



Fall Issue

Volume 20: Issue 3

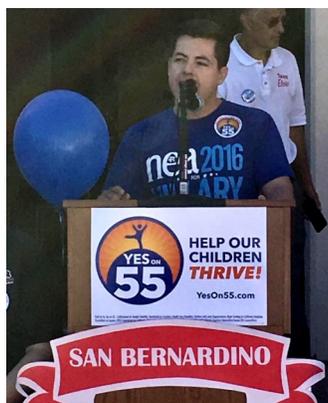
An Affiliate of CTA and NEA

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**Great Changes at SBTA**

CONGRATULATIONS



Robert Rodriguez, our president, has been elected as CTA/NEA Coordinating Director on the CTA Board of Directors. We wish him the best of luck in his new role and we know that he will continue to represent SBTA with pride as he travels around the state.



Ashley Bettas-Alcalá, our former vice-president, has assumed the role of SBTA President.

"I am excited to take on this new role and be the voice of our members. I look forward to working with our site reps and our members as we build a strong union! Please contact me at SBTA 909-881-6755 or by email [Ashleysbta@gmail.com](mailto:Ashleysbta@gmail.com)."



Barbara Pastuschek, one of our SBTA Senior High School Board Directors, was elected to the position of Vice-President., and is pictured here with Sharon Cowley, Senior High School SBTA Board Member (San Andreas).

"It is such an honor to be a member of our amazing union! I greatly look forward to continuing the work of the previous leaderships and contributing to creative, new ideas! Please feel free to contact me at [bapastuschek@gmail.com](mailto:bapastuschek@gmail.com) or at 909-881-6755."

Upcoming:

**Rep Council:**

- November 9, 2016
- December 14, 2016
- January 18, 2016

Meeting Called to Order at 4:15<sup>PM</sup>

**Meet & Greet**

- December 2, 2016
- February 17, 2016
- April 21, 2016

**A Positive Party with a Purpose!**

From 4:00 - 6:00<sup>PM</sup>

## New—CTA Members Benefits Video



Hope you had a wonderful and relaxing summer. CTA Member Benefits Department had the opportunity over the summer to talk with several members and developed a new

CTA Member Benefits video. Take a few minutes to view the short video at: [www.CTAMemberBenefits.org/video](http://www.CTAMemberBenefits.org/video).

*"I encourage everyone to see what Member Benefits can do for them. It's a wonderful way to offset the cost of your dues and the service they offer are all quite excellent."* - **Lynda Campfield - San Leandro Teachers Assn.**

*"There are a lot of great products CTA offers to its members. I encourage you to go ahead and explore the options that are available to you."* - **Ché Love - San Marcos Educators Assn.**

If you want to learn more about CTA Member Benefits, visit [www.CTAMemberBenefits.org](http://www.CTAMemberBenefits.org). If you have questions or need assistance, call (650) 552-5200.

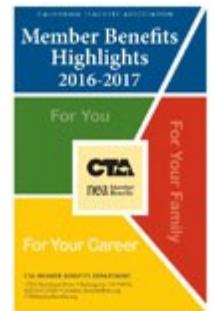
## Publications Available for Download

The CTA Member Benefits publications for 2016/2017 are available now.

NEW this year is the brochure about the CTA Retirement Savings Plan, the exclusively endorsed 403(b) plan launched this spring. Once you find that your district has been added to the Approved District List at

[www.CTAMemberBenefits.org/rsp](http://www.CTAMemberBenefits.org/rsp), you'll want to download or order this new Publication so that you can learn more about these exciting new investment options.

Hopefully you can take advantage of many of the Member Benefits designed for you, your family, and your career.



