



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

Web: BHEA.org

241 Moreno Drive, Beverly Hills CA 90212

Phone: (310) 277-9364



CONSENSUS

A Newsletter for BHEA Members
November 7, 2007



Teachers with 6/5 Loads Will No Longer Be Docked When Absent

Pursuant to a months-long dialog between BHEA and BHUSD, middle school and high school teachers who teach an extra section of classes will be compensated the same on days they are absent as when they are present. This change became effective at the beginning of this school year. Discussion of this issue was also prompted by the filing of a grievance claiming a violation of Education Code related to compensation during a statutory leave, such as illness. The resolution of this grievance has resulted in retroactive compensation for two affected members who were directly involved in the grievance. The timeline for filing a grievance for retroactive compensation for the 06-07 school year has passed.

At issue was the district's past practice of docking unit members who taught a "6/5 schedule" on days they were absent from work. Specifically, the district compensated them 5/5 of their daily rate, instead of 6/5, on days when they were absent. This practice has now been changed. As of Aug. 29, 2007, if you are a 6/5 teacher, have sufficient sick leave accumulated, and you are absent from work due to illness, you will A) not be docked any salary for your absence and B) you will be charged 1.0 days of sick leave for each full day of absence.

BHEA is pleased that a resolution to this matter was achieved and thanks both Asst. Supt. of HR Sal Gumina and Supt. Kari McVeigh for their contributions to the dialog on this subject.

District Responding to New P.E. Standards

- Recently signed bill to mandate aquatics, gymnastics, dance.
- District to bring in "artist-in-residence." Teachers to observe.

Gov. Arnold Schwarzenegger has recently signed into law a bill that will make significant changes to the P.E. curriculum. It is Senate Bill 601 that requires P.E. instruction to include "the effects of physical activity upon dynamic health, the mechanics of body movement, aquatics, gymnastics and tumbling, individual and dual sports, rhythms and dance, team sports, and combatives."

When asked about this subject by BHEA Pres. Chris Bushée during open session of the Oct. 23 Board of Ed. meeting, Asst. Supt. of Ed. Services Ilene Straus replied that BHUSD will hire a consultant—an artist-in-residence—to come in for five days during this school year to teach dance units. She said that the role of our current P.E. teachers will be to observe the consultant so that, in the future, our P.E. teachers will be able to teach dance. So it appears that, at least initially, P.E. teachers will not actively participate in the teaching of dance.

Another provision of the new bill says that instruction must be taught by staff who "hold appropriate teaching credentials." It is not clear to BHEA if consultants are allowed to deliver required components of the curriculum under this new law. Some questions are: Who evaluates student performance in dance? Who issues the grade? The consultant or the P.E. teacher? BHEA is waiting for a response from Asst. Supt. of HR Sal Gumina to its Oct. 16 inquiry on this subject.

Fenton, Lurie Hold Comfortable Leads; Goldberg Leads Roston by 13 Votes in Contest for Third Seat

The voters of Beverly Hills spoke yesterday at the ballot box. They elected challenger Steven Fenton by a wide margin, elected incumbent Myra Lurie by a smaller margin, and may have handed challenger Brian Goldberg a razor-thin victory over incumbent Alissa Roston. The dust is still settling in this school board race—the next official update of vote totals may not come until Friday afternoon—but BHEA's involvement in this election appears to have influenced voter opinions. Some people in the community had written off Goldberg's campaign...saying that his roots weren't deep enough in Beverly Hills. The voters, however, appear to have listened to his campaign message and have, for the moment, given Goldberg a serious chance at claiming a seat on the school board.

As of the time of this printing, the preliminary results of the election are as follows:

	Votes Received So Far
Steven Fenton	2,399
Myra Lurie	1,709
Brian Goldberg	1,592
Alissa Roston	1,579

Goldberg held a 14-vote lead over Roston after all pre-election day absentee ballots were counted at 8:00 pm last night. Hours later, his lead decreased to 13 votes once the ballots of voters who went to the polls yesterday were included. Elections officials still must count and add in to the totals above any absentee ballots returned on election day plus any provisional ballots cast.

BHEA organized members to participate in many campaign activities to get out the vote for our endorsed candidates, Fenton and Goldberg. BHEA sent out three mailers during the month of October to thousands of prospective voters, organized door-to-door precinct walks to over 1,000 homes, organized two nights of phone calling to thousands of voters, and earned media coverage in the local newspapers on the issues in this election. Two issues of particular importance that BHEA sought to bring to voters' attention in this election were high turnover of staff and non-inclusive management styles.

BHEA will keep you updated on the election results.

