



CONSENSUS

A Newsletter for BHEA Members
 October 4, 2007



Almost 40% of the Certificated Staff Has Been Hired Since 2004

BHEA has completed a statistical analysis of the recently released BHUSD seniority lists. The analysis resulted in three bar graphs displayed in this edition of the *Consensus*. Certificated staff includes both administrators and unit members who hold teaching credentials. Neither classified administrators nor classified unit members are included in this analysis. Probationary and permanent-status unit members are included in this analysis, but temporary staff is not.

The analysis reveals several things:

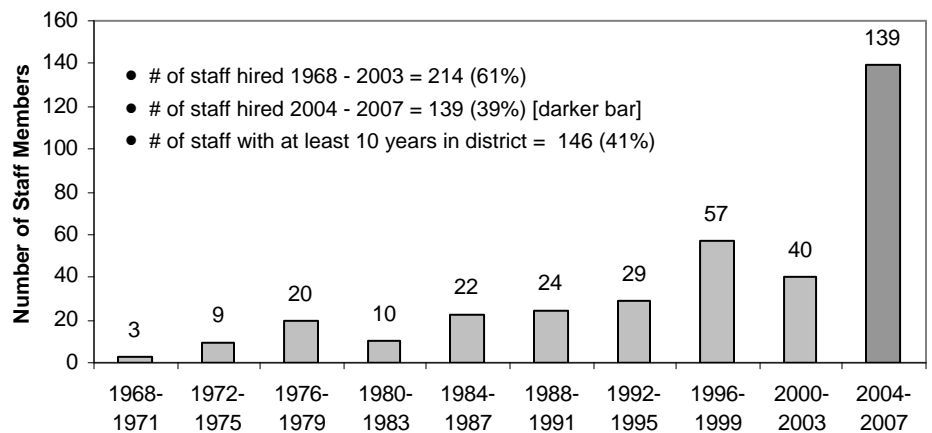
- Our district has hired 39% of the certificated staff since 2004.
- Our district has hired 60% of the certificated administrators since 2005.
- While 41% of the certificated staff has worked 10 years or longer in BHUSD, the same is true for only 15% of the certificated administrators.
- Average length of service in BHUSD is 10 years for the certificated staff.
- There are currently 353 active certificated staff members.

The markedly high turnover rate among certificated staff in recent years has become a campaign issue in this year's school board election. The incumbent candidates, Myra Lurie and Alissa Roston, have characterized this turnover as the creation of new opportunities. BHEA's endorsed candidates, challengers Steve Fenton and Brian Goldberg, have claimed that this turnover has destabilized our district and has resulted in the loss of institutional memory, particularly within the administrative ranks. BHEA believes that high administrative turnover has contributed to a loss of continuity in employer-employee relations in recent years. Nonetheless, BHEA remains committed to working together with our administrators to solve problems.

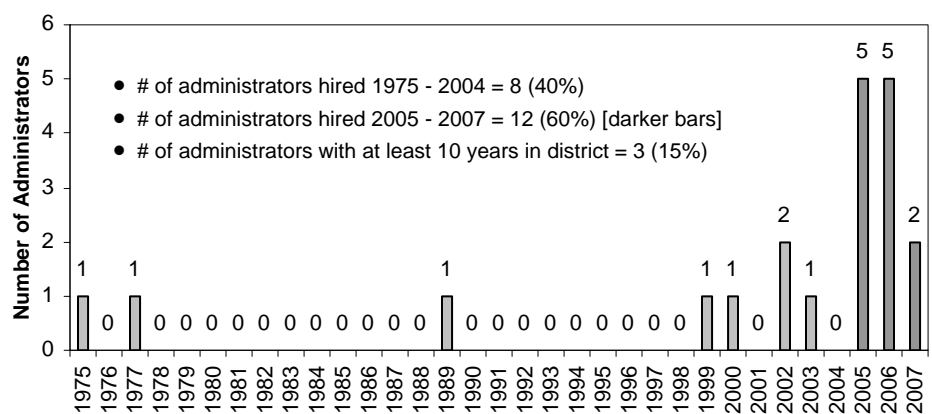
District Embarks on Collaborative Assessment Conferences