## Life Service Toolkit

As of September 1st, the Life Services Toolkit is available at no additional cost to those insured under a group Life Insurance policy from the only CTA-endorsed carrier – The Standard. Some of the services available to the plan participants through the Life Services Toolkit: **Estate Planning Assistance, Financial Planning, Health and Wellness Information, Identity Theft Prevention, and Funeral Arrangements.**

In addition, the Toolkit includes services for your beneficiaries: **Grief Support, Legal Services, Financial Assistance, Support Services (such as help with funeral or memorial services), and Online Resources.**

To learn more visit: [www.standard.com/ctalifeservices](http://www.standard.com/ctalifeservices)

**Don't have Life Insurance with The Standard?** Life Insurance is a key part of any financial plan. The CTA-endorsed Life Insurance Plan from The Standard is designed to supplement your existing Life Insurance or help you start new coverage. CTA Members are eligible to apply at any time for up to \$400,000<sup>2</sup> in Life Insurance with The Standard.

**Have Questions?** If you're not sure which coverages you have with The Standard, or would like more information about our Life or Disability Insurance, simply call our dedicated CTA Customer Service Department at 800.522.0406 (TTY) 7:00 a.m. to 6:00 p.m. Pacific Time, Monday through Friday, or email [ctaservice@standard.com](mailto:ctaservice@standard.com).

<sup>1</sup> The Life Services Toolkit is provided through an arrangement with Bensinger, DuPont & Associates (BDA) and is not affiliated with The Standard. BDA is solely responsible for providing and administering the included service. This service is not an insurance product. The Life Services Toolkit is not available to Life insurance beneficiaries who are minors or non-individual entities such as trusts, estates or charities.

<sup>2</sup> Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80.

For costs and further details of the coverage provided by Standard Insurance company, including the exclusions, any reductions, benefit waiting periods or limitations and terms under which the policies may be continued in force, call The Standard's dedicated CTA Customer Service department at 800.522.0406(TTY), 7:00 a.m.-6:00 p.m., Pacific Time, Monday-Friday.

*Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204*

## Fourth Annual: Thanksgiving Food Drive

SBTA's Human & Civil Rights Committee is sponsoring our Fourth Annual: Thanksgiving Food Drive.



### Each 1 Give 1

**If each SBTA member donated one item,  
we would not have hungry families this Thanksgiving!  
Please Donate!**

Deadline for Food Drive is November 16, 2016 at 4:15pm

Bring all to the SBTA Office or send with your site rep.

**The hungry children of San Bernardino are crying out for food!!**



## Ongoing Events: Santa's Workshop Toy Drive



Bring joy and hope to a Foster Child this Holiday Season!

Donate your new, unwrapped toy by **Thursday, December 1, 2016**  
before 5 p.m. at any of the following locations:

CTA San Bernardino RRC  
430 East Vanderbilt Way  
San Bernardino, CA 92408  
909.890.4520

San Bernardino Teachers Association  
1997 E. Marshall Blvd.  
San Bernardino, CA 92404  
909.881.6755

Business Hours are Monday-Friday 9:00 a.m. – 5:00 p.m.

Ages currently  
under care 0-17.

For questions please contact Connie Rosales at 909.890.4520 or email: crosales@cta.org



## Join SBTA on FB!



Joined Add Members Search Info

*Stay in touch, keep updated, ask questions, be part of the discussion and know what's going on by joining the SBTA Facebook page.*

*We're waiting to hear from you!*



## “Yes on 55” Press Conference



On Saturday, September 17, 2016, the launch of the “Yes on 55” campaign was initiated at a press conference at the BOE. One of the speakers that day, our own Christine Marquez, delivered the following address.

“Hello my name is Christina M. Marquez. I am a fifth grade teacher here in the San Bernardino City Unified School District. I am also a life long resident of the City of San Bernardino.

I'm here today to tell you about proposition 55 by remembering what it was like, being a teacher before the passage of proposition 30.

Before the passage of Prop 30, the budget was “trimmed” annually in many areas. Teachers were repeatedly RIFed ie “pink slipped” near the end of the school years. Some were laid off for four or five consecutive years. It was an emotional roller coaster, never knowing “if” the district would find the money to “rehire” you before the school year began.

Others were transferred to other sites throughout the district where someone had been layed off, or they took a demotion just to keep a job. Some teachers had to close down their classrooms at one site, then pack up their materials and personal belongings and move them to another school. This occurred even more frequently to the Classified staff, the cafeteria workers, secretaries, clerks, paraeducators and the custodians etc. In addition, the school year was shortened, and these classified employees were forced to take furlough days at great economic cost.

