



## NEWSLETTER OF THE BEVERLY HILLS EDUCATION ASSOCIATION



### ASSOCIATION OFFICERS

#### Certificated Officers

President: Mark Frenn  
Vice President: Merle Bauer  
Secretary: Kate Biggs  
Treasurer: Stewart Horowitz

#### Classified Officers

President/OTBS: Margo Bender  
Vice President/OTBS: Patricia Garcia  
President/IA: Linda Omansky  
Vice President/IA: Carol Courneya



## Proper Certification a Priority for District

Some certificated members may find that their credentials need some minor adjustments due to recent changes by the CTC. Specifically, the CTC is mandating that teachers of Special Education obtain proper certification in Autism Spectrum Disorders. The District is investigating options for these teachers to complete the necessary course work in a timely manner.

In addition, some members have not yet acquired certification to work with EL students. Several years ago, the District offered SDAIE training courses to all employees; however, not all members took advantage of that opportunity, for one reason or another. The District will be working with these employees to make sure they receive the necessary certification as soon as possible.

BHEA reminds all of its members to review their credentials and make sure they are properly certified for the classes they are teaching. Members should also note the expiration date of their credentials and take steps to renew them in a timely manner.

## BHEA Engaged in Constructive Bargaining Talks with District

Using the Interest-Based Bargaining (IBB) Model, BHEA and the District have met several times to discuss items on the prioritized list of topics to be bargained this year. In priority order, these include:

1. Total Compensation
2. Hours
3. Class Size
4. Professional Assessment
5. Transfers & Reassignments
6. Peer Assistance/Review (PAR)
7. Parent Complaints
8. Inter-district Student Permits

The BHEA Bargaining Team reports that the talks have been very open and productive, with a real sense of trust in the room. This is especially important as the two sides strive to make progress despite the difficulties presented by the state and federal budget problems.

To assist your bargainiers, the site reps will soon be holding a series of meetings with their respective members in order to get input on various ideas that could surface later this year at the

bargaining table. Talking points will address some proposals by school board members as well as other topics of interest, including:

- District Reserves
- New/Expanded Programming
- Length of Class Time
- Length of School Year
- Length of School Day
- School Year Calendar
- Working Conditions
- Flex Schedule

All certificated members are strongly encouraged to attend these meetings and share their thoughts on these and other matters of concern. Your feedback will prove most beneficial to your bargainiers.

### Your Bargaining Team

Chris Bushee (Chair)  
Petrina Arth (HM)  
Bob Bailey (HAW)  
Gregg Riesenber (HS)  
Raelene Vance (BV)

## Payroll Concerns Require Self-Monitoring

Members have reported problems with changes to their salaries due to column advancements. BHEA has been in talks with the District and is pleased to note that most cases have been resolved. Business Services has pledged to process all outstanding retro checks and get them out before

the start of Winter Break.

Also, teachers have discovered errors with their total number of sick days. BHEA asks all of its members to verify the accuracy of their current rate of pay and their number of sick days and to report any discrepancies to Teresa Cortes or Nikkie Robles in Payroll/Benefits .

## Korbatov, Goldberg Head School Board

Lisa Korbatov will serve as the next President of the School Board, with Brian Goldberg serving as Vice President . BHEA extends its best wishes to both for a successful year and looks forward to more positive collaboration with the Board and Administration.

# What's New on Page 2

## REP COUNCIL

### Officers

Certificated President: Mark Frenn  
Certificated V.P.: Merle Bauer  
OTBS President: Margo Bender  
OTBS VP: Patricia Garcia  
IA President: Linda Omansky  
IA V.P.: Carol Courneya  
Secretary: Kate Biggs  
Treasurer: Stewart Horowitz

### Directors

K-5: Temmy Lehman  
K-5: Shelly Lucky  
M.S.: David Siskin  
H.S.: John Borsum  
K-12: Jean Nelson

### Representatives

BV: Susie Pastor  
Ryan Lisko  
ER: Ellen Kwon  
Alyssa Para  
HAW: Bob Bailey  
Stephanie Lehrer  
HM: Petrina Arth  
Mary White  
HS: Susan Chamberlain  
Joanie Garratt  
Bill Hiatt  
Jose Peixoto  
Emily Smith  
Michelle Sterne  
DO: Sergio Mandiola  
OTBS: Jo Roberts  
Reiona Smith  
IA: Mina Zargar  
CTA State Council  
Chris Bushee

## Contract Corner: Hours

All certificated members are reminded that the basic daily assignment, on site, is 7.5 hours and that teachers must sign in at least 15 minutes prior to their first class, but no later than 8:15. These members are also entitled to at least 250 minutes per week of uninterrupted prep time.

BHEA asks all of its certificated members to make sure these provisions of the contract are followed and to contact their site reps if they have any questions or concerns about these or other contract issues.

## Taking Care of Business

### Roth IRA vs. 403(b)

Recently, an email was sent to all staff claiming that the Roth IRA could replace the 403(b) retirement account. The missive from National Educational Services fails to detail the benefits and drawbacks of either of these options.

BHEA cautions its members to be wary of such advertisements from any vendors who are not CTA endorsed. For information on retirement accounts, such as the Roth IRA, 403(b), and 457 Plans, visit [CTAinvest.org](http://CTAinvest.org) or talk to your personal financial planner.

### Subs' Way

Any Day-to-Day substitutes who worked 50 or more days in a school year are recognized members in BHEA for the following school year. Qualifying substitutes are asked to contact Mark Frenn ([mfrenn@bhUSD.org](mailto:mfrenn@bhUSD.org)) to get more information on becoming an active and fully included member of BHEA.

### I.E.P Meetings

BHEA is working with the District to address several key points involving IEP meetings and their impact on the teaching day, including:

- Scheduling IEP meetings and setting length of time for meetings;
- IEP meetings that conflict with contractual prep time minutes;
- Rules for suspending or continuing an IEP meeting to a later date.

BHEA and the District are hoping to establish guidelines to assist members in dealing with future IEP meetings.

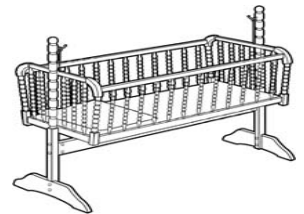


### Maternity Leaves

Every mother on maternity leave has her hands full with caring for a newborn child. However, it is still very important that she maintain good communication with Human Resources to make sure she receives the maximum benefits for her leave based on the various state and federal legislation governing maternity.

The Pregnancy Disability Act (PDA) is a state law that allows for a maximum of 4 months of leave, depending on when a doctor indicates the mother is no longer disabled. The California Family Rights Act is another state law that allows for an additional 12 weeks of leave after the PDA is concluded. On the federal level, the Family Medical Leave Act (FMLA) provides 12 weeks of disability leave, which runs concurrent with the PDA.

Due to the confusing nature of the interplay between these various pieces of legislation, expecting mothers should keep Human Resources in the loop at all times and give ample notice of any plans for a leave.



## BHEA Volunteer Opportunities

The strength of our Association is dependent on the efforts of its members. Please contact Mark Frenn (at [mfrenn@bhUSD.org](mailto:mfrenn@bhUSD.org)) for information on volunteering for the following:

- Organizing Committee — at least one member per site to serve as the “eyes and ears” of the campus, handling any non-contractual matters that affect the working environment of the employees;
- Outreach Committee — at least one member per site to serve as the representative for BHEA to maintain open communication with the PTA, Site Council, and BHEF.