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2016-17

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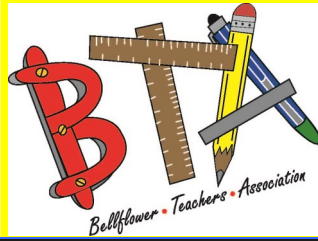
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BTA is affiliated with CTA and NEA



The VOICE

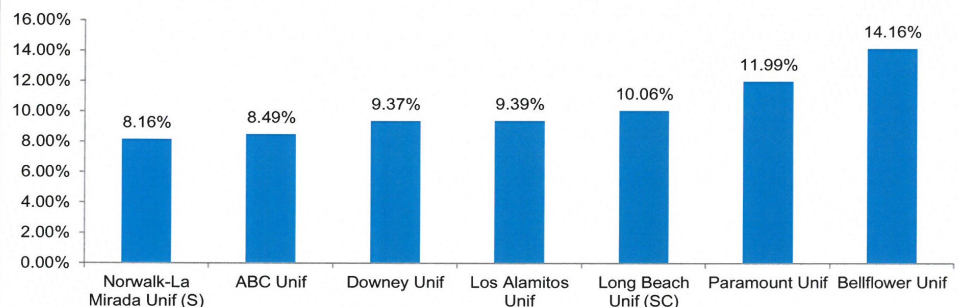
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BUSD Budget Priorities?

With the passage of Proposition 55 educational funding is looking good through 2030. BUSD is really, really fiscally strong. How strong? I've compared BUSD to ABC, Norwalk-La Mirada, LB, Paramount, Downey and Los Alamitos. BUSD's ending balance as a percent of its total outgo is the largest of the districts compared. Let's look at some other areas. When looking at the percentage of the budget spent on teacher salaries we rank the lowest. An area where we do rank as the highest is in the budget category known as Services & Other Operating Expenses. This budget category pays for agencies and contractors outside of BUSD. For example, BUSD has budgeted close to \$850,000 for its attorneys this year. Downey spent close to \$447,000 last year. Now Downey also tops the charts on teacher pay as well, they also have a larger budget. What does that tell you about BUSD's budget priorities? Do you think the parents of BUSD would be interested? I do. I'll be bringing you more figures in the coming months.

Services & Other Operating Expenses
Percent of Total Outgo



Know Your Contract!

With so many new administrators it's more important than ever for members to know their contract rights. As Union members we often have to educate or remind administration about our contract. Some of them may have never seen or read our contract. You shouldn't feel guilty or afraid when you stand up for your rights. We're protecting the agreement that BTA has with BUSD. By following the contract we protect all parties involved. Here are some common misconceptions:

Dr. Jacobs has openly stated that he feels that teachers have to stay up to 8 hours to fulfill their 'professional' obligations. Here's what the contract states.

Article VII – Hours of Employment

The normal on-site day for **elementary** unit members shall be seven (7) hours. They shall report to their duty sites no later than thirty (30) minutes prior to the opening of the scheduled regular school day for students.

The normal on-site day for unit members at **Bellflower** and **Mayfair** High Schools shall be seven (7) hours and sixteen (16) minutes. They shall report to their duty sites a reasonable time prior to their first classroom or preparation period assignment.

Article XIII – Special Education

C. Children with Special Needs Meetings (IEP)

With respect to the various meetings required by the federal/state regulations governing individualized education programs for children with special needs, the following shall apply:

- A. The District shall make a **good faith effort to schedule such meetings during daily work hours** rather than at night, however, no such meeting shall commence before 7:00 a.m. or after 6:00 p.m.
- B. **Any unit member** required to attend such a meeting outside of his/her **normal work day shall be paid** at the extra period assignment rate for all time spent beyond his/her normal work day.

If you find that these rights are being denied then you need to contact your site representative and BTA.

BTA's position is that IEP's are done during a teacher's contract day. If a time-card has not been authorized for after your contract day, then you should decline attending the IEP.

DID I GET PAID? HELLO?

Do you feel frustrated trying to figure out your paystub? It's frustrating enough that we have to print them out now too! I've been asking payroll for a list of the codes so we can understand our stubs better. They told me I had to get Dr. Jacob's approval. I've asked Dr. Jacob's for the codes repeatedly and he finally said no. He doesn't seem to think it's a big deal. With all the extra assignments and trainings members are doing, I think we should know what the codes mean.

Here's what I'd like you to do, please email me the following: *Hi Colin, I'd like to know what the codes mean on my new paystub.* Please email that to voiceofbta@gmail.com I'd also like you to cc Dr. Jacobs at bjacobs@busd.k12.ca.us. I told him I was going to do this and he's fine with it.

Do you have ideas or suggestions for the Voice? I'd love to read something that I didn't write. I get tired of reading my stuff! If you have concerns or achievements that you would like to share, PLEASE let me know!

