

BTA BOARD OF DIRECTORS

2011-12

PRESIDENT: ELAYNE SHIOHAMA
VOICEOFBTA@AOL.COM

VICE PRESIDENT: COLIN DAVIS
COLINISATEACHER@VERIZON.NET

SECRETARY: KATHY MIDDOUGH
KMIDDOUGH@GMAIL.COM

TREASURER: LINDA ADKINS-ARNDT
LINDAASAIL@GMAIL.COM

ELEMENTARY DIRECTORS:
VALLI PESCH
DVSPESCH@YAHOO.COM

JOHN YOUNG
YOUNG.JOHN.P@GMAIL.COM

SECONDARY DIRECTORS:
BARBARA MAZZEI
BTMAZZEI@MSN.COM

RUSTY SEARS
COACHRUSTY53@AOL.COM

SPECIAL PROGRAMS DIRECTOR:
SPECIAL EDUCATION
TERRI K. TAYLOR
TKT4@AOL.COM

SPECIAL PROGRAMS DIRECTOR:
ALL OTHER PROGRAMS
ELIZABETH BEAUVAIS
ELIZBEAUVAIS@AOL.COM

BARGAINING CHAIR:
RANDY BOMGAARS
RJBOMGAARS@VERIZON.NET

CTA STATE COUNCIL:
LINDA ADKINS-ARNDT
LINDAASAIL@GMAIL.COM

COLIN DAVIS
COLINISATEACHER@VERIZON.NET

MICHAELA O'NEILL
UniServ EXECUTIVE DIRECTOR

BTA OFFICE 562-924-9311
17434 Studebaker Road
Cerritos, CA 90703
Fax: (562) 809-8791

Editor: Elayne Shiohama

BTA (formerly known as BEA) is
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The VOICE

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ALL ABOARD !!



Happy New Year! I hope everyone had a wonderful holiday season and all were able to get the "R & R" that we teachers need. We're fortunate to be in profession where we can refresh for the new year twice...once in the fall and then again in January. I was ill during most of the vacation and had the chance to have a lot of "couch time". During that time I gave much thought and reflection on this current school year and how things are going for BTA. I believe we're moving in the direction of our goals: Organization, Communication, and Training. These were established last year by our Organizing Committee of which I was a part of. These sub-goals fall under the main goal or purpose: the build a more organized, powerful union. This positive direction is being made possible through the hard work and support of your Executive Board, Committees, and the many volunteers. Thank you seems too inadequate to express my gratitude to all of you. Your extra efforts beyond the typical, obligatory teaching day plays a major part to building our strength as an association that represents its members and it's what makes us a good union.

Yes, we are a good union but, if I may "steal" from our superintendent, we need to move forward to "greatness". Dr. Jacobs keeps telling me each month when I meet with him about going from "good to great". He has shared with me the concepts explained in Jim Collins book, Good to GREAT (Why Some Companies Make the Leap...and Others Don't). His main premise is that good is the enemy of great. He says, "We don't have great schools, principally because we have good schools. We don't have great government because we have good government. Few people attain great lives, in large part because it is just easy to settle for a good life." If we're a good association and satisfied with that, then that is where we will remain. Unfortunately this may become useless. As your union president, I want to tell you that I'm not satisfied with being "good". I desire and want to strive toward "greatness" just as our superintendent desires this for our school district.

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In order to become great, we all need to be on the bus that is driving us to greatness. Your Executive Board and Representatives already have seats on the bus. Committee members and other volunteers have seats on the bus. Every two years we have the opportunity to elect people to specific, strategic seats on the bus, one even being the driver's seat. Every year we have the opportunity to change the seats for other riders (committee membership and involvement). Dr. Jacobs speaks of those resistant to moving to the land of "GREAT" will be asked to get off the bus. I don't want any of us to get off the bus. ALL are WELCOME to come on board and join us on the ride to "GREAT."

Please take the time to read the subsequent pages about your fellow passengers who have special seats on the bus.

Your president and bus driver,
Elayne Shiohama



For those of you who don't know me, **my name is Terri K. Taylor** and I am your special education representative for the BTA executive union board. I have served in this position for the past 3 years, and my term will be coming to an end in June of this year. (Hint, hint...someone will have to replace me.) As the union rep., it is my job to keep everyone informed of the issues and events that are going on in our district and preserving our rights as teachers. I have worked for Bellflower Unified since 1990 as an adapted physical education teacher. I have a unique job, as I travel the district and service many students at many different schools. Since I work at preschool, I get to see my students grow up and move through the ranks of elementary school and eventually graduate from high school. It is a great joy to see the progress of our special needs kids. I know that I have helped them feel more confident of their physical abilities and that I have helped them deal with their physical challenges, whether it be while playing on the

playground or doing work in the classroom. We are all important and we all make a difference in our student's lives. In spring we will be opening bargaining for a new contract for the upcoming 2012/2013 school year. Our special ed. team met last year to identify the many contract issues regarding special education that need to be updated and revised. We face so many unique challenges in our jobs and our BTA contract should reflect those. Hopefully we will be successful in securing our safeguards. But it takes all of us to be involved in the decision making process. Use your rights as union members. Make it a point to know what is going on at your school sites. Read the BTA Voice, go to union meetings at your school, access the BTA website for current information, attend a board meeting or rep council meeting one day and make sure you vote when given the opportunity.

The union is You!

THANK
YOU !!