Our students also suffered when they were assigned to classes that were overcrowded. Sometimes, classes were too full to accept more students, and these students would have to wait for the next enrollment period and hope they could get in. This didn't just happen at the high schools, but at the Colleges as well.

## ***“Yes on 55” Press Conference (cont.)***

Here in our district we could not afford to update our curriculum. Some of our books that we used in the classrooms were adopted in 2002!

Technology????? Computers were a luxury. Some schools were lucky enough to have computer labs, while others only had a couple of computers in their classrooms or none at all.

Then Parents, educators and the community decided they wanted the best for the students who would be our future and our leaders. Together we made Proposition 30 a reality and brought back the much needed funding into our schools. Those monies could NOT be touched by the legislature or be used for state bureaucracy.

The money from proposition 30 allowed districts to reduce class sizes. Smaller class sizes enable teachers to give more attention to each student. Smaller class sizes mean there will be more teachers hired so our college students can register for the classes they need for graduation.

We now have new textbooks in our classrooms which will engage our students in learning the most up-to-date information.

And finally, we can enhance the learning experience in our classrooms with new technologies such as Elmos, Smartboards, Chromebooks and iPads. Mastery of these technologies will prepare them for further education and careers in the information age.

If we want these positive trends to continue, then we must all work together to pass Proposition 55 which will extend this necessary funding for another 12 years. So remember, HIGH on 55 & Vote YES!



## **BEFORE THE R.A.**

*Submitted by Sheila Houston, SBTB Board Elementary School Rep., Lytle Creek Elementary*

Close to 10,000+ educators from all over the U.S. and Federal go to the Representative Assembly each year. As we know, and has been reported every year around this time, the RA is hard work. We all go and work for educators, students, and education throughout the nation.

Yes, the RA is amazing and very necessary, but you might want to think about going a few days earlier to the pre-conference. The pre-conference also known as the “Joint Conference on Concerns of Minorities and Women” is a time to go to workshops where you are able to get more information on the issues that women and minorities face today.

The workshops that are given before the RA, focuses a lot on leadership and diversity. The leadership competencies have six parts to it. Leadership can be defined by ones characteristics and actions. NEA defines being a leader by using six competency areas that prepare members to become world-class education leaders:

1. **ADVOCACY:** Advances the cause of public education through social justice and how it benefits our students and members’ professional needs and rights.
2. **BUSINESS:** builds the brand and accomplishes the goal of the association through effective financial management and understanding of fiduciary responsibilities.
3. **COMMUNICATION:** Builds an integrated communications strategy that drives the goal of our professional.
4. **GOVERNANCE AND LEADERSHIP:** Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.
5. **LEADING OUR PROFESSIONS:** Advocates for quality inside our professions and promotes our union’s role in advancing education transformation and student learning.
6. **ORGANIZING:** Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; as well as recruit and identify new members and potential leaders into association.

The workshops that were offered had one or more of these areas associated with them. The three classes I went to focused on two-three of the six competency areas.

1. **Diversity: Developing Cultural Identity,** covered **ADVOCACY, COMMUNICATION,** and **ORGANIZING.** This workshop looked at how our values, beliefs and self-concepts are developed at a very early age and affects the way we think, behave, and make assumptions about people who are different from us.
2. **Diversity: Reacting to Differences,** covers **ADVOCACY** and **COMMUNICATION.** This one helped us see that the way we treat members of “other” groups is rooted in our perceptions, values, and beliefs about them.
3. **Institutional Racism, Xenophobia and Islamophobia,** covered **ADVOCACY, LEADING OUR PROFESSION,** and **ORGANIZING.** In this workshop, we were able to see how we as an educational union member, we need to help tackle these issues that have a profound impact on students and their communities.