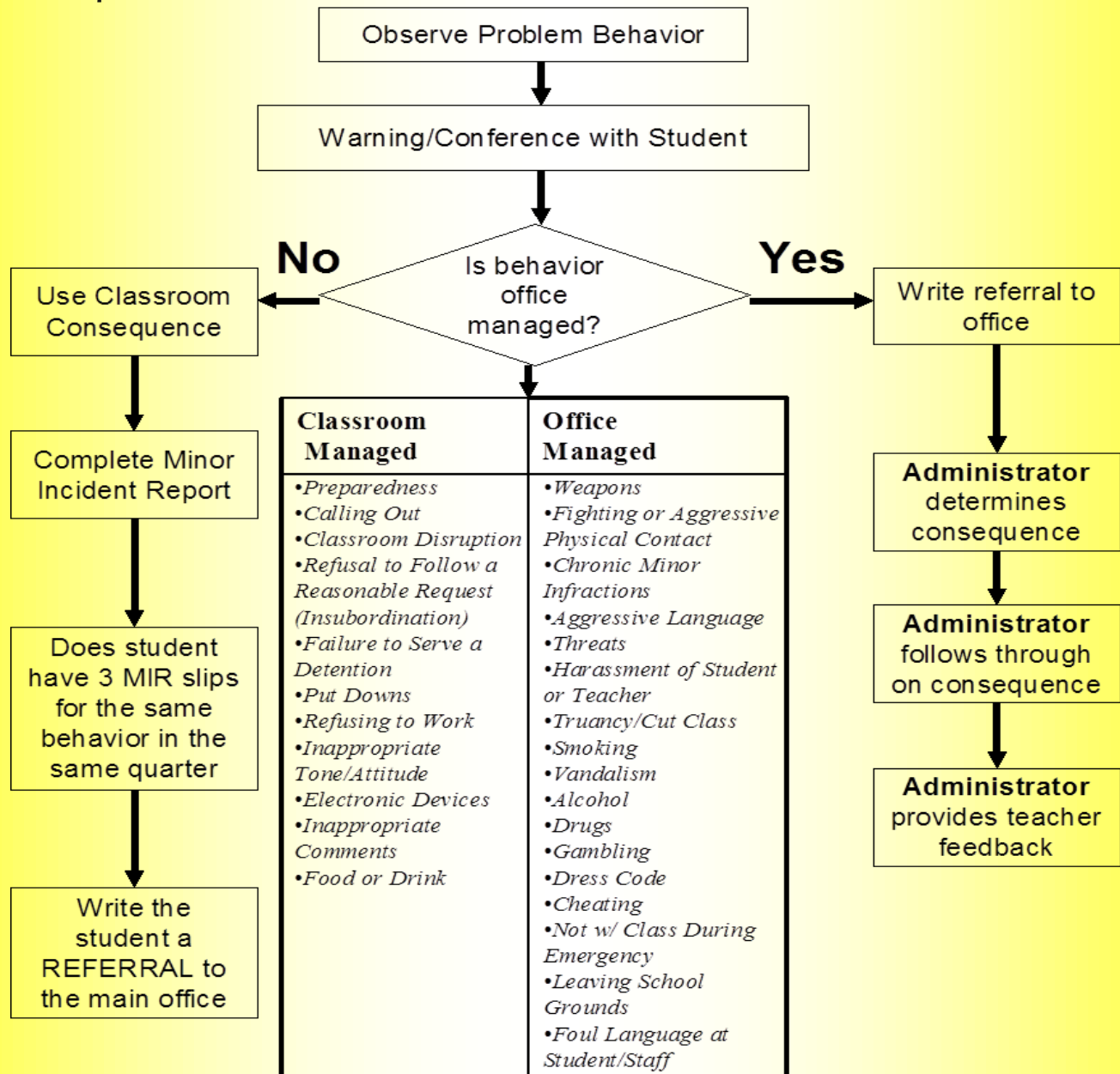
Member's Corner!

I'm going to start sharing some of the emails I get from members. I'll keep it private. Let me know if you like it.

- *I love how administration at all levels always thinks it is just one or two people (and usually it is the union rep. who represents the body) that is complaining. I actually had our admin. ask me if what the union rep. said was true??? Like he would lie and say it just on his behalf.*
- *Please add the SunGard login to check/verify/view your pay stub mess. I sent an email using the provided link because I'm unable to log in to my account. My password was reset and I'm still unable to access my information. I've sent emails requesting further assistance...I'm still waiting for a reply. Standard of Excellence!?! Payroll's attitude seems to be we play by our own rules.*
- *I'm honest with my admin, I don't think I'd feel comfortable with being honest with Dr. Jacobs. I did try telling him about internet hassles with my students online work, and he said he had never heard that before. **(I get this from him a lot!)***
- *The mess with discipline (or lack thereof) and all the associated documentation is driving me crazy. I feel like I am spending as much time on that as teaching.*

PBIS

We're now into our second year with PBIS. I'd like to hear from members how you think it's going. I like the idea behind PBIS but I also think we need fair yet consistent consequences for problem behavior. I've found an example of PBIS that I think we need to request from BUSD. The title is Consequences for Problem Behavior by Rob Horner and Rhonda Nese. I especially like the matrix which gives examples of minor versus major problem behaviors. I also like that teachers still have control over minor behavioral problems.



SIDE BAR ON MINOR INCIDENT REPORTS

- Issue slip when student does not respond to pre-correction, re-direction, or verbal warning
- Once written, file a copy with administrator
- Take concrete action to correct behavior (i.e. assign detention, complete behavior reflection writing, seat change)

Don't forget...the next Rep. Council meeting is a combined meeting.

Monday, December 12th, 2016, 3:30

RCUT