



# BEVERLY HILLS EDUCATION ASSOCIATION

*Educational Employees Working Together*

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TO: Myra Demeter, Nooshin Meshkaty, Myra Lurie, Steven Fenton, Brian Goldberg  
(all members of the BHUSD Board of Education)

FROM: Christopher Bushée, BHEA Certificated President

DATE: Nov. 17, 2008

RE: OPEN LETTER on Qualities of Next Superintendent and BHEA's Role in  
Selection Process

This is an open letter to our Board of Education. The teacher and education support professionals who are the members of the Beverly Hills Education Association desire the following qualities in our next superintendent. A person who:

- Is an excellent communicator.
- Reaches out to employees.
- Respects the role of employee unions.
- Respects the three negotiated contracts between BHEA and the district.
- Respects the Educational Employment Relations Act of California.
- Is an excellent listener.
- Is receptive to and adjusts to the unique culture of our school district.
- Is committed to reducing the rate of turnover of staff in our district.
- Practices and encourages genuine collaboration with employees.
- Incorporates input from employees into major decisions that affect students and employees.
- Establishes an environment that assists employees as they perform the work of our district.
- Adheres to a management philosophy that is inclusive and builds trust between employees and administration.
- Values employees as important human resources.
- Places greater value on shared decision-making than on top-down management.
- Believes that all employees, new and veteran, contribute positively to our educational mission.

To this end, BHEA desires an influential role in the selection of our next superintendent. We advocate for an interview panel that represents all major education stakeholders, including the BHUSD administration, teachers, education support professionals, parents, students, the City of Beverly Hills, and our community leaders. Our schools deserve a "consensus" candidate, a superintendent supported by us all.