



Banning Teachers Association

BTA



January 2016



Executive Board

President Anthony Garcia,
Nicolet Middle School

Vice President Muriel Tso

Secretary LuAnn VanPool,
Cabazon Elementary

Treasurer Bee Yang,
Hoffer Elementary

Site Spotlight: Hoffer Elementary

Hoffer School is extremely proud of its STEAM Program. Our students have the opportunity to participate in many exciting activities. They are being taught the fundamentals of dance by a prima ballerina from the San Geronio Ballet Company. A local artist is giving the students art lessons. Currently we have active Spelling, History and Science clubs and Chess is being taught to all the students in all the classrooms. Hoffer is also preparing for a new Science Lab.

During the month of December Gardenworks for Kids came to Hoffer School. Gardenworks is a nonprofit organization from Yucaipa that travels to local schools introducing young children to the world of gardening. This was the second time Gardenworks had visited Hoffer School. Last year they helped parents, students and staff build a beautiful community garden for everyone to enjoy. Tomatoes, pumpkins, zucchini, and kale were all harvested this past fall. This year, the kindergarten and 1st grades classes delightfully learned useful gardening concepts. In addition, the students planted individual gardens in a bucket to take home and enjoy with their families.

Our AR program is also thriving. 3 of our students have already read over 1 million words! As of 12/17/15, Hoffer students have read a total of 28,337,896 words! Our circulation this year has been over 17,000 books and we recently purchased over 634 new books to be placed in our library.

All Hoffer students and staff look forward to a productive and exciting 2016!

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 Kloncz
 Randy Robison
 Ashley Smith

Coombs Alternative Campus

Alan Van Tassel
 James Waedekin

Itinerants

Nicole Henderson-Smith

DO YOU KNOW YOUR CONTRACT?

If you have been told you are being evaluated, here are some important tips or information to know what your rights are.

The process starts with being notified that you are going to be evaluated. Once that occurs you will be asked to have a professional goals planning/Review conference. At this meeting you will be going over your goals, discuss the process, agree on an evaluator and the observation date. You do have a right to choose which administrator is your evaluator. If you choose your evaluator, you must make the choice at the beginning of the process.

No more than 2 working days before the observation, the teacher must turn in to their evaluator, the teacher observation form. The BTA member can also submit any extra documentation they would like to provide.

“There shall be at least two formal observations per evaluation cycle. Each observation shall cover one entire lesson/class, and in no event shall be less than 45 minutes in length unless mutually agreed upon during the pre-observation conference.”

After each evaluation, the evaluator must meet with the BTA member within 5 working days of the observation date for a Post Observation meeting. 24 hours before that Post Observation meeting, the evaluator must give a copy of the evaluation to the BTA member.

At the end of the Post Observation meeting, the BTA member will be asked to sign the evaluation form. You are required to sign the evaluation form. Signing the evaluation form does not necessarily mean that the BTA member is in agreement with the evaluation, but it signifies awareness of the content. If you are not in agreement of the evaluation form, the BTA member has 7 working days to provide a written response to the evaluation. In the written response, you have the right to add clarification, opinion, or additional information. This then becomes part of the BTA members' personnel file.

Important dates to remember. The first meeting to discuss the observation plan, evaluator, and date must occur before October 31st. The final Post Observation meeting must occur prior to 60 days before the end of school. If any of these dates listed here and above throughout the cycle, on not met, you have a right to grieve your evaluation. In addition, Education Code requires the district to evaluate any non-permanent teacher every year. This same ed code allows the district to evaluate any certificated employee, even a tenured employee with great evaluations, every year if they choose.

Benefits

Disability Insurance

Why would a BTA member need disability insurance? If you need to be away from work with a health related issue, you will have to use your sick leave. What happens if, or when, you use all of your sick leave? You will not receive your full salary, or after a period of time, any salary at all. A lot of members know that the district is required to allow you to take 6 weeks off for maternity leave, but if you do not have 6 weeks of sick leave stored up, or you do not have a disability insurance policy, you will not receive your full salary. This would also be the case if you had a catastrophic diagnosis or accident.

All certificated members in the district are required to purchase their own disability insurance if they want it. The district has two companies to choose from that will allow you to pay for your insurance through payroll deduction. Those two companies are The Standard, which is a CTA supported company, and the other is American Fidelity. If you are choosing to purchase either of those two options, the only time to sign up is during “open enrollment”, which occurs around the time of the District Health Fair (May/June).

You are allowed to purchase your own disability insurance through your own means outside of the district. An example of this would be to go through any other disability insurance company like AFLAC etc... You should shop around for the disability benefits that are important to you. You should be aware of any clauses they might have. An example of this would be if a company does not cover health issues until 4 months after purchasing the policy. (ie.. you cannot get pregnant, or get a diagnosis of cancer, within 4 months of buying the policy)

Negotiations Update

The BTA Sunshine List was submitted to the district in early January. The district then submitted their list to BTA. Both lists were on January board packet for approval. Once approval is granted, both sides can begin negotiations.

For updates during negotiations, please be sure to attend your site's 10 minute meetings, so your reps may share the current and accurate information.

