



# News & Views

◆ Billings Education Association ◆ 510 North 29th Street ◆ Billings, MT 59101 ◆ 1-406-248-9812 ◆

Join the BEA, Golden Apple, SD2, & Education Foundation in ...

## A Night of Appreciation

**T**ickets to the Educator Appreciation Awards Banquet go on sale Monday, April 5, 2004.

The evening promises to be as fun and exciting as last year with Mace Archer as Master of Ceremonies and *The Funky Bunch Improv Troupe* providing entertainment throughout the awards presentations. Winners of the **BEA Awards, along with five Golden Apple winners, School District 2 retirees and 25-year employees**, will be honored. The recipients of the *Roger Eble Scholarship*, the *Jim Rickard Staff Development Fund* and *Mini-Grants* from the Education Foundation will also be recognized at the evening program. To add to the air of anticipation, several door prizes will be given away throughout the evening.

The annual event takes place on Wednesday, April 28, at the Billings Holiday Inn Grand Ballroom. The evening starts at 5:30 p.m. with Friendship Time. A dinner of Chicken Cordon Bleu will be served at 6 p.m. and the awards program will begin at 6:45 p.m. Tickets are \$14 per person and will be available through your Building Representative or can be purchased at the BEA office. The last day to purchase tickets will be April 21.



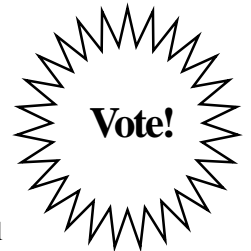
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## Annual BEA Election

April 20, 2004

**S**even Board of Directors positions and ten *MEA-MFT* Representative Assembly delegate positions are up for grabs next month. A Nominating Meeting will be held at the **BEA** office on Tuesday, March 30, at 4:15 p.m. to nominate members for the available seats. Self-nomination forms are available at the **BEA** office and will be accepted until April 1.



Several **BEA** By-Laws revisions will also appear on the ballots. These revisions were published in last month's issue of the *News & Views* and can be viewed on-line at [www.beabillings.org/NV204.pdf](http://www.beabillings.org/NV204.pdf)

Balloting will take place in the school buildings on Tuesday, April 20, and **BEA** Building Representatives will bring the voted ballots to the **BEA** by 5 p.m. that same day so they can be counted by the Election Committee. The results will be announced that evening!

### Positions to be Elected:

President	Director-at-Large #2
1 <sup>st</sup> Vice President	Director-at-Large #3
2 <sup>nd</sup> Vice President	High School Director
Secretary	10 Delegates for <i>MEA-MFT</i> RA

## Thank You for Nominations!

**T**he **BEA** Awards Committee — **Diane Welhaven, Rondel Smith, Sue Bach, Lorraine Verploegen, and Pat Joyce** — would like to thank members for the many letters of nomination for the 2004 **BEA** Awards. The committee will review the nominations and make their selections for **BEA** *Teacher of the Year, Teacher in the Community, Exemplary Associate, Exemplary Administrator, and Friend of Education*.

The winners will be announced in April and will be honored at the *Educator Appreciation Awards Banquet* on April 28.



FROM  
THE BEA  
PRESIDENT



# SDC to determine beneficial training

The President




Over the course of the year, questions about the *Professional Development and Staff Development* committees have surfaced. There seems to be some confusion as to the responsibility of each committee. Each committee deals with staff development issues and teachers act as committee members but the roles and obligations differ greatly.

college credit such as the *ER&D* class on *Foundations of Effective Teaching*.

The *Staff Development Committee (SDC)* is a 15-member committee made up of support staff, administrators and teachers. This committee is newly formed and has been meeting since October of 2003. The committee oversees a limited budget that has been approved for staff development opportunities.

The *Professional Development Committee*, a long standing committee, is comprised of three teachers and three administrators. They meet five times per year and their main task is to approve classes that can be taken for step-up credit on the *SD2* salary matrix and *OPI* renewal units. The committee also addresses the need to find classes that are flexible, convenient, and less expensive than college classes. The current step-up form identifies eight staff development priorities. This form can be found in *Appendix A* of our *Master Agreement*. Re-evaluating this process will be considered for discussion in future negotiations.



**During the 2004-2005 school year, the SDC committee will play a key role in reviewing the sessions that occur on Pupil Instruction Related (PIR) days.**

Allan Audet  
BEA President

Individuals requesting funding for their staff development ideas must present their proposals to this committee. It is the *SDC's* responsibility to determine if the request is in alignment with District needs and if funding will be provided.