My name is Mark Johnson. I first became involved in BEA about 8 years ago, after my friend Steve Fisher begged me to consider running for his soon-to-be open seat as secondary director. Well I did it, and won. Next thing I know I was on the Bargaining team as well. I have learned so much about what we do, why we do it, and why it's so important. My grandfather was the president of a union many years ago. He lost an arm due to unsafe working conditions. If you think that the "usefulness" of the union doesn't matter any longer, you are wrong. Safety conditions are still a big concern, but there is so much more to being a good member: liability insurance, due process rights, salary negotiation (so many people think that we get paid what we do "just because"), and even free legal advice.

*So don't forget that we are ALL the union,
please do your part!*



GET ON BOARD...PLENTY OF ROOM

We're On the Way to... **GREATNESS.**

Hello to all! **my name is Elizabeth Beauvais.** I have been in the Child Development department for over 20 years - as an aide, BASC Teacher and currently a Head Start Teacher. During my time in teaching, I decided to become involved in our Union. I have held many jobs and have found it very fulfilling to provide knowledge and also to empower our teachers to build a stronger relationship with the District and amongst ourselves. In addition, I have had the opportunity to attend many workshops and develop great friendships along the way. I would like to take this time to ask any of you to join a committee, meet new friends and give strength to ourselves and our union! We, as a group provide solidarity and the catalyst for change.

My name is Kristy Bailey. I teach high school English. I spent the last eight years teaching 8th grade English but was reassigned this year upon call back from a RIF. After belly-aching and wondering for years how the union helps me out, I decided to get involved. I realized that We as teachers, collectively, ARE the union. There is simply too much to do with too few hands trying to handle it all alone. All the issues the union would like to tackle require more people to get involved. I did, and now I get to help myself out. What's even cooler is that for the first time we have a super we get to chat with. In any case... During recent lay offs, I did a great deal of learning as I fought for the security of my family, and I decided I wanted to be there for other unit members struggling. Getting layed off, come see the RIF veteran - ha-ha. And that is MY story.
Cheers!

“Are We There Yet?”

My name is Rusty Sears. I have been teaching for 30 years this year. I have spent 28 of those in Bellflower Unified. I got into teaching because I love sports and coaching. I love to watch the aha moments that athletes get when they finally get something. I spent 3 of my years here teaching in the elementary program and I would still be doing that if it were available. When I got back to the high school and middle school I thought I should get involved in the other things, the union offered that. The Physical Education department never really had any representatives at that time and I thought that it was about time. Then Jae Shu stepped down as secondary director on the board and that position was open so I stepped up to take that on. Then a position opened up on the bargaining team. Since I'm a coach and know about teams I thought I should take this on. I have enjoyed my time being involved with the union and plan to keep it up until I retire (3 more years, maybe?)

coachrusty53@aol.com



ATTENTION: ALL BTA MEMBERS

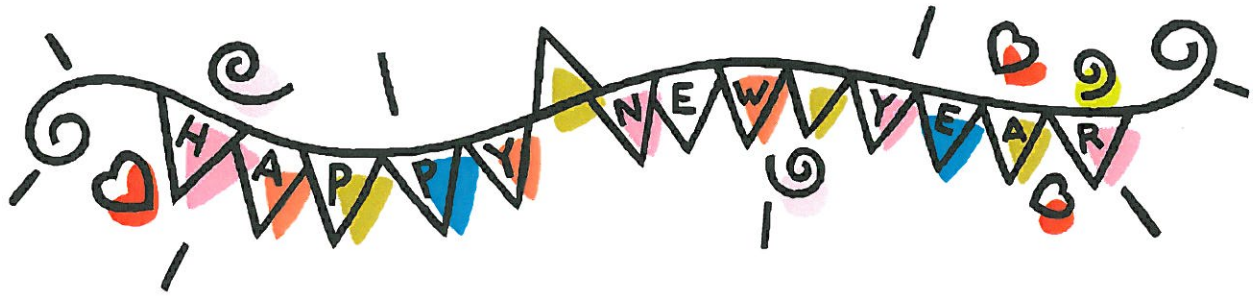
**The 2012 Elections Are Coming!
Time to Get Involved!**

The BTA Board will have the following seats open at the end of this year:

**Secretary
Elementary Director
Special Programs Director
Secondary Director (BHS)**

(2 year terms - June 30, 2012/June 30, 2014)

Declaration of Candidacy forms will be available in spring. Watch for future election announcements.



One year ends and another begins... 2012 here we go!

F.Y.I...

Bellflower Teachers Association Dues Income Tax 2011



Cat 1	\$ 1051.00
Cat 2A	\$ 542.50
Cat 2B	\$ 620.90
Cat 3	\$ 288.50

	Cat 1 Full Time 24-40 hrs.	Cat 2A *See Below 13-21 hrs.	Cat 2B *See Below 21.6-24 hrs.	Cat 3 On Leave or 13 hrs/less
Jan –June	\$ 625.80	\$ 321.90	\$ 368.70	\$ 170.10
Sept.- Dec	<u>425.20</u>	<u>220.60</u>	<u>252.20</u>	<u>118.40</u>
	\$1051.00	\$ 542.50	\$ 620.90	\$ 288.50

Some members have additional voluntary dues taken that could be a tax deduction. Call the BTA office for that amount at (562) 924-9311.

- * Category 2-A Teaching Assignment greater than 1/3 but not more than 50%
- * Category 2-B Assignment greater than 50% but not more than 60% or CDC, etc.
faculty whose salary is less than minimum salary paid regular teachers