



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

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CONSENSUS

A Newsletter for BHEA Members
November 28, 2007



Outgoing Board Hikes

Superintendent's Compensation by 6%

- **McVeigh accepts a \$12,000 tax-sheltered annuity one week after saying publicly that raises for BHEA and CSEA unit members are "on hold."**

The Board of Education called a special meeting on Nov. 26 to approve one item: an amendment to Supt. Kari McVeigh's employment contract with BHUSD. In the outgoing Board's final business action, they approved the amendment on a 5-0 vote, handing McVeigh \$12,000 in tax-sheltered money to be paid in \$1,000 monthly increments starting retroactively from Oct. 2007 through Sep. 2008.

At the Nov. 19 Board of Education meeting, McVeigh said publicly that salary and benefits negotiations with the approximately 500 employees of BHEA and CSEA are "on hold" until our district receives more concrete information on the direction of the state economy. At the Board meeting, our district administration said that the state budget is "not looking good" and that the Board should expect the next concrete budget update on Feb. 5, 2008.

Earlier this month, Gov. Arnold Schwarzenegger gave a dour assessment of California's economy and floated the possibility of budget cuts in 08-09.

BHEA contacted its sister union in Santa Monica to find out the status of total compensation negotiations in their neck of the woods. BHEA received word that bargaining is not "on hold" in Santa Monica, but rather is moving forward.

*** THE TICKER ***

On Nov. 26, Supt. Kari McVeigh began enjoying the benefits of increased compensation equivalent to 6% of her \$200,000 salary. She negotiated for herself a \$12,000 tax-sheltered annuity for the time period from Oct. 1, 2007 to Sep. 30, 2008.

Use the chart below to compare how much additional compensation Supt. McVeigh has received since Nov. 26, 2007 compared to the other 500 employees of our district.

ADDITIONAL EARNINGS ALREADY RECEIVED AS A RESULT OF SALARY & BENEFITS NEGOTIATIONS FOR 07-08		
	Superintendent Kari McVeigh	The Other 500 Employees
As of Today, Nov. 28	\$1,939.73	\$0.00

Be sure to check out the next edition of the *Consensus* for the latest "TICKER" update.

More News on the Back...

Details of Superintendent's Compensation Package

Supt. Kari McVeigh's employment contract with amendments is a matter of public record. You may view it in its entirety at BHEA.org/SuptContract.htm. Here are the highlights:

- Base annual salary: \$200,000.
- Tax-sheltered annuity: \$12,000.
- Car allowance: \$6,000 per year.
- Work year: 247 days of service, which may be reduced by taking vacation days.
- Vacation days: 22 per year, maximum accrual of 44 days, unused days convert to cash at daily rate at end of contract.
- Sick leave: 12 days per year.
- Fully paid \$250,000 life insurance policy.
- Fully paid membership fees for two professional organizations.
- \$6,000 per year toward purchase of health benefits.
- Buy-out clause for salary and benefits: 18 months or number of months left on contract, whichever is less.
- Current contract expiration date: Sep. 30, 2009.

And the Survey Says...127 to 0

- All 127 respondents to BHEA's recent poll said that our newly elected, incoming Board of Education should decide on extending Supt. McVeigh's contract.
- Current Board abandons effort to extend contract.

Several community members and BHEA Pres. Chris Bushée spoke to our Board of Education before they went into closed session on Nov. 19 to express opposition to consideration of extending Supt. Kari McVeigh's employment contract before the newly elected Board is seated on Dec. 11. McVeigh has completed a little over one year of her 3-year contract, which will expire on Sep. 30, 2009. The local press was in attendance.

Later that same evening in open session, McVeigh asked that our Board not consider extending her contract at this time.

In his address, Bushée told our Board that BHEA feels that delaying consideration of an extension is a matter of proper protocol, not an evaluation of McVeigh's job performance. He announced that, in less than 24 hours, 127 BHEA members responded to a quick poll...with all saying that our *new* Board should decide on a contract extension. He "respectfully" asked our current Board to not take action until our new Board is installed.