Bargaining Moving Along

Contract negotiators met on Oct. 30 to continue talks on total compensation. They will meet twice more during Nov.—on the 13th and 27th. Bargainers have made progress. They have worked toward identifying available money for compensation. State revenues increased by a little over 4% compared to 06-07. Local revenues increased by about 3%. Federal revenue was mostly flat but makes up only a small portion of money available for compensation. Bargainers have discussed options for distribution of this money between salary and benefits and have discussed ways that the percentage increase to salaries could be maximized. They have discussed the inclusion of a Step 22 column on the teacher support salary schedule. Items that remain to be looked at in greater detail involve early retirement incentives and stipends related to the National Board for Professional Teaching Standards.

Your BHEA Executive Board took an active role in the interest-based bargaining process by clearly identifying BHEA's interests for this year's bargaining cycle. This has helped guide BHEA's bargainers as we work toward agreement with BHUSD. In particular, your Executive Board expressed an interest in finding long-term solutions to not only move toward making our district competitive on salary and bene-

fits for this year, but to also keep us competitive as time goes on. Factors that affect available money for total compensation are: percentage of total district expenditures spent on compensation, class size, number of administrators, number of unit members, total student to unit member ratio, and degree of maximization of restricted (categorical) funds. Much of the work this month on total compensation will be looking at factors such as these in other comparable districts so that bargainers may form a basis for evaluating our current status here in BHUSD.

In other bargaining-related news, bargainers are discussing the 2010-2011 calendar. The K-8 Flexible Schedule Committee will reconvene soon to share feedback on the Wednesday morning late starts that began this year after contractual changes were implemented at the end of last year.

Other items on the plate to be bargained this year are in the areas of grievance procedure, parent complaints, and evaluation procedures.

NCLB Changes Postponed

Due to tens of thousands of phone calls by CTA members, the U.S. Congress has put off implementation of changes to the No Child Left Behind Act until 2008. Teachers across the country jammed House members' phone lines last month when it appeared that merit pay proposals might be approved.

Nov. 29: Opportunity for Dialog Between 9th Grade Teachers and Parents

The PTA Council is organizing an adults-only social to bring parents and teachers of 9th graders together. The event is tentatively scheduled to occur from 7:00 to 9:00 pm on Thurs., Nov. 29 at The Celebrity Vault located at 345 N. Canon Drive in Beverly Hills. The event is intended to allow parents—many of whose children previously attended our four K-8 schools—the opportunity to meet each other and their children's new 9th grade teachers. It is an informal social gathering...like a meet-and-greet. It is not intended to be a forum to discuss business such as individual students' academic progress.

BHEA supports efforts to bring parents and teachers closer together. BHEA encourages all teachers of 9th grade students to attend this social. As more details emerge, BHEA will let you know. For now, if you are interested in attending, please contact Chris Bushée at 310-277-9364 or via e-mail.

BRIEFS & UPDATES

- There are a few vacancies on the BHEA Representative Council. Please contact BHEA if you are interested in filling one of these vacancies. The terms of office for most of the vacancies end on Jan. 31, 2008.
- Elections for new two-year terms on the Rep. Council will occur in January. Most terms run from Feb. 2008 to Jan. 2010. Declaration of candidacy forms will be distributed soon.

SUMMARY OF GRIEVANCES INITIATED FROM MAY 2007 TO PRESENT

Summary of Alleged Violations	Step 1: Site Administration	Step 2: Site Administration	Step 3: Asst. Supt. of Human Resources	Step 4: Superintendent
Non-compliance with a signed memorandum of understanding on online grade reporting procedures.	5-30-07 to 6-1-07 Denied grievance in full, alleging improper jurisdiction.	6-1-07 to 6-14-07 Administrator did not respond to meeting request.	6-14-07 to 7-9-07 Denied grievance in full, alleging lack of merit and untimely filing of grievance.	7-9-07 to 9-21-07 Resolution achieved.
Non-compensation due to docking of salary when absent.	<i>Grievance initiated at Step 3.</i>	<i>Grievance initiated at Step 3.</i>	6-5-07 to 6-29-07 Denied grievance in full, alleging lack of merit in light of past practice and untimely filing of grievance.	6-29-07 to 11-7-07 Resolution achieved.
Too many period-equivalents, too many weekly student contact minutes, not enough preparation/conference time.	9-4-07 to 9-26-07 Resolution achieved.	IMPORTANT DATES <ul style="list-style-type: none"> • Nov. 8: Rep. Council meeting • Nov. 12: Veterans' Day • Nov. 13: Cert. bargaining • Nov. 19: Board of Ed. mtg. • Nov. 21: Open Enrollment deadline • Nov. 22-23: Thanksgiving Break • Nov. 27: Cert. bargaining • Nov. 29: 9th grade parent/teacher social 		
Ending time for lunch occurring too late in the afternoon.	9-7-07 to 9-12-07 Resolution achieved.			
Inequitable distribution of students.	9-17-07 to 9-26-07 Resolution achieved.			