Supt. Kari McVeigh's vision for continued academic progress in BHUSD includes the concept of collaborative assessment conferences, or looking at and analyzing student work twice a month. Our district has made both a human and mechanical investment toward realizing this goal. Four teacher-on-special-assignment (TOSA) positions were created in the areas of math, assessment, and technology. McVeigh has told BHEA that she supports using 'teacher leaders' to help carry out ongoing professional development. The K-8 bell schedule now includes late-start Wednesdays to free up time during the work day for collaboration. The district has purchased software called Data Director that allows teachers to access a broad array of student demographic and performance data.

Seniority Dates of Certificated Staff in 4-Year Periods



Seniority Dates of All 20 Certificated Administrators



Board Adopts Gift Policy

At the Sep. 25 Board of Ed. meeting, the Board adopted its first-ever policy aimed at providing staff guidance on their behavior when it comes to accepting gifts from students and parents. The policy states that BHUSD does not encourage gift-giving—but does not specifically prohibit it either. The policy states that gifts of minimal value are acceptable and that sound judgment should be exercised by staff when deciding to accept gifts. The entire text of the policy is accessible online at BHEA.org/BoardPolicy.

After the first reading of this policy on Sep. 11, BHEA made the draft available to BHEA Rep. Council members to share with our members. The draft generated little feedback from the staff. Proposals by the administration to add more restrictive language to the policy at the Sep. 25 Board meeting were challenged by BHEA Pres. Chris Bushée during open session. Several Board members also had concerns about this language and it was removed before the Board adopted the final policy in nearly identical form as the original draft.

Bushée also asked for and received confirmation from the Board that no BHUSD staff member is under investigation for accepting gifts in exchange for services, such as awarding good grades. The Board confirmed that the impetus for this policy is because of high-profile allegations of improper gift-giving in other districts in California.

UPDATES and BRIEFS

- Asst. Supt. of HR Sal Gumina told BHEA Pres. Chris Bushée that the HM sign-in sheet snafu resulted from a miscommunication within the administration with regard to keeping track of the whereabouts of employees who need to leave the worksite temporarily during the school day. The administration did not intend to require staff to mark sign-in/sign-out times at the start and end of the work day, but only for mid-day absences. Article IV of the certificated contract allows the site administration to require members to notify the main office in the event of mid-day absences.
- Board of Education agendas with all attachments are now online. Either navigate through the BHUSD website or go to: beverlyhills.csbaagendaonline.net.
- The BHEF Apple Harvest Faire is coming on Sunday, Oct. 28 to the BHHS front lawn. Last year, about 60 BHEA members attended the Faire and volunteered to help make the event a successful fundraising effort for our schools. If you're interested in helping out again this year, please contact Lynda Curland at 310-557-0651 or at lynda@bhef.org
- BHHS has recently added a few class sections to relieve high class sizes due to unexpectedly high enrollment at the high school. BHEA will soon analyze the updated class loads to ensure that our Class Size contract article is being followed.

Sep. 20 Rep. Council Report

The following actions were taken at the Sep. 20 BHEA Representative Council meeting:

- Approved the short-term appointments of Bob Bailey and Stephanie Lehrer to fill two HAW Representative vacancies.
- Held a moment of silence to remember BHEA member Cynthia Lipscomb, who passed away suddenly last month.
- Discussed recent changes to the CTA/NEA dues structure for classified members.
- Received several reports on grievances, current BHEA court cases in PERB, bargaining, membership, political action, and treasurer.

IMPORTANT DATES:

- Oct. 4: BHEA Exec. Board mtg.
- Oct. 9: Certificated bargaining.
- Oct. 11: BHEA Rep. Council mtg.
- Oct. 15: Open enrollment for health benefits begins.
- Oct. 19: Prof. development day
- Oct. 28: BHEF Apple Harvest Faire
- Nov. 1: Full paycheck.*
- Nov. 6: Election day.
- Nov. 12: Veterans' Day
* certificated staff

Seniority Dates of All 353 Certificated Staff Members

