



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

Web: BHEA.org

241 Moreno Drive, Beverly Hills CA 90212

Phone: (310) 277-9364

Speech on cuts and layoffs of OTBS and CSEA employees delivered by BHEA Pres. Chris Bushée at the June 23, 2009 Board of Education meeting:

“Our district administration says it must cut \$1.1 million from next year’s budget. As of tonight, the administration is recommending that you put your stamp of approval on \$244,000 of non-management personnel cuts of OTBS and CSEA employees, resulting in 3 layoffs and 4 positions being cut from full-time to part-time or converted into substantially lower paid positions. This action is unnecessary and I will give you three alternative options to consider tonight.

First option: The administration has provided you \$1.28 million of total cuts to pick from. The difference between \$1.28 million and \$1.1 million is \$180,000. So, you could retain all of these targeted positions and only need to find an additional \$64,000. Taking \$64,000 from our 4% reserve for economic uncertainty, which currently contains \$2,124,000, would make this reserve become 3.88%, which is still higher than the 3% minimum required by the state. To go with this option, you will need to make a motion to amend the budget guidelines in agenda item 10a and the adopted budget in agenda item 10b.

Second option: If you’re unwilling to use these reserve funds to get us through these tough economic times, then consider cutting classified administrative positions. According to figures distributed at the June 16 Board of Education study session on budget cuts, our district would save \$237,000 by cutting just two director-level administrative positions compared to saving \$244,000 by cutting all 7 of these targeted non-management OTBS and CSEA positions. As of tonight, your administration is recommending \$244,000 of non-management cuts but only \$7,000 in administrator cuts, the latter being the result of a change in title for one administrative position. Does this seem fair to you? Protecting administrators’ jobs at the expense of rank-and-file workers has a detrimental effect on employee morale and productivity. To cut administrators and save these OTBS and CSEA jobs, you will need to make a motion to amend the budget cuts spreadsheet and the adopted budget in agenda item 10b.

Third option: According to figures distributed at the June 16 study session, our district maintains a \$462,000 reserve to pay substitute teachers. At the study session, it appeared that several Board members expressed a desire to look at this reserve as a potential area to find money. Redesignate a portion of this reserve to save these OTBS and CSEA jobs. To go with this option, you will need to make a motion to amend the budget cuts spreadsheet and the adopted budget in agenda item 10b.

Layoffs are painful. Cutting an employee’s salary in half is painful. These actions should be avoided at all costs. You have at least three other options, if not more. I urge Board members to make motions tonight to amend these Business and Finance agenda items to save these valuable OTBS and CSEA jobs. Thank you for your attention.”