



# BEVERLY HILLS EDUCATION ASSOCIATION

*Educational Employees Working Together*

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## CONSENSUS

A Newsletter for BHEA Members  
December 1, 2008



### Intervention Discussed, Implemented at Horace Mann

- Extensive Title 1 program product of site-based planning.
- District's refusal to bargain intervention clouds HM's efforts.

Horace Mann receives Title 1 federal funding. Much of this funding is being used this year to pay for "push-in" intervention services and to pay for special intervention classes. HM has a team of 12-15 teachers and administrators that guides their intervention program. The concept of intervention is to provide at-risk students learning support in the general education environment to see if their continuation in the regular classroom can be maintained. If it cannot, then qualification for special education may be warranted.

The push-in program consists of teachers using part of their work-day to go to classrooms to provide extra teaching services to students identified as needing intervention services. The push-in teacher is in the classroom alongside the regular classroom teacher. The push-in teacher's regular teaching duties are adjusted to allow time to provide push-in services.

The special intervention classes are taught in the early morning. Students identified as needing intervention services are invited to enroll in this early morning program as a way to receive support for their learning needs. Currently, HM offers early morning intervention classes in the areas of math and language arts. Teachers for these early morning classes maintain all of their regular teaching duties throughout the day. BHUSD pays them extra to teach the early morning intervention classes.

The intervention team deals with a host of issues related to the structure of the program, including:

- Maintenance of attendance and tardy records.
- The number of students per intervention class.
- The extent to which students are required to participate in the program.
- Usage of data to identify students who qualify for both entering and exiting the program.
- Communicating with parents on child's progress in the program.
- Garnering meaningful feedback on the effectiveness of the program.

Providing proper support for student learning is a mutual goal shared by both administration and BHEA. HM has been proactive in exploring different intervention techniques and has fostered dialog among teachers. Intervention services can be provided in such a way that both achieves the desired student learning results and also respects the contractual rights of BHEA members. BHEA recently filed a grievance with BHUSD over a misapplication of Article III, Section 11 with respect to the different rates of pay earned by intervention teachers at HM versus the HS. The confusion on this issue is the direct result of our district refusing to negotiate intervention programs with BHEA. BHUSD's attorney asserted this refusal in court papers on Sep. 21, 2007. BHEA calls on our district administration to reverse itself and agree to bargain with BHEA the contractual issues related to intervention programs. Open dialog and trust are, in BHEA's opinion, preferable methods of arriving at solutions.

### Summary of Nov. 13 Rep. Council Meeting

Highlights from the Nov. 13 BHEA Representative Council meeting:

- Approved HS teacher Krisha Deaver to fill a vacancy on the PAR Joint Committee.
- Encouraged BHEA member participation on the GATE advisory committee. Reported that this committee has not yet met during this school year.
- Evaluated the Nov. 7 BHEA social event at Pink Taco. Evaluated BHEA support for the Oct. 26 BHEF Apple Harvest Faire.
- Discussed the bargaining crisis gripping our instructional assistant members. Reported that BHUSD and the IA unit are 0.52% apart on salary. Reported that a complicating factor is the district's contracting out of IA work to a private agency at a much higher rate of pay than what IA members earn.
- Reported that BHUSD and our OTBS unit have no issues that currently need to be bargained.
- Reported that the HS bell schedule committee is looking at the possibility of creating an advisory period to accommodate the curriculum for the Beverly Seminar course scheduled to be implemented in 2009-2010.
- Reported that the evaluations committee met and generated BHEA interests to assist the certificated bargaining team as they bargain Article IX, Professional Assessment of Certificated Staff.
- Reported that none of the school site-based facilities committees has met so far during this school year.
- Reported that three certificated grievances are currently active in the areas of salary, hours, and transfers.
- Reported that the HS open access committee met and dealt with the following issues: differentiating between open access and open enrollment; providing support without overwhelming the classroom teacher; academic consequences for students; waiver policy and its rationale; success/failure of open access in other districts; contractual issues related to changes to teacher's work-day resulting from open access.
- Evaluated BHEA's organizing activities, including the several letters to the editor sent in the last few weeks to local newspapers by our unit members; press coverage on education articles in local newspapers.
- Planned for making an impact at the Nov. 18 Board of Education meeting: turnout by our unit members; topics and speakers for speeches delivered and cards submitted to the Board.
- Suggested hosting CTA trainings on the subjects of school site councils and duties of being a BHEA representative.

