



NEWSLETTER OF THE BEVERLY HILLS EDUCATION ASSOCIATION



ASSOCIATION OFFICERS

Certificated Officers

President: Mark Frenn
 Vice President: Merle Bauer
 Secretary: *(vacant)*
 Treasurer: Stewart Horowitz

Classified Officers

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



BHEA Endorses For School Board

BHEA has, once again, chosen to take an active role in the democratic process by endorsing three candidates for the upcoming School Board race. At its recent meeting, the BHEA Rep Council accepted the PAC (Political Action Committee) recommendation and voted 14-0, with 4 abstaining, to endorse candidates Dr. Brian Goldberg, Mrs. Frances Bilak, and Mr. Andy Licht, in the election taking place on November 8.

The BHEA PAC interviewed all four candidates vying for the three open seats on the Board. The candidates were asked a wide variety of questions involving issues of interest to BHEA. All three bargaining units were represented on the PAC: I.A., OTBS, and Certificated.

BHEA will continue its support of the three endorsed candidates by sending out mailers and walking door-to-door, beginning Saturday, Sept. 24. All members interested in volunteering to help should contact their site rep, Chris Bushee, or Mark Frenn.

Summer Bargaining Agreement

During the summer, the Certificated Bargaining Team met with the District Team to discuss the need to implement pay cuts in the form of furloughs. Many factors had to be considered, including the State Budget that was passed in June, the economic forecast for the rest of 2011, and the impact of these factors on Basic Aid districts.

Over the course of four bargaining sessions, the teams managed to reach an agreement, in the form of an MOU (memorandum of understanding), that would keep furloughs from taking place at the present time. The MOU establishes the conditions under which BHEA and the District would resume negotiations on this matter later this school year.

The Executive Board of BHEA was kept apprised of developments during the summer negotiations and continued to provide direction to the Bargaining Team. The MOU was then brought before the Rep Council, where it was approved by the entire body. The full text of the MOU is as follows:

Given the current economic situation and uncertainties reflected in the State Budget, BHEA and BHUSD agree to implement 0-7 furlough days during the 2011-12 school year, should the trigger provisions contained in the State 2011-12 Budget Act be pulled. The number of days will be determined by the implementation of the trigger provisions specific to revenue shortfall. If the trigger is pulled, bargaining regarding the furlough dates will commence January 2012. If the implementation of the trigger provisions explicitly excludes Basic Aid districts, furlough days may be unnecessary.

BHEA thanks the summer Bargaining Team for all of their hard work.

Summer Bargaining Team

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

Benefits Fair Returns in October

BHEA will host its second annual Benefits Fair for all of our members during the week of October 24. Each day of the week, the following vendors will visit a different site to set up shop and inform members of the various products and plans that they offer:

- First Financial Credit Union
- Schools First Credit Union
- California Casualty Insurance
- The Standard Insurance

The response to last year's fair has been extremely positive and this year is expected to be just as exciting. Members will be notified, once the schedule of site visits is finalized.

The credit unions can be contacted in advance at the following phone numbers:

- Cassidee Nguyen (First Financial) (800) 537-8491 ext. 5131
- Shawna Kerlegon (Schools First) (714) 227-5582

NEA for Life!

NEA's Complimentary Life Insurance benefit provides the following coverage to BHEA members at no cost:

- Up to \$1,000 group term life
- Up to \$5,000 accidental death and dismemberment
- Up to \$50,000 accidental death and dismemberment while on the job
- \$150,000 life insurance for unlawful homicide on the job

To sign up, call (800) 637-4636.

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: *(vacant)*

Treasurer: Stewart Horowitz

Directors

K-5: Temmy Lehman

K-5: Shelly Lucky

M.S.: David Siskin

H.S.: John Borsum

(vacant)

K-12: Jean Nelson

Representatives

BV: Ryan Lisko

(vacant)

ER: Ellen Kwon

Alyssa Para

HAW: Bob Bailey
Stephanie Lehrer

HM: Petrina Arth

Mary White

HS: Joanie Garr

Bill Hiatt

Jose Peixotoiatt

Emily Smithxoto

Michelle Sterne

(vacant)

DO: Sergio Mandiola

OTBS: Jo Roberts

Reiona Smith

IA: Mina Zargar

CTA State Council

Chris Bushee

Taking Care of Business

Catastrophic Sick Leave Program

Members are encouraged to donate one (1) sick leave day to the CSLP as a way of helping our colleagues who are coping with catastrophic illnesses that cause them to miss many days of work.

Members who exhaust their accrued sick leave days are reduced to half-pay for each subsequent absence. This, on top of the many costs associated with having a serious illness, can result in a significant financial burden. Donating a day can help.

Anyone who donates a day will also be eligible to participate in the plan, should the need arise. Please donate.

PTA Partnership

Thanks in large part to the generous efforts of the school PTA's, the learning environment in our district is greatly enhanced. BHEA strongly encourages all of its members to actively support their PTA's by becoming fully-paid members.

Each school PTA should have a teacher representative, appointed by the site administrator, on its local board. These teachers are the liaison between the PTA's and the general membership.

Know your teacher rep and find out what's going on with your PTA.

Bargaining Begins for 2011-2012

Certificated bargaining sessions for the 2011-2012 school year began on September 15. This year's certificated team representing BHEA consists of the following members:

- Gregg Riesenberg (Chair)
- Petrina Arth (HM)
- Chris Bushee (HS)
- Alyssa Para (ER)
- Raelene Vance (BV)

Following the results of the surveys from the general membership and the direction given by the Executive Board, the bargainiers represent the interests of BHEA in negotiations with the District. After each session, a joint communication is published to keep all members updated on the discussions taking place.

Members are encouraged to attend site meetings with their reps throughout the year to receive additional details on bargaining. Any questions, comments, or concerns should be shared with the site reps or directly with members on the Executive Board.

Certificated Bargaining Dates

Note: All bargaining sessions will be held on Thursdays this year.

<u>2011</u>	<u>2012</u>
September 15	January 26
October 20	February 9
November 10	March 8
December 8	April 5
	May 10

In addition, June 14 has been set aside in case an additional day is needed.

Survey Clarification

To better understand the intentions of its members, BHEA will be issuing a follow-up survey to get further clarification of some of the responses on the recent bargaining survey. For example, "Class Size" could refer to the student/teacher ratio, the need to balance out the number of students at grade levels between sites, or balancing the classes of a single teacher.

The follow-up surveys will be sent out shortly. Your responses are most helpful.

Contract Corner:

Hours of Work

Article IV stipulates that the basic daily assignment of all certificated members shall be 7.5 hours. This includes teachers, counselors, nurses, librarians, and psychologists. In addition, full-time teachers must sign in at the Main Office at least 15

minutes before their first class, required meeting, or conference period, but no later than 8:15 in the a.m.



Special Election

The following vacant positions in BHEA leadership need to be filled by enthusiastic members:

- Secretary
- High School Director
- Beverly Vista Site Rep
- High School Site Rep

A special election will be held on September 27 to fill these positions. For further details or to indicate your interest in running for any of these spots, please contact Mark Frenn, by noon, on Monday, Sept. 26.