



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

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Hundreds of Student-Teacher Relationships About to Be Severed at the High School

- **Disruption caused by mid-semester departure of HS teacher to fill administrative position is compounded by district's desire to close non-teaching sections and collapse low-enrolled classes.**

The controversy surrounding the Board of Education's split decision to fill a vacant district office administrative position has taken on a new dimension with the district's decision to pull HS English teachers out of non-teaching assignments and collapse

English classes with low enrollment. These changes are imminent. At a meeting with the HS English department on Nov. 2, Supt. Jerry Gross cited budgetary constraints for the desire to close these sections. On Oct. 30, the high school administration first informed the English department that: two sections of WASC support (for high school accreditation) and one section of testing support would be eliminated; one reading skills workshop class with 5 students in it would be dissolved; and one ethics seminar class with 6 students in it would be dissolved. That's a total of five sections, all currently occupied by teachers. So, with these sections eliminated, what will these teachers do with the

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HOW WOULD THE FOLLOWING SCENARIOS IMPACT THE CONTINUITY OF HIGH SCHOOL ENGLISH STUDENTS' EDUCATION? WHAT ARE THE OTHER IMPACTS?

Board reverses its decision to fill Coordinator of Special Projects.	Board fills Coordinator position. Hires a qualified replacement teacher to take over vacated English classes.	Board fills Coordinator position. Does not hire a replacement teacher. Closes 6 sections currently occupied by teachers.
<p><u>Student:</u> No disruption to student's education.</p> <p><u>Teacher:</u> None of the existing English teachers would be affected.</p> <p><u>Fiscal:</u> District reduces expenditures by eliminating the need to continue paying salary and benefits for the coordinator position.</p> <p><u>Administrative:</u> The duties and responsibilities of the Coordinator position would be spread out over remaining administrative staff.</p>	<p><u>Student:</u> 120 students from 5 vacated English classes must form new bonds with the replacement teacher.</p> <p><u>Teacher:</u> None of the other English teachers would be affected.</p> <p><u>Fiscal:</u> Essentially revenue-neutral depending on the difference in step/column salary between Elhabr and the replacement teacher.</p> <p><u>Administrative:</u> Unchanged.</p>	<p><u>Student:</u> 120 students from 5 vacated English classes plus an estimated 140-230 additional students would change teachers and must form new bonds with their new teachers. Some curriculum would fall out of alignment because the short supply of books requires that the sequence of reading literature is not the same from section to section, even between two classes with the same title. Many students in low-enrolled classes would have their entire class schedule changed as a result of collapsing classes, possibly resulting in them changing teachers for other classes, too.</p> <p><u>Teacher:</u> 7-9 teachers would have entire classes of students traded among them. 1 to 3 teachers would see an increase in number of preps. All affected teachers would spend multiple hours managing the transition of student records and establishment of new student relationships.</p> <p><u>Fiscal:</u> District reduces expenditures by eliminating the need to continue paying salary and benefits for six sections occupied by teachers.</p> <p><u>Administrative:</u> The duties and responsibilities of the WASC and testing support sections would be transferred from teachers to the high school administration.</p>

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holes in their schedules? Ideally, they would pick up the five sections of Honors and AP English classes that soon-to-be Coordinator of Special Projects Christiane Elhabr will leave behind when she moves to the district office. But there are complications. The periods when the students have Elhabr's classes don't all line up with the WASC, testing, reading skills, and ethics seminar periods. So, the administration presented an option on Oct. 30 that kept the students in their current classes but shuffled English teachers around to make the adjustments. This will result in several teachers "trading" entire classes of students. Also, on Nov. 2, the administration informed the English department that it would collapse two Honors English classes with low enrollment into one and make a teacher who is currently carrying a 6/5 load change to 5/5. Since Friday, the English department has blazed through multiple drafts of options in an attempt to minimize impact, and these options would have the following range of impacts:

- **Students:** 260 to 350 students would have their English teacher changed mid-semester.
- **Teachers:** 7 to 9 English teachers would have one or more periods traded among them.
- **Preps:** 1 to 3 teachers would see in an increase in the number of "preps," or unique classes taught.
- **Sections:** 14 to 18 sections of students would see a teacher change.