## Summary of Sep. 9 Board of Education Meeting

Highlights from the Sep. 9 Board of Education meeting:

- A multitude of mostly teachers spoke and/or submitted cards in favor of creation of policy that would prevent the involuntary transfer of district employees' children from one K-8 site to another after a certain period of time had elapsed...with 2 years being cited most often. One person spoke of a 1987 Board policy granting "permanent status" to employees' children after 2 years at one K-8 site. Marcy Landres said that loss of "institutional memory" contributed to confusion on this issue and said that the Board should think of employees' children as part of the BH family. Christy Fuhrer talked about how employees' dedication to our district should "count for something." Linda Roberts said that the administration was unprepared for the opening day of school. Raelene Vance said that protections against involuntary transfers of employees' children would help to hire and retain quality staff. One person said that our district needs an "easily accessible policy" when it comes to student enrollment. Julie Goler asked why teachers were not consulted first before changes to protections against transfers were made. One person spoke against separating siblings between two K-8 sites. Jonathan Weiss said that uncertainty in transfer process causes anxiety among employees. One person said that BHUSD should spend sufficient resources to provide protections for City and district employees' kids in terms of enrollment of their children. Janna Lightner said that the prospect of involuntary transfers makes her feel "undervalued" by BHUSD and that there is benefit to our district through enrollment of employees' children. One person said that district did not proactively plan for enrollment and that teachers should be treated right. Mary White said that a "home school" should be established for employees' children. One person said that teachers' children should not be treated any differently than residents' children when it comes to enrollment. Natalie Rocchio said that students' educational interests are not served when involuntary transfers occur. Sue Yovetich told her story of how BHUSD informed her that her son, a BV student for several years, would be involuntarily transferred to

HM. She said she was informed four days before the opening day of school. She said that this treatment doesn't square with the effort that teachers make with students while serving our district, going above and beyond. Joyce Medway said that involuntary transfers make teachers feel like "second class citizens." Colleen Davenport said the district was "unprofessional" in their treatment of her situation, saying that she received no responses from the district in regard to her queries and didn't even know which K-8 site the district had enrolled her daughter in. One person said that the district lacked "foresight" by informing parents four days before the start of school about involuntary transfers. Janice Hart said that, as educators, we should not disrupt an established student's education to accommodate an incoming student. She also said that students who switch schools are at a greater risk for academic failure. A student said that he is now concerned that he might be involuntarily transferred away from his home school of BV. A parent of a 3rd grader at HM said that "teachers are the life force of our schools" and that employees' children must stay at one school without fear of being transferred. A parent said that involuntary transfers show BHUSD's "failure to acknowledge contributions of teachers" and that "teamwork" should be established. Alli Jason said that involuntary transfers show a "growing lack of respect for teachers" and asked why notification of transfers was given so late. A parent advocated for a policy to "protect our students" from involuntary transfers. Joel Pressman spoke about teachers' sacrifices for our district and said that a better transfer policy can be developed. Bill Bradbury said that a student's permit status shouldn't determine if student gets involuntarily transferred. He said that continuity at a single school site is a stabilizing factor for the learning process. Caitlin Carter requested a meeting for teachers who have children in BHUSD to better understand the enrollment rules. One person said that our district must treat employees' children "with the same rights and status as residents." He also called for "better planning." One parent said that she was informed 4 days before the start of school that her daughter would be involuntarily transferred out of HM. She said that the "process is flawed."

- One parent said that residents' children

must take priority over children on permits when it comes to involuntary transfers. The parent advocated for "guidelines." Mark Foreman said that the Board is "doing a great job" and cited statistics about academic achievement in BHUSD. He said that he believes that teachers' children should be given priority but that the community should ultimately decide.

- Both Jason Newman and a second person spoke in support of employee Sylvester Harris. Newman said that Harris had been given too many new duties that conflicted with the services he has traditionally provided to the athletic department. Newman criticized the managerial decisions that resulted in changes to Harris' duties as "lack of regard" for employees as "people and as professionals."
- One speaker said that the community needs to see specific uses for the Measure E bond money and also advocated for "green buildings."
- Supt. Kari McVeigh said that teachers show "professionalism." She said that "student stability" is most important and that students who have been at one school site for many years should not be displaced by newcomers.
- Board Vice-Pres. Nooshin Meshkaty asked for "tolerance" to be incorporated into character education. Board member Myra Lurie asked for awareness on "cyberbullying."
- Held a discussion on a groundskeeper position. Discussed the current "rotation" method of providing groundskeeping services.
- BHEA Pres. Chris Bushée informed the Board that the certificated bargaining unit ratified the tentative agreement on total compensation and other items. The Board then approved the tentative agreements between BHUSD and the BHEA certificated and OTBS units.
- Agreed to restore some school site funds that were cut last February and also give sites flexibility in how to spend the restored funds.
- Pupil Services Dir. Amy Lambert said that "enrollment is still in flux" but that most grade levels are at capacity. She said that no BHUSD employee's permit application was denied but two teachers' children were "displaced" to other K-8 sites. She said that before 2005, BHUSD had never involuntarily transferred any students.
- Added a 4th grade class at BV.