

BHUSD/BHEA JOINT COMMUNICATION
for the Certificated Bargaining Session on October 25, 2010 and November 2, 2010

The negotiating team, consisting of Petrina Arth, Bob Bailey, Chris Bushee, Alex Cherniss, Dana Findley, Dave Hoffman, Dawnalyn Murakawa-Leopard, Gregg Riesenber, Steve Taylor, Jen Tedford, Raelene Vance and CTA Labor Representative Penny Upton, met on both October 25 and November 2, 2010.

Both BHEA and the District presented their negotiating priorities for the 2010-2011 school year, based upon information gathered through surveys of their constituent groups. After discussing each group's concerns and interests, the group agreed to take up the following topics in priority order:

1. Total Compensation
2. Hours
3. Class Size
4. Professional Assessment
5. Transfers and Reassignments
6. Peer Assistance and Review
7. Parent Complaints
8. Permits

In addition, the group plans to clean up and update a variety of other portions of contract language and clarify areas where language has led to confusion in the past. At its November 9, 2010, meeting, the Board of Education approved the "sunshine" of the following articles and appendices for negotiations this year: Article I, Article II, Article III, Article IV, Article V, Article VI, Article VII, Article VIII, Article IX, Article XIII, Article XXI, Article XXII, Appendix A, Appendix B, Appendix C, Appendix D, Appendix G, and Appendix I.

The district provided budget updates to the negotiating team. While the district's overall budget continues to look stable, there are a number of areas that remain uncertain. The current budget projections indicate a healthy ending fund balance for the 2010-2011 school year. The district has benefitted from a one-time federal stimulus package and has realized significant savings by allowing vacant positions to remain unfilled and by deferring textbook purchases where possible. The district also faces the potential for fluctuations in property tax revenue, the possibility of mid-year budget reductions from the state (which would impact the district through the reduction of categorical funding dollars), new "Open Enrollment" legislation which might require the district to accept additional students from schools on the state's list of the 1000 lowest performing schools, the governor's recent veto of state payment for Department of Mental Health services, and an evaluation of the appropriate level of reserve for the district to carry due to its Basic Aid status. The group reviewed a LACOE report in preparation for further discussions on total compensation.

The group has begun discussions on both total compensation and hours.

Areas of total compensation that the group plans to address include stipends, how extra work is allocated, extra pay units and their distribution, procedures and guidelines for advancement on the salary schedule, the certificated hourly rate of compensation, and the salary and benefits schedules for certificated staff. At the conclusion of negotiations on November 2, the group agreed that the goal of total compensation discussions would be to modify the current contract to clarify and enhance total compensation and the mechanisms by which total compensation is defined, determined, and distributed while maintaining a fiscally responsible reserve.

Areas of the hours article that the group plans to address include the length of the instructional day, the structure of the instructional day, meeting and collaboration time, special education teachers' and specialists' workdays and duties, travelling teachers, and part time teachers (including job share arrangements). At the conclusion of negotiations on November 2, the group agreed that the goal of hours discussions would be to clarify, add, and improve contract language and procedures to provide a flexible, humane work day for unit members that is

effective for all participants, with specificity, balance, and equity in minutes, duties, meetings, collaboration, and allocation of time.

The group also began discussions on the 2013-2014 calendar.

The team will continue working on all of these topics at the next negotiating session, scheduled for December 7, 2010. Negotiating team members continue to welcome your feedback and will communicate your suggestions to their respective organizations.

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