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2014-15

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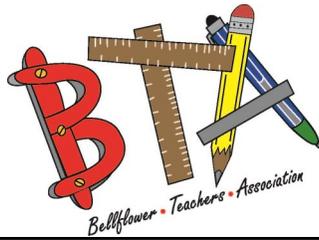
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# The VOICE

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## A New CORE?

It seemed like it was just June 17th last week! Oh well, another summer gone and another year closer to retirement. It's been another busy year for your BTA board and committees. We had members attend the NEA RA in Denver this summer. We also had members attend CTA's UCLA summer institute as well. The insurance committee and I also met numerous times with the district this summer. Our hopes of going with CalPERS were not realized. We will be pursuing that desire for next year. We are currently in negotiations with BUSD to seek an increase to health and welfare as well as change our contract language over COLA. Our next date to meet is Thursday September the 18th.

BUSD hired close to a hundred **new teachers** this summer. Members of your BTA board welcomed them at the new teacher breakfast on August 27th. There were close to 80 new teachers in attendance. I enjoy the energy that new teachers bring and their ability to revitalize the teaching profession. It's been too long! Please help me in guiding and supporting our new teachers.

This is year one of the new **LCAP**. It has made much needed improvements to our school district. A copy of the complete LCAP is available on the BUSD website. I encourage you to take a look at it. It is a three year plan showing the direction that we are all on. I believe that the FOL group is being retooled to morph it into a LCAP style advisory group. I was part of that group last year and it was very powerful. Only a handful of teachers were involved. If you want to

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be a part of MAJOR change then this is the group you want to belong to.

Another major change this year will be the challenge of the new common core state standards, **CCSS**. We have a new math adoption that we are trying to understand as well as scrambling to find resources for ELA. This will be the base year for the **Smarter Balanced** tests that will be used to gauge how well we have done. IT IS A BASE YEAR. We will all do our best but no one should lose sleep or stress out.

Stay tuned,  
Colin Davis

## Money Money

There have been numerous training opportunities made to members. Many of these days were made available to repay members who lost days due to furloughs we took in the past. I would encourage ALL members, new and old to verify what rate of compensation you are being paid before agreeing to a training. Trainings outside of the contract day are **OPTIONAL**. There are three rates of compensation:

- Per diem - this is your daily rate. It is based on your salary
- Hourly - this is now up to \$40.11. Extra period is still 1/6 of your daily rate
- Workshop - Six hours for a \$50 stipend.

It is a member's job to verify the compensation rate before agreeing to a

**<http://www.cta.org/>**

When was the last time you logged onto CTA.org? Does CTA have your correct contact information? Have you moved? It's vital to keep your membership information current. The information you used when you were hired is what CTA uses. If you don't remember your login or password there is a link to reset. Your ID is the number that is printed on your CTA membership card. You receive a new card each year and the number does not change.

## Stay Informed

Make sure you are on my mailing list. Email me your personal email address and what site you are located at. DO NOT use district email account, district computers or district servers. Any mail you send me on my teacher email is deleted. **[Voiceofbta@gmail.com](mailto:Voiceofbta@gmail.com)**

## ***Special Education Services in Bellflower Unified School District***

***By Terri Taylor 2 of 3***

*This article is continued from the December 2013 Voice. It can be found on bellflowerteachers.com under Voice of BTA tab.*

Once a child turns 3 years old and has been diagnosed with a disability, they are eligible to receive services from their local school district. Every student in Special Education must have an (IEP), an Individualized Education Plan, and this can start at the preschool level. The process for identifying children age 0-3 years comes from different sources. BUSD offers a wide range of preschool special ed. services at two schools, Whitewood Preschool (adjacent to the campus of the ILC) and at Foster. The 2 preschool classes at SF are slated to return to Whitewood in the newly renovated childcare building, but the change has not happened yet. At Whitewood, there are 2 special day classes (SDC) for children who qualify under varying conditions such as autism, developmental delay, mental retardation, severe speech and language impairment or a genetic or medical diagnosis which can negatively affect normal development. These children go to school 5 days a week for 3 and a half hours per day. There is also the Preschool Early Enrichment Program (PEEP) program, which offers less intensive services 2 days a week for 3 hours per day, to work on speech and language and school readiness skills. At Foster, there is a preschool autism class that is offered 5 days a week for 5 hours per day, catered to meet the unique needs of this population. Also, there is preschool full inclusion, where children are participating in Head Start preschool with their non-disabled peers, with the support of a credentialed teacher. All of the preschool classes, at both sites, are taught by certificated staff members, and have instructional assistant support. Designated Instructional Support (DIS) such as Speech and Adapted P.E. services are provided, as per the IEP. In addition, Occupational Therapy (OT), is available to all preschool students. OT services are provided by an outside agency and help children to improve their fine motor skills, sensory processing and body awareness skills.

