



Banning
Teachers
Association



BTA

December 2015



Site Spotlight: Hemmerling Elementary

Hemmerling has been host to Saturday School twice since the program began, and we love it! The students and staff that run it have reported wonderful experiences, and there have been excellent turnouts each time. Students take part in subjects like Art and Physical Education, which often get overshadowed by Language Arts and Math. Our attendance record is climbing and we are excited to be able to offer our students this opportunity to learn and socialize in a safe place!

Executive Board

President Anthony Garcia,
Nicolet Middle School

Vice President Muriel Tso

Secretary LuAnn VanPool,
Cabazon Elementary

Treasurer Bee Yang,
Hoffer Elementary



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Executive Board

Negotiations

Dimitra Krick, Chair
 Michael O'Neill
 Janelle Poulter
 Randy Robinson
 Bruce Ward

Alternate: Leslie Sattler

Representative Council

Banning High School

Thomas Lara
 Michael O'Neill
 Janelle Poulter
 Phil Takacs

Central Elementary

Laura Irwin
 Dave Larson
 Alberto Maldonado

Cabazon Elementary

Pam Valencia

Florida St. Discovery Center

Kathi Allen

Hemmerling Elementary

Robin Smith
 Bruce Ward

Hoffer Elementary

Dawn Dezern
 Sue Ann Dunham

Nicolet Middle School

Ramona Anderson
 Consuelo Klonecz
 Randy Robinson
 Ashley Smith

Coombs Alternative Campus

Alan Van Tassel
 James Waedekin

Itinerants

Nicole Henderson-Smith

DO YOU KNOW YOUR CONTRACT?

In our contract we have two types of transfers. One is the voluntary type, where a member requests to transfer to another site. The other type of transfer is the involuntary transfer.

In voluntary transfers, a BTA member must fill out a "Request for Transfer" form and give it to your immediate supervisor or the Human Resources office at the district office. All requests for voluntary transfers from one position to another shall be considered on the basis of three criteria: 1) Credentials to perform the required services 2) District wide seniority, 3) Experience and interest in the area of the requested transfer. If you are not given a position that was requested for voluntary transfer, and was available, within 48 hours of the position being denied to you, you may request in written response, with the specific reasons for the denial of the transfer.

In an involuntary transfer, the district may find it necessary to reassign a staff member. When the district determines a reassignment is necessary, effort shall be made to secure voluntary transfers. If you are involuntarily transferred, you have prior rights to the previous position if the position becomes available, the next school year. An example of this, is if because of declining enrollment, they involuntarily move you from one school to another, and at the beginning of the next school year, your previous position is available at your original school, you have first right to that position.

Benefits

Open enrollment is the time that all employee's have the ability to alter, or change their benefit plan. All employee's have to log on to their benefit bridge, when the open enrollment is available, and make changes, or confirm their medical, and dental options. This year open enrollment will be at the end of April.

Starting in February, all employees will begin getting information from the district regarding their health benefit options. The information will continue being sent to you up until the time of open enrollment. Please take the time to read all information. The information will help you make choices that are best for you or your family.

The cost for each health benefit option will become available when they are released in March. This will be the time that we find out if there are any increases or decreases to the health plan costs. In addition to the cost, BTA still negotiates for better settlements in district covered health costs. This year, the district agreed to pay any increase in health care costs. That agreement ends at the end of this contract year. Currently in the contract it states that the district agrees to pay \$9944 of our health care costs.

Open enrollment usually last for up to 3 weeks. Please do not wait for the last minute to make your selections. It becomes crunch time at the end and sometimes when you log on, you might make choices you were not really wanting and it will be in place for a year, or until open enrollment again. Please attend the health fair. You can ask important questions at the health fair about your health benefits options.

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Laura Irwin

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