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President's Message

Another school year has come to pass and I still cannot believe that it has been five years since we closed down our schools because of the COVID pandemic. As I prepare to pass the baton to Barbara Pastushek-Cox, I am reflecting on all that we have accomplished during this time.

When I stepped into this role after Robert Rodriguez moved up in leadership in September of 2016- I never could have imagined what future storms and successes we would have to weather. During my first year, our community was devastated by the North Park shooting, and we lost two of our beloved community members, Karen Smith and Jonathon Martinez. It was heartwarming to see our members come together to support the North Park community.

In October of 2019 our ability to use technology was paralyzed by a district-wide ransomware attack. All of you had to quickly pivot all of your instruction to paper and pencil. And just when we thought things were getting back to normal a new virus was about to change the landscape of education as we knew it. Who knew that when we left our classrooms on March 13, 2020, that we would not return for over a year. Once again your creativity, and resilience was inspiring as we transformed our homes into our classrooms and everything we taught was online. As we returned to our classrooms we were introduced to a new superintendent, who lets just say was something else! Things finally started to settle back to our new normal when we welcomed home a familiar face to lead our district. This past fall an all too familiar disaster haunted us as we faced three wildfires that surrounded us. And once again we had to fiercely advocate for the safety of our members and students by closing our schools.

But in spite of all these challenges we also have been able to ~ Keep our health benefits fully paid - including adding coverage for infertility treatments which we never had before. We have increased our salaries by 32% ongoing and also had a 5% off schedule bonus. For the first time ever we lowered class sizes and simplified our extra duty to one rate.

We cannot take for granted all we have accomplished, but we must always look forward and continue to advocate for and improve working conditions for all educators.

One thing I have learned in this role is that as educators, because of our strong commitment to our students and our profession, we often forget to prioritize our own well-being. It is imperative that we make sure to support one another, look out for each other, and ensure we are putting on our own oxygen masks first before we give of ourselves to our families and our students.

It has been such an honor to serve as your President for the past 9 years. And as I step away from this position, I know that you will be in good hands with Barbara's leadership.

SBTA is a strong union - because of all of us together - and none of this happens without all of us standing together unified as one.

So this is not goodbye - it's see you soon.

Isabel Butts
SBTA President

Upcoming:

New Teacher Academy:

July 22-24, 2025

Rep Council:

August 13, 2025

September 10, 2025

October 8, 2025

Meeting Called to Order at 4:30 pm

Contact Info

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Give the Gift of Calm to Your Loved Ones!

Good news! As a CTA member, you now can share the Calm app with your dependents — at no extra cost. Calm is the #1 app for mental wellness, designed to help you and your loved ones sleep better, reduce stress, and build healthier habits. It features:

- Guided meditations* for stress, anxiety, and focus
- Sleep stories* (including some read by celebrities!) to help you fall asleep faster
- Soothing music* and *soundscapes* for relaxation
- Breathing exercises* and *mindfulness tools* to stay grounded throughout the day

How to Gift Calm to Your Dependents:

Eligible members can invite 5 dependents to join Calm. Visit www.CTAMemberBenefits.org/Calm for instructions

It's an easy, meaningful way to support the mental health of those you care about.



Family Status Change Enrollment Opportunity

CTA members who experience any of the life events below may qualify for the Family Status Change enrollment opportunity. That means they're eligible to apply for CTA-endorsed Disability insurance and up to \$400,000 of CTA-endorsed Life insurance¹ from The Standard, without having to answer health questions,² as long as they apply within 60 days of the qualifying event.

- Marriage, divorce or legal separation
- Initiation or dissolution of a domestic partner relationship |
- Birth or adoption of a child
- Death of a spouse/domestic partner or child
- Commencement or termination of a spouse/domestic partner's employment
- Change in employment from full-time to part-time by member or member's spouse/domestic partner

Members have 60 days from the event to apply or make a change. They can apply online at standard.com/cta/fsc.

¹ 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. Offer not available to retirees.

² If any previous application submitted with proof of good health was denied by The Standard, then proof of good health will be required.

For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0406. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204.
GP190-LIFE/S399/CTA.3 GP190-LTD/S399/CTA.1 SI 23333-CTAvol (5/25)



by NEA Member Benefits

Your Guide to Summer Rejuvenation!

How do you really feel on the last day of school? Exhausted? Burned out? Like there's never an end to the worry and stress?

During the school year there was a long list of stressors: standardized testing, new curriculum, difficult student issues, school politics and budget cuts. Did any parent or administrator say, "thank you?" Did you ever just stop, even for a minute?

[Click here to read the entire article.](#)

Summer University Credit Program



Earn University Credits for Salary Advancement

Hello Educators,

Summer is the perfect time to get ahead—and CTA has a limited-time opportunity for you to kick-start your journey toward earning university credit towards your salary advancement. Many universities charge \$300-\$400 or more per unit. As a member benefit, CTA will cover the cost for up to six units through our partner, CSU Chico.

Advance on Your Salary Schedule

Most districts accept University Credit to advance on your salary schedule. **CTA Members who have submitted CTA-paid University Credits to their districts saw an average salary increase of \$3,300!**

How Can You Earn These Units?

It's flexible! Learn at your own pace by streaming recorded workshops on the CTA Virtual Pass to Online Learning.

Alternatively, attend an in-person CTA conference, where you'll connect with other educators and learn from experts in your field.

Whether you prefer learning on your own schedule or attending a live conference (or both!), we've got you covered. Tailor your learning experience to suit your style and schedule.

The 2025 Summer University Credit Program is open now until August 8th, 2025.

Visit the link below to learn more!

[Learn More](#)

*In Memoriam
Margaret "Peg" Tracey*



September 22, 1945 - March 11, 2025

Peg passed away in March. She served as a regional UniServ director for the California Teachers Association assigned to the San Bernardino Teachers Association for 21 years. Her career as an educator spanned over 50 years in multiple states. Her vast knowledge of collective bargaining law and educational policy along with her dry sense of humor made her a fierce advocate and negotiator.

Peg will be remembered fondly for her kindness, wit and tenacity to defend the members of SBTA and public education.

Rep Council swearing in of Officers



MONTE Awards And Retirees



WHO Award Winners



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 administration that criticize, or negatively speculate about any union colleague.

I will settle my difference 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.

MONTE WINNERS

Elementary School:
Andrea Schindler, Urbita ES

Middle School:
Ruth Corrao-Harris, Serrano MS

High School:
Linda Nelson, San Bernardino HS

Special Services:
Caroline Smedegard, Virtual Academy

MONTE Innovation:
Annette Billups, Cajon HS

WHO WINNERS

Maria Bartolotto, George Brown ES
Brenda Zenger, Sierra HS
Venancio Jimenez, Cesar Chavez MS

SBTA LEADERSHIP

PRESIDENT

ASHLEY BETTAS-ALCALA

VICE PRESIDENT

BARBARA PASTUSCHEK-COX

SECRETARY

JESSICA ROBLES

TREASURER

SHEILA HOUSTON

HIGH SCHOOL SEGMENT DIRECTORS

ROBERTA FIGUEROA

ERIN MORAN

ANNETTE BILLUPS

MIDDLE SCHOOL SEGMENT DIRECTORS

VENANCIO "VENY" JIMENEZ

CONNIE JONES

ELEMENTARY SEGMENT DIRECTORS

ALEXANDRA CHAPIN

DEANDRA FOSSETT

FAITH HURST-BILINSKI

RAYMOND LONG JR.

SANDY OWENS

LISA STARK

SPECIAL SERVICES SEGMENT DIRECTOR

RYAN HARSCH

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