Rep. Council Talks at Length about Use of Meeting Time

- **General membership also gave direct feedback to BHEA President during site visits.**

BHEA's Representative Council convened on Nov. 8. The major topic of discussion at the meeting was the use of time set aside during the school day for collaboration and professional development. During his recent site visits, BHEA Pres. Chris Bushée also heard numerous comments from teachers on this subject. Here are some of the things discussed at the RC meeting and during site visits:

- **Protocol:** Are collaborative assessment conferences (CACs) flexible enough to allow meaningful, productive communication, or are they too prescribed/top-down? The vast majority of the feedback received was that the CACs felt too prescribed. However, one teacher said that, given enough time to get used to the protocol, the CACs would become more productive.
- **Meeting Structure:** In June, BHEA members approved contract changes to implement a new flexible schedule at the K-8 sites. The new schedule was advertised to staff as follows for the four Wednesdays each month:
 - One Flex Day – Professional development.
 - One Flex Day – Faculty and/or

District meetings/professional development.

- One Flex Day – Department/grade level/interdisciplinary team meeting. This meeting shall focus on looking at student work.
- One Flex Day – Professional Day (work determined by individual unit members).

Three themes emerged on this topic. A) Many teachers believed that the “looking at student work” aspect of CACs would occur only once a month, but have reported that this is actually occurring twice a month. B) Some teachers do not see the difference between looking at student work in CACs as opposed to the regular evaluation of student work that teachers perform on a daily basis in their classrooms. Therefore, these teachers do not see the value of CACs. 3) There was more than one report of unit members not receiving their once-a-month self-directed Professional Day, but rather having it converted into a required meeting day.

- **Morning Instructional Time:** Some teachers, in particular those in grades K-3, say that the loss of instructional time between the hours of 8:30 and 9:30 am has negatively impacted the learning environment. They believe that their students are sharper earlier in the morning as opposed to the later in the afternoon. The K-8 Flexible Schedule Com-

mittee that met last spring considered the creation of an early-dismissal day but ended up going with the late-start day instead.

- **Time with Grade Level/Department Colleagues:** Some teachers said that they had been looking forward to being able to collaborate more frequently this school year with their grade level/department colleagues. They have reported, however, that more time is spent either working through CAC protocols or attending staff meetings than is spent working with their colleagues in a more unscripted fashion.

The RC meeting took place on Nov. 8 and Bushée's site visits occurred from Nov. 15 to Nov. 20. On Nov. 9, Bushée shared the RC's feedback on these meetings with Asst. Supt. of Human Resources Sal Gumina. Bushée carried two broad messages to Gumina: 1) Staff concerns over the time not being used productively. 2) Staff confusion over which meetings occur on which days and for what purpose.

Several teachers provided feedback that they are appreciative of our district's efforts to hold meetings during the “work day,” as opposed to the late afternoon. Many of these same teachers, however, believe that this meeting time can be used more productively.

Survey Results of District Meetings

BHEA has issued hundreds of surveys to its members to evaluate meetings called by our administration. Below is a sampling of what's come in so far. BHEA will publish more results in the future.

If you have not been offered the opportunity to fill out an evaluation of a recent meeting, please let your BHEA site representative know.

Selected Comments from the Two Meetings Tabulated at Right:

- Unrealistic goals.
- Enjoyed being with colleagues.
- Little relevance for specialists.
- Need shorter agenda; why weren't teachers included in selection of meeting topic?
- Histrionics were entertaining.
- Nice to hear strategies used by colleagues.
- Breakfast was good.
- When will we have a “traditional” faculty meeting?
- Meeting needs more application to subject areas.

Meeting Survey Summary

Type: Grade Level/Department **Date:** Oct. 3, 2007 **Site:** El Rodeo
Purpose: To establish grade level, department and school goals.

Do you agree or disagree with the below statements? 1 = disagree 5 = agree	Number of members selecting each rank:					Avg. Rank Out of 5
	1	2	3	4	5	
The meeting's content was relevant to me.	8	0	4	1	0	1.8
The meeting's format was effective in helping me.	11	1	1	0	1	1.5
The meeting was necessary and time was kept to a minimum.	10	0	2	1	1	1.8

Type: Faculty **Date:** Oct. 24, 2007 **Site:** Hawthorne
Purpose: Differentiated instruction, school goals.

Do you agree or disagree with the below statements? 1 = disagree 5 = agree	Number of members selecting each rank:					Avg. Rank Out of 5
	1	2	3	4	5	
The meeting's content was relevant to me.	2	4	1	4	1	2.8
The meeting's format was effective in helping me.	4	2	0	3	2	2.7
The meeting was necessary and time was kept to a minimum.	6	2	2	2	7	3.1