

BTA BOARD OF DIRECTORS

2016-17

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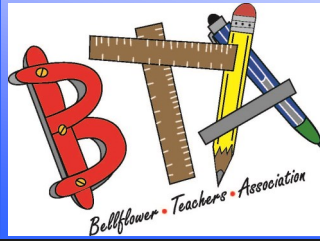
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BTA is affiliated with CTA and NEA



The VOICE

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Welcome Back!

I hope everyone's start for the 2016 school year is going smoothly. It's been another busy year for your BTA board and committees. We had members attend the NEA RA in Washington D.C. this summer. We also had members attend CTA's UCLA Summer Institute as well. The bargaining team has met numerous times concerning on-going negotiations with BUSD. Our biggest goal is to make your insurance costs as transparent as possible. Open enrollment for CalPERS insurance starts on September 12th and runs through October 7th. We have not heard when BUSD plans to start enrollment though. There will **hopefully** be some major changes to how the cost of insurance will be calculated this year. After last year's chaos we're trying again to move to a tiered rate insurance contribution. Single employees will receive \$6,250, single plus one will receive \$11,250 while families will receive \$15,000. Each member still has the additional 1% to deduct from your costs as well. Insurance rates for singles will go DOWN for every plan except one. Last year Kaiser was costing singles \$161.60 a month. It's projected to cost \$63.67 a month. If you take the minimum 1% of \$48.20 that's \$15.47 a month in premiums. We are still in negotiations and we're hoping to have word any day. I'll email you any updates.

BUSD hired more than forty **new teachers** this summer. Members of your BTA board welcomed them at the new teacher breakfast on August 24th. Please help me in guiding and supporting our new teachers.

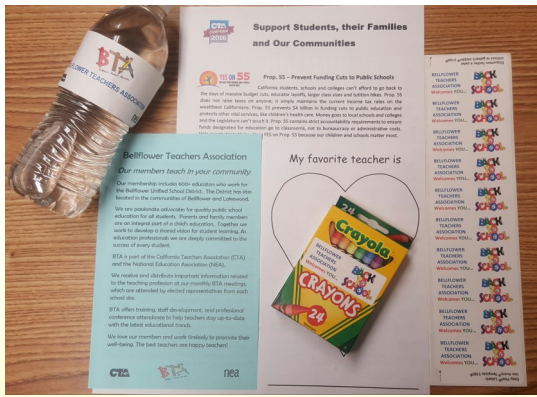
If you find that you have need of the Union or have a questions about our contract please seek out your site representative first. If they are not able to answer your question please email the directors for either the elementary or secondary levels. I'm always available as well. Many thanks for allowing me to have full-time release this year. I will be out at the sites quite a bit this year. I plan on observing and helping in classrooms as well. If you have a program that you would like me to know about please email me.
Stay tuned,
Colin Davis

Community Engagement

A special thank you to our hard working Community Engagement Team! The group included Chair Linda Adkins-Arndt, Jackie Kimmell, Mark Johnson, Barbara Bowles, Robin Mutz-Balogh, Suzanne Perala, Kim Coleman, and Julie & Scott Curl.

We continued our efforts to get our name out in the community by giving away 50+ brand new boxes of crayons to children who were willing to

draw their favorite teacher. Each box was labeled, "Bellflower Teachers Association welcomes you back to school."



Prop 55

Come November We Need To Vote Yes on 55. It Means Protecting Our Students and Public Schools From Returning to the Days of Massive Budget Cuts, Educator Layoffs, Larger Classes and Tuition Hikes.

Unless we maintain tax rates on the **WEALTHIEST CALIFORNIANS** our schools will be hit with

\$4 BILLION IN CUTS

- THOUSANDS** of teachers laid off
- Arts and music programs **SLASHED**
- OVERCROWDED** classrooms
- Community college **TUITION HIKES**

We can't go back. **YES ON 55**

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

<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.

Important Dates

- First Representative Council Meeting Sept. 12th 3:30-4:30
 - AB 420 What does Ed Code really say about student discipline?
Sept. 27th at the Clearwater Building 3:45-5:15
 - Representative Training Sept. 24th 8:15-2:30
- More details to follow. If you're interested email voiceofbta@gmail.com

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 2016-2017

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 first Rep. Council meeting of the new school year is
Monday, September 12th, 2016, 3:30**

RCUT