



Banning  
Teachers  
Association



BTA

December 2015



### Site Spotlight: Hemmerling Elementary

Hemmerling has been host to Saturday School twice since the program began, and we love it! The students and staff that run it have reported wonderful experiences, and there have been excellent turnouts each time. Students take part in subjects like Art and Physical Education, which often get overshadowed by Language Arts and Math. Our attendance record is climbing and we are excited to be able to offer our students this opportunity to learn and socialize in a safe place!

### Executive Board

**President Anthony Garcia,**  
Nicolet Middle School

**Vice President Muriel Tso**

**Secretary LuAnn VanPool,**  
Cabazon Elementary

**Treasurer Bee Yang,**  
Hoffer Elementary



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**Secretary LuAnn VanPool, Cabazon Elementary**

**Treasurer Bee Yang, Hoffer Elementary**

## Executive Board

## Negotiations

Dimitra Krick, Chair  
 Michael O'Neill  
 Janelle Poulter  
 Randy Robinson  
 Bruce Ward

Alternate: Leslie Sattler

## Representative Council

### Banning High School

Thomas Lara  
 Michael O'Neill  
 Janelle Poulter  
 Phil Takaes

### Central Elementary

Laura Irwin  
 Dave Larson  
 Alberto Maldonado

### Cabazon Elementary

Pam Valencia

### Florida St. Discovery Center

Kathi Allen

### Hemmerling Elementary

Robin Smith  
 Bruce Ward

### Hoffer Elementary

Dawn Dezern  
 Sue Ann Dunham

### Nicolet Middle School

Ramona Anderson  
 Consuelo Klonecz  
 Randy Robinson  
 Ashley Smith

### Coombs Alternative Campus

Alan Van Tassel  
 James Waedekin

### Itinerants

Nicole Henderson-Smith

## DO YOU KNOW YOUR CONTRACT?

In our contract we have two types of transfers. One is the voluntary type, where a member requests to transfer to another site. The other type of transfer is the involuntary transfer.

In voluntary transfers, a BTA member must fill out a "Request for Transfer" form and give it to your immediate supervisor or the Human Resources office at the district office. All requests for voluntary transfers from one position to another shall be considered on the basis of three criteria: 1) Credentials to perform the required services 2) District wide seniority, 3) Experience and interest in the area of the requested transfer. If you are not given a position that was requested for voluntary transfer, and was available, within 48 hours of the position being denied to you, you may request in written response, with the specific reasons for the denial of the transfer.

In an involuntary transfer, the district may find it necessary to reassign a staff member. When the district determines a reassignment is necessary, effort shall be made to secure voluntary transfers. If you are involuntarily transferred, you have prior rights to the previous position if the position becomes available, the next school year. An example of this, is if because of declining enrollment, they involuntarily move you from one school to another, and at the beginning of the next school year, your previous position is available at your original school, you have first right to that position.

## Benefits

Open enrollment is the time that all employee's have the ability to alter, or change their benefit plan. All employee's have to log on to their benefit bridge, when the open enrollment is available, and make changes, or confirm their medical, and dental options. This year open enrollment will be at the end of April.

Starting in February, all employees will begin getting information from the district regarding their health benefit options. The information will continue being sent to you up until the time of open enrollment. Please take the time to read all information. The information will help you make choices that are best for you or your family.

The cost for each health benefit option will become available when they are released in March. This will be the time that we find out if there are any increases or decreases to the health plan costs. In addition to the cost, BTA still negotiates for better settlements in district covered health costs. This year, the district agreed to pay any increase in health care costs. That agreement ends at the end of this contract year. Currently in the contract it states that the district agrees to pay \$9944 of our health care costs.

Open enrollment usually last for up to 3 weeks. Please do not wait for the last minute to make your selections. It becomes crunch time at the end and sometimes when you log on, you might make choices you were not really wanting and it will be in place for a year, or until open enrollment again. Please attend the health fair. You can ask important questions at the health fair about your health benefits options.

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