Trainings that have recently been funded include *Language Training for Special Education* and *Big Sky Stars* (a workshop on construed response questions in math), support staff training, and matching money for training *ER&D* teachers.

The *Professional Development Academy (PDA)* is structured so that it is non-profit. The fees for the classes pay for the instructors and supplies. Individuals taking the classes are charged \$55 for each step-up credit or 10 hour class. Each class has to be a minimum of 10 hours and must have a component that requires work to be done outside of the classroom. To be eligible to teach in the *PDA*, instructors must complete an application available at the Lincoln Center. The application is then reviewed by the *PDA* committee and, if approved, the class is advertised to determine interest. If enough people sign up for the class and pay the fees for instructors and supplies, it can be offered. Some of the classes are offered for

During the 2004-2005 school year, the *SDC* committee will play a key role in reviewing the sessions that occur on *Pupil Instruction Related (PIR)* days. Each training, whether it be site based or designed by the District, will be evaluated. The *SDC* will determine if the workshops are effective and if they meet the goals for which they were intended. If it is found that they do not, the committee will have the authority to remove the classes from any future *PIR* days. The ability to evaluate and be part of the decision-making process should ensure quality training, beneficial to classroom teachers and support staff.





## Nominate Montana Teacher of the Year



**T**he *Montana Professional Teaching Foundation* is now accepting nominations for the *2005 Montana Teacher of the Year*. The following criteria is necessary to win the award.

### Candidates must:

- ☆ Teach as a full-time classroom teacher and must work in any state accredited school, pre-kindergarten through grade twelve.
- ☆ Continue in an active teaching status in Montana and must have earned at least five years of full-time teaching experience.
- ☆ Earn the respect of students, parents and colleagues. Stay abreast of current educational theory, and work well with fellow professionals.
- ☆ Nominee's contributions to education must transcend the expectations of the classroom.

Nominations for the *Teacher of the Year* must be submitted by a teacher, school administrator, student or parent. The nomination must include the candidate's name, address, school, phone numbers, and a brief paragraph. The nominator must also submit his own phone number.

Nominations should be mailed to *Montana Teacher of the Year*, 1232 E. 6th, Helena, MT 59601. The deadline for nomination is April 22. Any questions should be directed to Judy McMaster at 1-800-398-0826.

All finalists and the *2005 Montana Teacher of the Year* will be honored in a special ceremony at the annual MEA-MFT Educator's Conference on October 21 - 22 in Helena.



## Thank you, Thank you, Thank You!

**S**upport *Your Schools* would like to thank everyone for their efforts to pass the School Bonds. At press time, the election results are still unknown but voter turnout has been very impressive.

Thanks to those who publicly announced support of the elementary renovations, building a new high school and renovating the existing high schools in the *Billings Gazette* ad. Thank you to those who helped with the school tours and public meetings. All of you who distributed brochures, flyers, and took the time to talk to parents, students, neighbors and friends about the bonds are appreciated.

Pass or fail, your efforts were magnificent and appreciated!

## Retirement Reminder

**I**f a teacher is planning to retire soon, he or she should be aware of these *Severance Notification* deadlines. Staff must submit a notification by the following dates to receive the listed percentage of benefits.

After March 1	100%
After April 1	95%
Last day of School	90%



## Notice

## KNOW YOUR MASTER AGREEMENT

### Prep Time—Elementary

#### Conventional elementary teachers and elementary librarians

will be scheduled no less than 300 minutes of preparation time in normal week and within the workday. Lunchtime is not to be considered a part of preparation time.

#### When specialists teach students, the classroom teacher is

excused from classroom responsibilities and will utilize the time as a preparation period.

#### Other teachers (counselors, social workers, psychologists,

speech therapists, audiologists, and itinerant teachers

assigned to special education, audio/visual personnel, etc.) will schedule 300 minutes of preparation time into their normal weekly schedule.

### Prep Time—Middle & High School

#### Middle and High School teachers will be provided no less than

300 minutes of preparation time in a normal week and within the workday. Again, lunchtime is not to be considered a part of preparation time.

#### Preparation time is available to teachers teaching half time or

more.

For more information on **prep time, workday, and duty free lunch** go to page 7 and 8 of the *Master Agreement for Article VI School Day*.

