



BEVERLY HILLS EDUCATION ASSOCIATION

Educational Employees Working Together

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Speech on the status of the 2008-2009 certificated tentative agreement delivered by BHEA Pres. Chris Bushée at the June 23, 2009 Board of Education meeting:

“On June 3, BHEA and BHUSD signed a tentative agreement on several changes to our employment contract. These changes were the result of a year’s worth of delicate negotiations. BHEA and BHUSD jointly issued 10 written communications between September 2008 and June 2009 updating our respective power bases on the progress of our talks. Additionally, BHEA negotiating team representatives consulted with and received direction from our Board of Directors on a monthly, sometimes twice-monthly basis to make sure that our team was adequately and appropriately representing BHEA’s interests at the bargaining table. Upon signing the tentative agreement, bargainers agreed to a timeline for approval as follows.

On June 8, BHEA posted both a summary of the agreement as well as the actual text of the agreement for our members to review. On June 10, we held a general meeting of the membership to explain the agreement and answer any questions. On June 11, we held a Representative Council meeting where we further discussed the agreement. On June 15, we held a ratification vote on the agreement. About two-thirds of our members participated in the election. 190 members voted YES and 6 voted NO. That’s 97% approval. This ratification completed BHEA’s responsibilities under the Educational Employment Relations Act.

According to the agreed-upon approval timeline, the last stop of this journey was to occur tonight, June 23, with a vote of the Board of Education. Twenty days have passed since we signed this tentative agreement on June 3. The fact that this agreement does not appear on tonight’s agenda begs the question: why? Negotiations are sensitive and each party must fulfill their obligations. BHEA has done so. Why is there a delay on the part of the Board? The next Board meeting isn’t scheduled until July 14, three weeks from now. This makes our members nervous and raises questions about the district’s commitment to negotiating in good faith, questions that I respectfully ask that you address now at tonight’s meeting. One provision of this agreement needs to be in force by June 30 to align with Board policy on student enrollment. Your administrative staff is planning for an August training on substantive changes to the professional assessment article encompassed in this agreement. This agreement also fixes an error on next year’s academic calendar that is needed to provide the minimum 180 instructional days for students.

Please address this delay tonight. I suggest that you schedule a special Board meeting by June 30 to approve this agreement, an agreement that your own administration’s bargaining team agreed to on June 3. Just as you deserved a timely and definitive up-or-down vote from BHEA members on this tentative agreement—which we delivered on June 15 with 97% approval—so, too, do BHEA members deserve a timely and definitive up-or-down vote from you. Thank you for your attention.”