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2012-13

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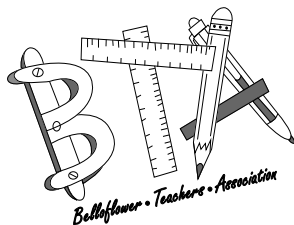
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The VOICE

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A HAPPY
NEW YEAR

According to the Chinese Lunar Calendar, 2013 brings us the Year of the Snake. If you are born in the Year of the Snake, you are keen, cunning, quite intelligent and wise. If you want to know if you're a snake, count back in multiples of 12 years. So if this year your age is 24, 36, 48, or 60...you're a SNAKE!

In this year of the Snake, saving money and being thrifty are strongly advised. It is predicted that all things are possible. To gain the greatest benefits from this year, you must control spending and use your talents wisely.

I believe in this school district, we already have a head start on the advice. We've had to face loss of income so naturally our personal spending has been very controlled. With all the training we have been receiving I know we are using our talents very wisely.

Since we're talking about varying cultures, I guess the interpretations of the Mayan calendar are wrong...because if you're reading this...the world did not end after all. Our earth did not run out of natural resources (but according to the Chinese, we need to be prudent), an asteroid is NOT on its way to destroy our Earth, and Planet Nibiru did not crash into us either.

So I guess, we live each day as if it's the last, as we cannot predict when the work will end. Personally, I've always had a problem with that advice. But does that mean we don't need to Backwards Plan? Guess not...just have a balanced approach.

May this year bring you peace, happiness, and prosperity.

Sincerely,
Your Prez., Elayne

KNOW YOUR RIGHTS !!!



Judging by the numerous phone calls and emails that I, as your president receives, I have come to realize that many members are unaware of their rights under the labor laws, Ed. Code, and BTA contract. When I bring your concerns to Dr. Jacobs each month, he has asked if the teachers have brought the concerns to their site administrators first. I told him it depends upon the climate of the school that the administrators have established. I also told him that in some cases the principal refused to discuss the matter or just simply, wouldn't "budge" on it or come to a collaborative resolution.

I am naively surprised in some cases that teachers rights are actually being violated. It is important for all of you to know that anytime your administrator calls you into a meeting, you are entitled to have representation, by a BTA site representative, Executive Board member, or any teacher at your school. It is very important to invoke your Weingarten Rights. This Rep. is allowed to speak during the meeting, request that questions be clarified, advise the teacher how to answer the questions, and provide additional information.

On the other hand, routine interactions with the supervisor, when simply being informed of discipline being imposed, receiving a work directive, or for routine formal evaluations do not necessitate right to representation.

When I attended the Legal Strand at CTA's Summer Institute last summer, I was very amazed at the numerous ways teachers can so easily get into trouble. Especially in these days of high tech. and social media, CTA is being kept very busy fighting for teachers who are being disciplined and jobs threatened. You cannot be too cautious. As the title above suggests:
KNOW YOUR RIGHTS !!

Reps. from your sites will receive a Mini-Guide of your rights that was provided by past president, Marianne Reynolds, and needs to be redistributed. In addition to the above subject of right to representation, it cites Ed. Code for classroom teacher rights when dealing with students and parents. The brochure will also be posted on our website.

Please try to set aside time to be informed and educated, for your own protection. On April 18, 2013, 4:00, CTA Southeastern Service Center Council, is providing a free workshop, "TEACHER IN THE LAW", that you may attend. As we get closer to the date, I'll send out a reminder to RSVP your attendance if you would like to go. I hope to see many of you BTA members there!

Regards,
Elayne



Hope your vacation was relaxing and most enjoyable.
The first Rep. Council meeting in 2013 is scheduled for
Monday, January 28, 2013, 3:30
RCUT office