*So, the RA is not only NBIs and Bylaws, learn more to help you be that leader you know you can be.*



## District Tech Committee Meeting Updates : September 2016

Submitted by Donna L. Kosman, SBTA Elem. Rep. to the DTC, Lankershim Elementary

**Who are we?** The District Technology Committee (DTC) is comprised of representatives from various school sites, district departments, employee unions, and parents who meet regularly to guide technology implementation within the district, monitor the progress toward goals and objectives of the District Technology Plan, and make recommendations to the Superintendent's Cabinet and School Board on how to best use technology to meet student academic needs.



**Middle School 1:1 Implementation:** Over the summer, the district purchased an additional 5,000 Chromebooks with the intent of starting targeted distribution at 4 middle school sites. Also, iPad cases for an additional middle school were purchased with the same overall goal of 1:1 school/home use, but with the site's existing iPads. Students at these sites would have 1:1 integration in their schools and as they learn to better utilize the device, progress to using the device both at school and at home. Schools chosen for this targeted distribution were Arrowview, Curtis, Del Vallejo, Golden Valley, and Serrano Middle Schools. They were chosen based on data and in consideration of the TSSP (Targeted Schools Support Plan). These schools will also develop a site team consisting of the principal, a project leader, three coaches, and a Program Specialist from the Educational Technology Group, which will develop a framework of implementation for the school year.

**Kajeet Devices & the 5,000 2015/2016 Chromebooks:** Students who had received a district Chromebook prior to the 2016-2017 school year, had a district supplied T-Mobile internet access card to be able to connect to the internet. These cards came with only 1G of data per month and expired at the end of August 2016. Students who do not have other means of connecting to the internet were then offered a Kajeet Hotspot by the district at 15G per month. Kajeets were sent to each school for students who required them. However, students should keep the original T-Mobile cards in their Chromebooks as T-Mobile is now offering an improved plan. As this new plan needs to be evaluated and go through the bidding process, the jury is out, so to speak. If a student who did not receive a hotspot needs one, have them contact **Cybertech at (866) 223-8685**. Cybertech is continuing to be contracted to handle Chromebook issues.



**7,000 More Chromebooks:** Speaking of Chromebooks, the district is currently awaiting receipt of another 7,000 Chromebooks as part of the School-2-Home program. These Chromebooks will follow the original 2015/2016 distribution plan for eligible students from K-12 throughout the district. Sites were given a choice of Option 1: Site Independent Distribution Option, or Option 2: District Lead Site Distribution Option. For Option 2, Parent Flyers have already been delivered to schools, for parents/guardians to complete if they are interested and agree to the guidelines. These parent completed forms are then returned to the site to be time-stamped (very important!), and submitted via spreadsheet to the district team for validation and subsequent distribution of units. The first submission date is Nov. 10, 2016.

*Chromebook and Other Device Information: [sbcusd.com/index.aspx?NID=8792](http://sbcusd.com/index.aspx?NID=8792)*

**Student Email Accounts: The Filtering Issue** - Student email is on it's way as it is necessary for high school students to access Aeries, College Board, etc. However, the filtering issue has been under discussion with School Messenger and Gagle being considered. The selection must meet CIPA and HIPAA guidelines, as well as be cost-effective and integrate with our current systems. Keep you posted.

**You Tube Access:** IT has now completed our "10G pipeline" to the internet, where we no longer route through the county. Our filtering system for You Tube is tied to keywords. If you are encountering issues with this, contact the Help Desk. As there is no perfect solution for safeguarding our students, those Digital Citizenship Lessons again rise to fill the gap. You can find resources at Ed Tech's new [website: goo.gl/P64luA](http://goo.gl/P64luA)



### **Student Username Syntax:**

**Basic Username** (found in Aeries, Star Reading) = last+first+mid. initial + last 4 numbers of student number

**Google Classroom:** Basic Username@sbcusd.k12.ca.us (**Teacher Access at:** classroom.google.com - use email UN and PW)

**Clever:** Basic Username@sbcusd.k12.ca.us **or** sbc-district/basic username

*Through Clever, students can access Typing Club, It's Learning, Discovery Education, Pearson Easybridge (Math), and soon.....McGraw Hill (Hang on, still in the testing phase.)*