*Do you have a question concerning your contract? Would you like an issue addressed in this column? Send your questions to [shaunabeal@aol.com](mailto:shaunabeal@aol.com)*

*A little  
note of thanks*

*...  
For a whole lot  
of  
thoughtfulness*

## Radio Shack announces winner

**M**argaret Aukshun is one of 100 high school math, science, or technology teachers in the nation to receive the *2004 RadioShack National Teacher Award*.

Aukshun currently teaches *Algebra I, Honors Algebra* and *Integrated Math* at West High School. She was recognized because of her utilization of technology in her classes, such as graphing calculators, calculator-based laboratories, and computer simulations.

## Congratulations



Aukshun will receive a \$3,000 award from *RadioShack*.



## March/April 2004 Calendar

March 30	BEA Nominating Meeting
April 1	Close BEA Election Nominations
April 2/3	MEA-MFT Representative Assembly
April 2	PIR Day
April 5	Awards Banquet Tickets on Sale
April 9	Vacation Day
April 11	Easter Sunday
April 14	BEA Board of Directors
April 20	Representative Council/BEA Elections
April 21	Last Day for Tickets/Awards Banquet
April 28	Educator Appreciation Awards Banquet

## April = Fair Housing Month

The Billings Community Housing Resource Board (CHRB) has available a Speaker's Bureau, education materials, and a short video dealing with Fair Housing, other housing and independent living questions that may face the student population.

Patterned after Chapter 6 in the Street Law curriculum, the CHRB's award winning materials and program are available for use and appearances with just a few weeks notice. Contact the CHRB at 256-9355 or via email at chrb@mcn.net.

April is Fair Housing Month. Consider joining the fight for equal rights in housing by scheduling a CHRB presentation.

## Classifieds

### FOR SALE : 1999 FORD EXPLORER XLT 4X4

All Wheel Drive, Auto Loaded/w/pwr  
Rear Heat/AC, 88,000 miles, Excellent Condition  
4.0 SOCH 6cyl **\$9,550**

W: 248-9812 H: 652-7858



### FOR SALE : 2001 DODGE INTREPID SE

Cinnamon Glaze color, loaded, automatic, 32K miles, extended factory warranty, must sell, **\$9,400 OBO**  
252-1307 evenings. 406-255-6405



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## News & Views

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[www.beabillings.org](http://www.beabillings.org)

## Flexible Policies Help Teachers

The U.S. Department of Education released the following changes in the teacher requirements under the *No Child Left Behind (NCLB)* policy. Three new policies will take effect immediately and address the challenges of teachers who teach more than one subject, especially those teachers in rural districts and science teachers.

Under the *No Child Left Behind Act*, qualified teachers must hold at least a bachelor's degree, have full state certification or license, and have demonstrated competence in their subject areas. The law calls for all teachers of core academic subjects to be qualified by the end of the 2005-06 school year.

One of the new flexibility provisions recognizes that teachers in small areas are often assigned to teach multiple subjects and may need additional time to meet the requirements in all subjects they teach. As long as teachers in eligible districts are qualified in at least one subject, they will have three more years to become qualified in the additional subjects they teach; newly hired teachers would have until their third year of teaching.

For science teachers, the Department's guidance will allow states to use their own certification standards to determine subject-matter competency, rather than requiring it for each science subject.

The third flexible provision assists current teachers who teach multiple subjects, especially teachers in middle schools and those teaching students with special needs. Current teachers now have the option—instead of taking a test or going back to school—to demonstrate subject-matter competency through a process called *HOUSSE*—high objective uniform state standard of evaluations. The *HOUSSE* may include a teacher's experience, professional development as measured by students test scores, continuing education, and other objective evaluations.

The change streamlines the process by allowing teachers to demonstrate subject-matter knowledge through one procedure for all the subjects they teach while maintaining the same standard for subject matter mastery.



This week Linda McCulloch, superintendent of Public Instruction, stressed that these new policies might ease administrative burdens for some schools but the provisions are just as cumbersome for Billings. McCulloch adds that Federal rules still require teachers to get additional college training—without providing a way to pay for it.

### Her solution:

- Maintain Montana's own highly qualified teacher standards.
- Revise Federal rules to allow states—not the Federal government—to set the standard for teacher qualifications.
- Enact State legislature to provide scholarships for teachers who commit to working in Montana schools in subjects that are shorthanded.
- All school children deserve highly qualified teachers. They don't need Federal mandates to get those teachers.