On Oct. 27, the Board of Education voted 3-2 to fill the administrative position left vacant when Diane Mead became BV's assistant principal. BHEA Pres. Chris Bushee spoke out against the decision to fill the vacancy, telling the district that the savings from keeping the position vacant could be used at the classroom level to directly serve students. The assumption was that the district would at least maintain the current level of funding for the English department by hiring a replacement teacher to take over Elhabr's classes. It appears that not only is the district going to maintain its current spending on administrative positions for this year, but is now also moving to cut spending at the high school by removing support for WASC and testing and dissolving three English classes with low enrollment and spreading these students out among existing classes...all mid-semester.

* See Table on Page 1 for scenario comparisons.

IMPORTANT DATES:

- **Nov. 10:** Board of Education.
- **Nov. 12:** BHEA Representative Council. 3:45pm. Room 118. BHHS. All members are welcome!
- **Nov. 17:** Certificated bargaining.
- **Nov. 24:** Board of Education.
- **Nov. 26 and 27:** Thanksgiving holiday.
- **Dec. 8:** Installation meeting for new Board of Education members.
- **Dec. 10:** BHEA Representative Council. 3:45pm. Room 118. BHHS. All members are welcome!
- **Dec. 18:** Last day of school before winter break.
- **Jan. 4:** First day of school after winter break.

Summary of Oct. 8 BHEA Representative Council Meeting

- Discussed a desire by some teachers to have their paychecks distributed over a 12-month period rather than over 10 months. Reported that CTA-sponsored First Financial Credit Union offers a program that automatically diverts a portion of a teacher's paycheck to a designated savings account for use during the two summer months when no paycheck is issued.
- Held a first reading of bylaws changes in the area of internal financial controls and check requisitions.
- Reported that BHEA and BHUSD settled a multi-count unfair labor practice charge filed by BHEA against the district in 2007; settled an 08-09 grievance involving transfers of psychologists; settled an 08-09 grievance involving alleged violations of the evaluation and parent complaint articles on behalf of five members; settled an 08-09 grievance alleging improper placement on the salary schedule.
- Reported concerns with how "team" meeting days are run at the K-8 sites (subsequently, BHEA and BHUSD made progress on addressing these concerns, and will soon issue a joint communication on this matter).
- Reported that BHEA has asked CTA to render a legal opinion on the interpretation of Education Code that speaks to the minimum number of high school instructional minutes. The construction of student bell schedules is impacted by how this code is interpreted.
- Reported that Diane Mead and Dana Findley are the new assistant principals at BV and HM, respectively.
- Raised concerns with the STAR testing schedule. Reported a desire for BHEA members to be involved in its creation.
- Reported a concern with how particular middle school electives are being programmed into the master schedule.
- Reported a high school concern on the equity in balancing classes.
- The next Rep. Council meeting is **Thursday, Nov. 12, 3:45pm, Room 118** at the high school. All BHEA members are welcome to attend.

Get Away: Attend a CTA Conference

- **BHEA has limited funds to help pay for you to advance your profession and meet colleagues from across California.**

Every year, CTA sponsors several statewide conferences that are available for all members to attend. The purpose of these conferences is to allow you to grow in your profession and create relationships with other education professionals. Also, CTA conferences are approved for optional university credit through CSU Chico at a cost of \$60 per unit. All conferences feature keynote speakers, informational gatherings, educational workshops, and social activities.

BHEA wishes to promote the involvement of our members in their professional growth and we have budgeted a small amount of money to help defray the costs of registration and hotel for CTA conferences. A list of this year's conferences are:

- **Good Teaching.** March 12-14, 2010. Westin Bonaventure Hotel, Los Angeles. Curriculum content. Excellent teaching and learning practices. Networking opportunities.
 - **Urban Issues.** Feb. 26-28, 2010. Fairmont Hotel. San Jose. How recent state budget cuts affect education. Challenges and opportunities presented to schools in urban settings.
 - **Equity and Human Rights.** March 5-7, 2010. Marriott Hotel. Irvine. Theme for this year: "A Nation for All: Celebrating Diversity in Education." Focus on equitable and safe public school environments.
 - **Education Support Professionals.** May 14-16, 2010. Burlingame. Designed specifically for our classified members (OTBS and IA). Includes workshops.
- BHEA encourages you to attend one of these conferences. Please contact your BHEA site representative for more information or call 310-277-9364.