Google Classroom™

## Fall Leadership



This year's Fall Representative Leadership Conference, held in August in Rancho Mirage, focused on the theme "Union Principles 101." The "job" of our representatives is to help our members in the best way possible, and the "job" of Fall Leadership is to prepare our reps to do just that. A variety of sessions are offered to train and support our reps to increase their advocacy knowledge and skills, as well as professional development sessions. Our opening session, featured Laura Schultz, a CTA staff member, who provided some history of our union, and outlined CTA's future direction. We also held a "kick off" for Campaign 2016 to inform our reps of upcoming props and information regarding the November election.



Asstd Pictures (start top left—clockwise): Ashley Bettas-Alcalá, Justin Arnold at podium while Robert Rodriguez introduces the board members, kick off session for Campaign 2016, acknowledging the hard work of Maxine and Sharon in supporting the conference, Jeff Myers of California Casualty with Trent Stillman of the Fontana Teachers Assn. supporting CTA, and Peg Tracey, our CTA staff member, sitting with Diane Morte also from CTA.

## Fall Leadership: ILC NGSS

This session, presented by Colleen Maroney and Faith Hurst, was a very informative presentation on the Next Generation Science Standards and designed to not only give participants a basic understanding of the NGSS, but also how to begin including NGSS in science lessons, where to find additional information and resources, and California's implementation timeline.

NGSS was adopted in 2013, with 2016-2017 being the state's implementation year. An integrated science model is recommended, but remember, that our science curriculum is not integrated into the Units of Study (formerly RCD). There is also a potential that an NGSS pilot test may be given this school year for the 5<sup>th</sup> Grade State Science test. A definitive decision as to whether this will be CST or an NGSS pilot is unknown at this time.

Within NGSS, students need to look at the bigger picture, and make sense of the world around them. To do this, teachers are encouraged to employ strategies that use the tools of science, or TLAD, the Gate strategy of Thinking Like a Disciplinarian—in this case, Scientist or Engineer. Being that we do not yet have a new science curriculum that is based on NGSS, the suggestion was to use the end of unit labs as the opening to the unit, and let students discover ideas held within the unit. Also, integration of the writing process within the science units is key to helping students understand and express ideas. Some specific suggestions for what should be happening within science in the classroom are:

- Projects based on collecting information
- Real World data collection (real time, or near real time)
- Inquiry based scientific investigation, developing experiments
- Collaborative groupings
- Questioning strategies
- Connect prior knowledge with new ideas and evidence
- Student Centered Investigations
- Use Technology to Enhance Science (SAMR)

Even better news is that Colleen and Faith are willing to come out to other schools and give the NGSS presentation to your staff!



### NGSS Resources:

NGSS Official Website: [www.nextgenscience.org](http://www.nextgenscience.org)

CA NGSS Website:  
[www.cde.ca.gov/pd/ca/sc/ngssintrod.asp](http://www.cde.ca.gov/pd/ca/sc/ngssintrod.asp)

CSTA NGSS Website:  
[www.casience.org/csta/ngss.asp](http://www.casience.org/csta/ngss.asp)

NTSA NGSS Website: <http://ngss.nsta.org/>

NASA: [www.nasa.gov](http://www.nasa.gov)

