



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

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TO: All BHEA Members

FROM: Christopher Bushée, BHEA Certificated President

DATE: Jan. 29, 2008

RE: **Superintendent Recommends Layoffs**

Supt. Kari McVeigh asked to meet with me on Friday afternoon last week. In our meeting, she told me that our schools are overstaffed and that she would be recommending a reduction in force (layoffs) to our Board of Education. I responded by telling her that our district has turned over 139 certificated positions over the last four years through attrition, i.e. resignations and retirements. I told her that instead of seizing these 139 opportunities to draw down staff through attrition, our district decided to reflexively fill every single one of those positions, save a few at the high school last year. I asked her if she was going to recommend any cuts to administration. She would not commit to this.

BHEA members are not responsible for our district's errors and inadequacies over the years when it comes to staffing. Nor should we be the ones to pay the price. When the closure of personnel positions is warranted, then BHEA believes that our district should have a long-term plan to address the situation through natural attrition. Our district needs to spare BHEA members the suffering that layoffs bring as a result of overstaffing. Our district needs to take responsibility for its own mismanagement and stop passing the buck.

Finally, if you receive a layoff notice from our district office, please inform BHEA immediately so that we may assist you through the process. You have a legal right to a hearing before a judge to contest the layoff, but the timelines are very short. Do not delay.