



Banning Teachers Association



BTA

November 2015



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President Anthony Garcia,
Nicolet Middle School

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Secretary LuAnn VanPool,
Cabazon Elementary

Treasurer Bee Yang,
Hoffer Elementary

Site Spotlight: Banning High School

Do you know someone who is quick to smile and always on the lookout for the positive in the situation? Their glass is always half full and their enthusiasm is contagious? Banning High School has such a person in LeAnn Goodrich. She came on to Banning High School in January last year and took off running with teaching senior English and theater.

The Banning Youth Theater Ensemble, or BYTE, put on two performances during second semester last year, *Saturday School* and *Wednesday Night Live*. *Saturday School*, as described by senior Madison Irving, was a play put together by the monologues written and performed by students in the theater class. "Mrs. Goodrich really brought everyone together in this play because everyone was a part of it. She really created this type of *Breakfast Club* play." Madison also went on to say that she enjoys student directing, which is a big part of LeAnn's class. Students get to practice directing large plays and smaller class performances. "She is always strict but the nicest person you will ever meet", she added. Sophomore Meghan Berres, described Mrs. Goodrich's class as fun and she said "she is the most selfless person, and I also think she is cool."

This semester the theater troupe is working on a performance from a play written by our BTA and former High School Staff member, James Waedekin. The name of the play is *Singin' My Should've, Could've, Would've's*. The students are doing this play as a tribute to their past theater teacher. This will be their *Mr. Holland's Opus* to Mr. Waedekin. Madison Irving is the student director and they are planning to have performances on Thursday, November 19th and Friday, November 20th.

If you want to get some of Banning High School's positive mojo, then come to one of LeAnn Goodrich's productions', the enthusiasm from the teacher and the students is contagious.

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 Robison
 Ashley Smith

Coombs Alternative Campus

Andrea Angulo
 Alan Van Tassel
 James Waedekin

Itinerants

Nicole Henderson-Smith

DO YOU KNOW YOUR CONTRACT?

This month we are going to focus on Leave. Everyone is "entitled to ten (10) days per year of paid sick leave for each year of employment." If you are out 5 consecutive days, the district can require you to provide a doctor's note. Sick leave is when you are sick, a family member is sick, or you have a doctor's appointment. Each member is given the 10 days per year for sick leave. A member can choose to use up to 7 days a year of sick leave as Personal Necessity Leave. The only requirement to use one of your days as personal necessity is to notify your immediate supervisor at least one day prior to the day you are going to be gone. There is an exception of this when extenuating circumstances make this impossible (emergencies) If you follow the proper notification time period, the district cannot ask you what you will be doing during your Personal Necessity Leave.

If you have used up all of your 10 days of sick leave a year, you can use something called Personal Leave. Personal Leave is when they deduct the cost of the substitute from your daily salary. You are allowed to take up to 5 days of Personal Leave. Personal Leave does require 2 days notice to the Superintendent. If you use Personal Leave, each day is taken from your STRS credit towards retirement. When you use Personal Leave it is seen as not completing a full year teaching towards retirement. A member should never use Personal Leave unless it is necessary. Please use your leave correctly. If you go on a vacation and call in sick, if it is found out, it can be used against you and result in a disciplinary action, which could lead to dismissal. An example of this is when an employee takes a sick day leave and then posts on their Facebook a picture of them getting on a cruise ship or being at a resort sitting on the beach.

Benefits

EAP Employee Assistance Program

Banning Unified is required to provide an EAP program for all employees. This benefit is paid by the district and is completely free for all employees. It is also free for: your children or dependents, anyone living in your home with you, and a spouse or significant other. They provide a 24/7 toll free contact that is completely confidential. What kind of services do they provide:

Problem Solving Support

Counseling on: Marriage, family and relationship issues, problems in the workplace, stress, anxiety and sadness, grief, loss or responses to traumatic events, concerns about use of alcohol or drugs.

Work & Life Services

Pre-retirement planning, credit counseling debt and budget assistance, identity theft recovery, childcare and elder care, estate planning, criminal issues, real estate, civil and consumer issues, party planning, travel planning, personal care services (plumber, lawn care pet service etc...)
Call 888-327-0020 or website: members.mhn.com (access code: reep)