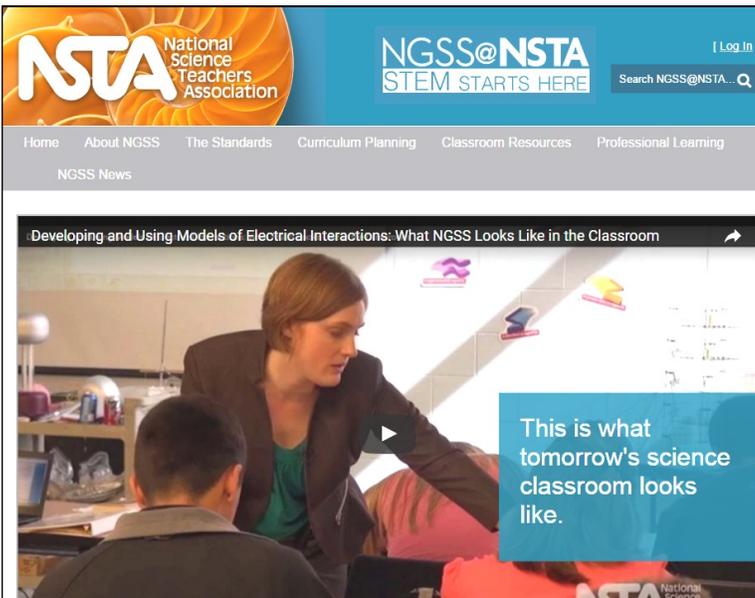
Jet Propulsion Lab: [www.jpl.nasa.gov](http://www.jpl.nasa.gov)

NOAA: [www.noaa.gov](http://www.noaa.gov)

MBARI: [www.mbari.org](http://www.mbari.org)

COSEE: [www.cosee.net](http://www.cosee.net)

Phenomena for NGSS: [www.ngssphenomena.com](http://www.ngssphenomena.com)



## PHENOMENA FOR NGSS

PHENOMENA    SUBMIT PHENOMENA    WHY USE PHENOMENA    HOW TO USE PHENOMENA



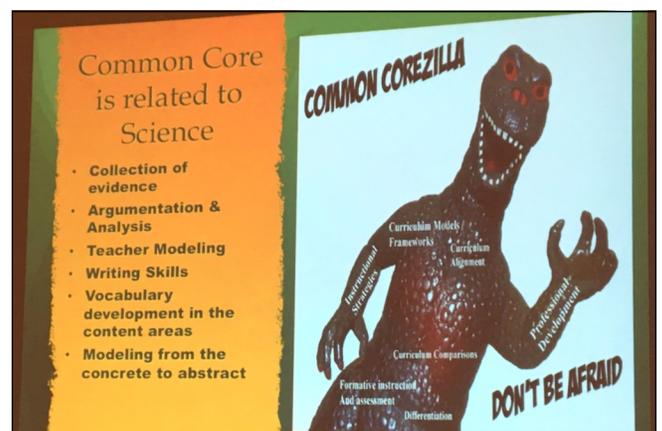
TREEHOPPER ANT



TEARS IN SPACE



UNDERWATER CABLE



## Fall Leadership: The New Evaluation Process



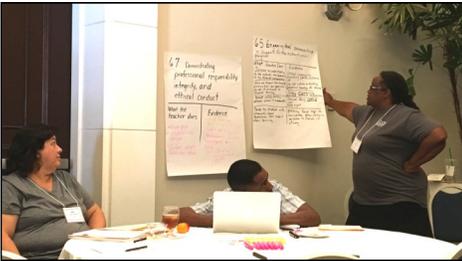
On Saturday morning, Peg Tracey (SBTA Staff), with Denise Loera, and Carmen Okoh (both PAR Consulting Teachers, presented a double session about the New Teacher Evaluation Procedures. This new eval process was developed by the JET Team, or Joint Evaluation Team, consisting of district HR personnel, and SBTA appointees with the goal of improving teaching and learning within our district. Changes to Article XVI of the contract were outlined for attendees.

The most valuable exercise of this session was the analysis of the SBCUSD Self-Assessment, or CSTP6. Attendees were asked to examine the Applying Level of each of the CSTP standards, and define sources of evidence that might demonstrate each standard. From this the reps present gained a better understanding of the goal setting and documentation needed within the new process.

Additional information, forms and resources can be found at:

<https://goo.gl/OqWysd>

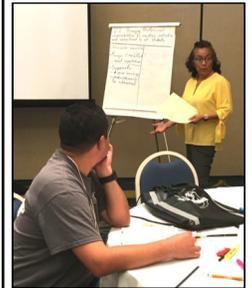
and at: <https://padlet.com/SBCUSD/teacherevaluations>



### Special Announcement

SBTA is working with the District to arrange for a joint evaluation training for SBTA Representatives who either were not able to attend the Spring roll out modules or were not able to attend the Fall Leadership Conference sessions.

