

BHUSD/BHEA JOINT COMMUNICATION
for the Certificated Bargaining Session on September 21, 2010

This is the first Joint Communication of the 2010-2011 school year. Joint Communications are authored collaboratively by BHEA and BHUSD representatives of the negotiating team. The purpose of this document is to inform members of the school district about the issues being discussed at the table and to provide ongoing updates. The team has agreed upon the parameters for the release of information and is committed to including as much detail about the issues being discussed as possible while at the same time protecting the integrity of the negotiations process. Negotiating representatives have made a commitment to keep their respective governing boards fully informed as to the progress of negotiations throughout the year.

The 2010-2011 negotiating team met for the first time on September 21, 2009. BHEA representatives are Petrina Arth, Bob Bailey, Chris Bushee, Gregg Riesenberg, and Raelene Vance. BHUSD representatives are Alex Cherniss, Dana Findley, Dave Hoffman, Dawnalyn Murakawa-Leopard, and Jen Tedford. The negotiations process is facilitated by Steve Taylor, and CTA Labor Representative Penny Upton attends negotiation sessions as well.

The group discussed concerns about the possibility of further revisions to the high school student bell schedule. It was reported that, while the bell schedule is an ongoing topic of conversation amongst teachers, parents, students, and administration, before any changes are made, proposed revisions would be communicated to department chairs and teachers prior to implementation.

Because there are several new members of the team, the group spent a portion of the meeting reviewing and educating the team on the protocols to be used while negotiating. The team uses a method of bargaining called Interest Based Problem Solving, which allows for extensive collaboration and brainstorming to arrive at the mutually beneficial agreements. The team discussed the topic of Peer Assistance and Review (Article XXII) as a training model for new bargainers.

The district provided a budget update to the negotiating team. The district presented a summary of 2009-2010 revenue and expenditure categories and figures. While the budget reflects deficit spending in 2009-2010, the ending balance remains healthy. Budget projections for the 2010-2011 school year show a decline in revenue based upon anticipated state funding reductions. However, the district hopes to realize significant savings as a result of decisions not to fill vacancies created through natural attrition as well as through ongoing efforts to review and reduce operating expenses wherever possible. The team discussed several areas of the budget that may still change over the course of this year, including local property tax receipts, state revenue (the state budget for this year has yet to be approved), local revenues from fundraising and the Joint Powers Agreement, federal stimulus funds, etc.

BHEA and BHUSD will come to the next meeting prepared to prioritize a list of items to be negotiated for this year. This list will be submitted for approval at a subsequent Board of Education meeting.

The next regularly scheduled negotiations session will be held on November 2, 2010, but the team may meet earlier if calendars allow. Negotiating team members are available to listen to your feedback and communicate your suggestions to their respective organizations.

Please do not reply to this email. If you have questions, please contact your BHEA representative or the Human Resources Department at the District Office.