



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

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TO: All BHEA Members

FROM: Christopher Bushée, BHEA Certificated President

DATE: Feb. 21, 2008

RE: **Budget Cuts for 2008-2009: Revised Total = \$3.7 Million.**

Your BHEA executive officers have been working hard to analyze our district administration's proposal for approximately \$3.7 million in 2008-2009 budget cuts that is heading for a vote on Feb. 26 by our Board of Education. It is vitally important for BHEA members to voice their opinions directly to the decision-makers as we approach next Tuesday's critical vote. We encourage you to do this in at least two ways:

- Attend the **Tuesday, February 26** Board of Education meeting. It starts at **7:00 p.m.** in the Salter Family Theater at Beverly Hills High School.
- Send an **e-mail** to our five Board members. Their e-mail addresses are: mdemeter@bhusd.k12.ca.us, nmeshkaty@bhusd.k12.ca.us, mlurie@bhusd.k12.ca.us, sfenton@bhusd.k12.ca.us, bgoldberg@bhusd.k12.ca.us. Double-check to make sure you type their e-mail addresses correctly.

BHEA's analysis of the budget cut proposal and the discussion that occurred at the Feb. 20 Board study session yielded some noteworthy information. We encourage you to incorporate this information into your communication with our Board members. BHEA found that our district's proposal:

- Cuts \$3,080,000 of unit member jobs while cutting only \$90,000 of administrator jobs. Put another way, teachers and office staff will suffer 83% of all of the proposed cuts while administrators will skate by at only 2%.
- Assumes that the politicians in Sacramento will suspend Proposition 98, take away roughly \$2.4 million dollars next year, and then only repay us \$170,000 over the next two years. California must repay its schools any money that it takes away via a Prop 98 suspension once the state economy gets back on track. Essentially, our district is assuming that bad economic times are here to stay through 2010-2011 and that the state will be unable to pay us back any significant amount of this \$2.4 million cut until at least 2011-2012. This assumption on the district's part reduces available revenue and raises the prospects of further cuts in the future. In fact, Supt. Kari McVeigh said at last night's study session that she expects to cut an *additional* \$3 million out of a future district budget before 2010-2011.
- Assumes that no new revenue streams will be realized over the next three years.

Board members' discussions at last night's study session did not prioritize, nor even include:

- The importance of having enough money to fund increases in employees' salaries and benefits for this year, next year, two years from now, or three years from now.

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The roughly \$3.7 million in cuts contain approximately \$3.2 million in cuts to personnel and a bit more than \$0.5 million in cuts outside of personnel. It breaks down as follows:

Personnel: Cuts to unit members of BHEA and CSEA:

- 8.5 BHHS/Moreno HS unit member positions (7 certificated, 1.5 OTBS): \$0.64 million
- 6 unit member positions serving the whole K-8 population (5 certificated, 1 CSEA): \$0.54 million
- 7 certificated unit member positions in grades K-3: \$0.57 million
- 3 certificated unit member positions in grades 4-5: \$0.25 million
- 10 certificated unit member positions in grades 6-8: \$0.80 million
- 3 unit member positions at district office (0.5 certificated, 2.5 OTBS): \$0.17 million
- All K-8 subject-area and grade-level specialists: \$0.05 million
- Reduction of playground aide hours: \$0.06 million
- TOTAL: **\$3,080,000** (rounded to nearest ten thousand)

Personnel: Cuts to administration:

- 0.5 management positions at district office: \$0.06 million
- Conversion of position from management to confidential: \$0.03 million
- TOTAL: **\$90,000** (rounded to nearest ten thousand)

Non-personnel:

- Supplies, travel, conference, food: \$0.13 million
- Site discretionary funds to be spent on students in the classroom: \$0.21 million
- Delaying custodial and clerical substitutes until 2nd day of absence: \$0.04 million
- Position restructuring: \$0.01 million
- Legal, insurance restructuring: \$0.16 million
- TOTAL: **\$550,000** (rounded to nearest ten thousand)

At their study session last night, our Board rationalized this proposal as being less than a \$3 million cut because: A) this proposal freezes \$410,000 of non-appropriated money as a “cushion” to hire up to five teachers in case enrollment unexpectedly increases and B) spends \$600,000 of non-appropriated money to maintain our athletic fields.

Our Board is advertising that this proposal creates \$2.6 million in the bottom line of the district budget. (BHEA’s analysis shows \$2.7 million. BHEA’s figure will be used for the remainder of this paragraph.) Our Board’s statement is true, but it’s not the whole story. Instead of cutting \$2.7 million and then firmly committing to no new spending and no new creation of reserves, our Board chose to commit to \$1.0 million of new spending and new reserves. This, of course, required \$3.7 million in cuts to be made to make up for this new spending and creation of reserves.

BHEA urges you to play an important, active role over the next few days. Talk with your colleagues. Talk with community members. The time to take action is now. E-mail our Board members. Tell them that students come first. Tell them that when our district invests in us, the BHEA workforce, it invests in our students. Tell them that in their proposal 83% of the cuts are shouldered by teachers and office staff, while only 2% of the cuts are shouldered by management. Ask them to rethink their priorities. Finally, show up on **Tuesday, February 26 at 7:00 p.m. in Salter Family Theater** at Beverly Hills High School. Let’s be heard and let’s make a difference!