**Stay tuned** for an announcement of date, time and location for the training. We are attempting to include the newly appointed administrators in the training as well.



## Fall Leadership: Retirement Workshop

At the STRS Retirement Session, our very knowledgeable presenter discussed all the “ins and outs” of our retirement plan including the retirement benefit formula, options, Defined Benefit Supplemental Program, survivor benefits, legislative changes, and Social Security offsets. Several key points are listed below.

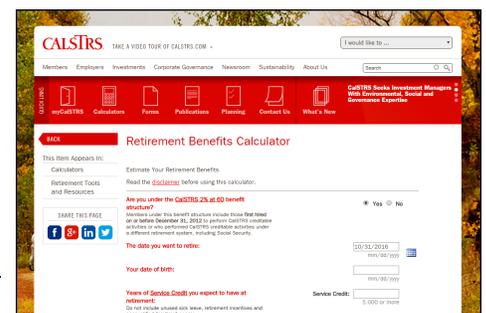
- It is highly recommended to schedule a pre-retirement conference when you reach age 55. At this point, you ARE eligible to pre-elect an option beneficiary. This is the earliest you can do so.
- The 2012 Pension Reform created changes for members hired on or after January 1, 2013. (Public Employees Pension Reform Act, or PEPRA)
- Windfall Elimination Provision requires an offset in potential Social security payments for STRS members. Go to the Social Security Website’s Retirement Planner for more information. <https://www.ssa.gov/planners/retire/wep.html>

However, your best source for STRS information—for fear I may report something out wrongly—is always the STRS website. Here you will find retirement calculators, publications, forms and planning documents to help you better understand your retirement. This is also where you are able to view your annual Retirement Progress Report.

But even better...they have videos that explain all of these things at: <http://www.calstrs.com/member-benefit-educational-videos>



Presenter:  
Rosa Luna, CTA NODD Specialist



## ***In the First Year of Teaching, Acting More, Reacting Less, Can Reduce Anxiety***

*By Sara Ketchum, reprinted from NEA Today: October 16, 2016*

If this school year is your first as a new educator, and you're feeling overwhelmed, you're not alone. The first month or so of school may have seemed like a sprint, but getting through the first year successfully is really a marathon. Keeping a frenetic pace is not uncommon for new teachers, but it is probably not sustainable. October and November are difficult months to get through without making adjustments to how you're using your time.

I'm in my third year in the classroom, and I remember vividly being exhausted and stressed during my first year. I also recall how I (eventually) dealt with it. I learned the hard way, and I see new educators around me now who are struggling with the same issues. Make no mistake: there are many factors that contribute to this stress and anxiety. You can't necessarily solve this issue by yourself. Still, there are steps you *can* take.

My philosophy is to *act* instead of *react* – a great life philosophy but especially helpful in teaching.

This means setting expectations and predictions for how each day will go, so you're not constantly blindsided by the daily occurrences of teaching. It also involves making deliberate choices about what to prioritize and what to spend your time on.

And you're probably going to have to cut some corners. Right now, you might have more work than you can do. The truth is that you can not accomplish everything that you want to as a first year teacher. In the next few years, you can get closer to getting it all done.

While planning your time and being organized helps you to act instead of react, it's also about adjusting your frame of mind. This mindset takes a lot of practice, and I often still slip back into a reactive mode. A few weeks ago, I caught myself at 11:30pm in the midst of a spur-of-the moment grading spree. I'd spent the last hour frenetically grading essays, under the impression that I could somehow grade 10 more before 8am the next day. Once I realized how reactive I was being, I stopped, weighed my options, and chose to go to bed. Here are some basics on acting more and reacting less as a first-year teacher:

### **Step 1: Prioritize Your Responsibilities *Outside* the Classroom**

- **Rest:** Set a bedtime and stick to it.
- **Food:** Define what healthy eating means to you, and spend time each week stocking up on what you need. You will save time and money by being proactive about food.
- **Body:** Make time to exercise. Start an exercise club at your school where you go on walks at lunch. Find groupings for cheap yoga studios. Make it a priority to do at least one activity a week.
- **Mind:** Figure out how to deal with stress. Take up a gratitude practice, or try mindfulness or meditation.
- **Family and community:** Teaching can be oddly isolating, so make time to hang out with other adults. Have lunch with other teachers, connect with people you care about, and be involved in a community outside of school.

