta.org/ift). Application submission period: Dec. 1, 2022-March 31, 2023.

### JOIN YOUR SITE PTA

Did you know that PTA Membership is on a decline across the USA and at the same time parents are finding that their voices are not being heard? With that said .... Have YOU joined PTA? Did you know that PTA is an advocacy organization that is only as good as YOU make it The Bellflower Unified School District is one of the few districts where ALL schools have a PTA or PTSA. Let us keep this standard.



P.S. ANY family member or friend can join your child's school PTA/ PTSA.

<https://www.bellflowercouncilpta.org/>

### EMAIL YOUR BOARD MEMBERS

Please reach out to the board members and let them know your concerns, invite them to your classrooms, share the exciting things going on at your site. The new members Amie Stewart and Brad Carihfield will be sworn in at the December meeting.

Renita Armstrong (President) [renitaarmstrong@busd.k12.ca.us](mailto:renitaarmstrong@busd.k12.ca.us)

Richard Downing (Vice President) [richarddowning@busd.k12.ca.us](mailto:richarddowning@busd.k12.ca.us)

Mayra Garza (Clerk ) [mayragarza@busd.k12.ca.us](mailto:mayragarza@busd.k12.ca.us)

Sue ElHessen (Member) [Selhessen@busd.k12.ca.us](mailto:Selhessen@busd.k12.ca.us)

Tomas Ivens (Member ) [tomasivens@busd.k12.ca.us](mailto:tomasivens@busd.k12.ca.us)

# SCHOOL BOARD MEETING

WHEN

**THURSDAY, DEC. 15TH, 6PM**

WHERE

**16703 CLARK AVENUE**

**BELLFLOWER, CA**

# BTA MEMBERSHIP MIXER AT BJS

WHEN

**TUESDAY, FEB. 7TH 2023 AT 4PM**

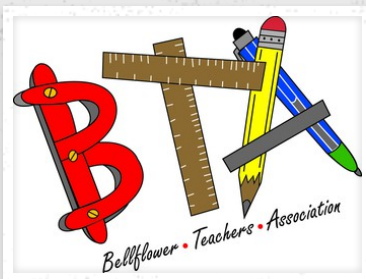
WHERE

**11101 183RD STREET**

**CERRITOS, CA**

## MORE INFORMATION

Please join us for BTA's Membership Mixer at BJs in Cerritos. Food and non-alcoholic beverages will be included. Come hang out with colleagues from across the district.



## BELLFLOWER TEACHERS ASSOCIATION

 Facebook

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 bellflowerteachers.com