In addition, walk-in speech services are offered at all elementary sites for children ages 3-5 years of age. Special Education referrals are processed by the preschool intake coordinator and are reviewed at the preschool SST. This past year alone, over 100 children, between the ages of 3-5 years were screened or tested for special education through the early referral process, with disabilities ranging from a mild speech delay to a severe handicapping condition. Parents can write a letter to the school district requesting for their child to be tested. However, once the child turns 5 years old, they are considered kindergarten age and will be referred to their home school site for testing.

### **Know Your Weingarten Rights!**

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc.,, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

***If you think you are in trouble you need to know your rights.***

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

## *Site Reps: What IS a Site Rep and What Is Their Job?*

*(This is mostly for our new members!)*

A site rep is a BTA member elected by their site BTA members to represent them as a voting member of the Representative Council (Rep Council) of BTA. Rep Council is the policy making body of BTA. Rep Council is responsible for establishing the Association policies and objectives, adopting the annual budget, approve committees recommended by the Executive Board, establish the dues of The Association, and prepare and submit to the membership for unit vote, amendments to the Constitution and the By-Laws of the Association.

Each site is entitled to one rep for every 10 Association members at the site, or any major fraction thereof (i.e., a site with 1-10 members has 1 site rep; a site with 11-20 members has 2 reps; 21-30 member site has 3, etc.). Representatives shall be elected by and from the active membership for each site. The election shall be by open nominations and by secret ballot. A site representative may not conduct an election in which he/she is a candidate.

Site representatives are the liaison between Rep Council and the active members at the site. They serve as the channel through which written communications and publications are transmitted between The Association and the Active members; represent the views and input of the site membership in votes taken in Rep Council, conducting frequent polls for this purpose (i.e., one-to-one or small group conversations and 10-minute site meetings); and perform additional duties (such as conduct elections, participate on a committee, or represent a member at a meeting with a principal) as prescribed by the Board.

Rep Council meets once a month and a packet of information is handed out for the rep to either post on the Site BTA Bulletin Board or distribute to each member. The site Rep should then hold a 10-minute meeting at the site and share information with the site members.

**Note:** *Without active site representation, it is difficult for members to have a voice in the Association and to know the Union perspective of what is going on in education across the District and the State.*

### *Election of Site Reps for 2014-2015*

The election of site reps to BTA's Representative Council should be held ***as soon as possible*** after school begins in August. This will allow BTA to conduct a brief training for new reps, to update our lists, and to let both new and returning reps know the dates and locations for meetings.

***How does one hold an election?*** Someone, either a current representative or a willing member, offers to run the election. It can be done during a meeting before school, before or after a staff meeting, or another time convenient for the site. Inform administration that a BTA meeting will be held for the purpose of electing site representatives to BTA. Notice of the election should be placed in every members' mailbox.

If using the enclosed form for the election, the person running the election can fill in the School name and the number of reps (*1 per 10 members or fraction thereof*) on each section of the form. Tear off the bottom half prior to election. If nominated and agrees to run, the person conducting the election may not finish it. In that case, any other BTA member can volunteer to complete the election as follows:

1. Ask for nominations for reps; a person can nominate him/herself or someone else; the nominee may accept or decline the nomination;
2. Write the nominees on the top half of the form and make enough copies of the top half of the form to conduct the election.
3. Pass out the ballots for the vote; ask members to fold their completed ballots so it is a secret vote.
4. Tally the results and announce the names of the elected site reps.
5. Fill in the bottom half of the form and fax the results to 562-809-8791.

*Thank you to everyone who takes the initiative, volunteers their time, and conducts the election at each site!!*

**Don't forget...the next Rep. Council meeting of the new school year is  
Monday, October 20th, 2013, 3:30**

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4