### **Step 2: Prioritize Your Responsibilities *Inside* the Classroom**

Besides the obvious lesson planning and grading, there's a lot that can eat up your time during the day: meetings, communicating with parents, responding to emails, student interactions, and so forth.

Focus your time and attention on the most important responsibilities and then find shortcuts to help you deal with the rest. Next year, you can spend more time on these things, but it's okay to set limits and not do everything perfectly this year. For example, if classroom management is wearing you down, spend your time planning engaging and structured lessons, and find a way to cut down on grading time.

### **Step 3: Practice Predicting the Challenges of Each Day**

- Spend a quick 30 minutes each Sunday to look at your week. Try to anticipate what's coming. Do you have meetings? Forms due? Deadlines? Where are there potential pitfalls?
- Anticipate challenging days for your students, and don't take it personally when lessons don't go well.
- Evaluate your actions, especially when you're tired. Make sure you're not reacting to a problem but you're intentionally acting in an effective way.

A work-life balance is already hard to obtain, and in the throes of your first year of teaching it might seem altogether out of reach. However, by moving more intentionally through your days and weeks, you can shape your experience in a more positive and satisfying way.

## Contact Information:

1997 E. Marshall Blvd.  
San Bernardino, CA 92404

Phone: 909-881-6755

Fax: 909-881-6752

E-mail: [ashleysbta@gmail.com](mailto:ashleysbta@gmail.com)

Website: [www.sbta.info](http://www.sbta.info)

## 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 conversation with administration that criticizes or negatively speculates about any union colleague.

I will settle my differences with my colleagues within my union.

I will engage in debate, offer them every opportunity for debate, and respect minority viewpoints, but I will observe and support the majority mandate of my union.

Join us for the next Meet & Greet  
on December 2, 2016.

(Held at the  
SBTA office)

If you are interested in joining our committee,  
please email [newsviewssbta@gmail.com](mailto:newsviewssbta@gmail.com).  
The more the merrier!

*Views and opinions expressed in the News & Views are those of the individual contributors, and do not reflect the position or policies of SBTA, CTA, or NEA. Our intended readership is limited to the members of SBTA currently working within SBCUSD, in San Bernardino, CA.*

## Board of Directors 2016-2017

President: Ashley Bettas-Alcalá (SBTA)

Vice President: Barbara Pastuschek (Pacific High)

Secretary: Nancy Glenn (Lytle Creek Elementary)

Treasurer: Jerry Kimery (Pacific High School)

Senior High School Reps:

Sharon Cowley (San Andreas)

Mark Lehman (Cajon High)

vacancy

Middle School Reps:

Rebecca Engelgau (Golden Valley Middle)

Connie Jones (Chavez Middle)

Elementary School Reps:

Sheila Houston (Lytle Creek Elementary)

Leticia Madrigal (Gomez Elementary)

Francine March (Lankershim Elementary)

Linda Morgan (Anton Elementary)

Sandy Owens (Wilson Elementary)

Nancy Sanchez-Spears (Elem. PE- Gomez Elem.)

Special Services Rep: Lynette Hill (Psych Services at SB High)

State Council Reps:

John Wingo (San Bernardino High)

Patty Taylor (Youth Services)

Emma Ma (Cajon High)

Nancy Sanchez-Spears (Elem. PE- Gomez Elem.)

Sheila Houston (Lytle Creek Elementary)

Ashley Bettas-Alcalá (SBTA)

Regional UniServ Staff:

Justin Arnold (SBTA)

Peg Tracey (SBTA)

NEA Director:

Robert Rodriguez



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**Members of CTA, NEA & SGSCC**