



The Consensus

April 2015

BHEA.org

info@bhea.org

The Official Newsletter of the Beverly Hills Education Association

A Call for Adequate Health Benefits

Despite recent gains, our health and welfare benefits package pale in comparison to neighboring districts

At the beginning of this school year, BHEA and the district ratified a tentative agreement that included a 5.16% raise for 2014-15, projected pay increases for 2015-16 and 2016-17 and a small increase in health and welfare benefits for 2014-15 and 2015-16. Currently BHUSD employees receive up to \$7,250 in benefits per year. The amount is among the lowest in the area. The amount requires many of our colleagues to pay out of pocket just to cover one additional family member. A member with one child has to pay a minimum of \$4000 out-of-pocket a year to cover that child. A member with two children will have to pay \$8000 a year. To compare, annually Torrance educators receive up to \$10,000, Culver City educators receive \$10,060, LAUSD employees receive \$10,500, Hawthorne educators receive \$14,000, and Glendale educators receive \$18,430.

It is no surprise that the results of our bargaining survey at the beginning of the year indicated that health benefits are our top priority for bargaining. With two bargaining dates remaining in the school year, a gap remains between BHEA and the district in terms of what we seek and what the district is willing to give. BHEA and the district are continuing to work together on this but there is a possibility that we might end the school year without a tentative agreement.

To let the community know that this is a serious issue that needs to be addressed, we urge BHEA members to continue to wear your badges every day, wear your shirts every Tuesday, and to attend the following events: the BHEA Social outside the STC at BHHS at 5:30 pm and Board of Education meeting on Tuesday, April 28th and the Board of Education meeting at 7:00 pm on May 12th. All board meetings take place in the Cherney Lecture Hall in the STC at BHHS.



BHEA members wear their shirts and badges advocating for better health benefits for all BHUSD employees

Chris Bushée and Gregg RiesenberG To Be Honored at the WHO Awards

BHEA President Telly Tse selected BHHS special education teacher and Bargaining Chair Gregg RiesenberG as the 2014-15 recipient of the local CTA WHO (We Honor Ours) award. The annual award is given to a member who has demonstrated exemplary service to his or her local association and membership. RiesenberG has served as a bargaining team member for seven years with three as the chair. In addition, he is a member of the Grievance Committee. He has taught at BHHS for seven-

teen years and is the special education co-department chair and football and baseball coach.

BHHS science teacher and former BHEA President Chris Bushée was nominated by Tse for the Bay Valley Service Center WHO Award for his service to BHEA and to Bay Valley. In addition to serving BHEA as the Grievance Chair and bargaining team member, he is a member of CTA State Council and the ABC (Association for Better Citizenship) Committee. He also served as BHEA President from 2005 to 2010. Out of all the nominations, Bushée was selected by Bay Valley as the recipient of the Bay Valley Service Center WHO Award. Both RiesenberG and Bushée will be honored by CTA at the WHO Awards ceremony on April 27, 2015 at the Universal Sheraton Hotel.

Past winners of the Local WHO Award include Site Representative Stephanie Lehrer (Haw), BHEA Treasurer David Siskin (HM) and former BHEA President Stewart Horowitz (HS).

“Like” our public Facebook page:
www.facebook.com/BHEAEducators

Join our private Facebook group
(BHEA members only):
www.facebook.com/groups/BHEAEducators/

Follow us on Twitter:
[@BHEAEducators](https://twitter.com/BHEAEducators)

BHEA Grievance Committee Update

Unit Member Work

A grievance regarding unit member work is currently in Step 3 of the Grievance Process. BHEA filed this grievance because it was discovered in February 2015 that a high school assistant principal had issued first semester grades for many students enrolled in various sports classes. BHEA suspects that because the athletic director during the first semester was not certificated, the duties were given to an assistant principal. Issuing grades is the work of a BHEA certificated unit member. BHEA and the district have reached a mutually agreeable resolution for the second semester. All of the assistant principal's students will be transferred to two HS PE unit members who will each receive prorated extra back retroactive to March 16, 2015, the day BHEA formally filed the grievance with the district. BHEA and the district is in the process of formalizing the resolution and signing off on it.

Class Size (Resolved)

The grievance regarding class size has been resolved. The grievance contended that the manner in which the district selected the K-3 classrooms that received more than 20 students along with a long-term substitute teacher lacked objectivity and was arbitrary and that the working conditions for the K-3 teachers affected by the district's decision have changed considerably and require a negotiated agreement to compensate for the effects. As a result of the Step 1 meeting, the district offered to make some concessions in an effort to resolve the grievance. However, the grievant was not satisfied with the concessions and decided to move the grievance forward through the process. On February 20, 2015, the parties reached a tentative agreement that has since been signed and is now in effect. The agreement requires that the affected teachers

receive retroactive and prospective prorated compensation for the additional workload at their contracted salary rate. It also requires that the substitute teacher(s) in any K-3 classroom with more than 20 students be a fully credentialed teacher.

Parent Complaints (Resolved)

The two grievances regarding parent complaints have been resolved. The first one was resolved in Step 3 of the process in December 2014 when the district agreed to BHEA's entire proposed solution. This grievance contended that one or more Board of Education members may have acted on complaints made directly to them by parents regarding the middle school math program. It is possible the parents complained about a unit member's performance in a manner that did not follow Article XIII (Parent Complaints). The grievance settlement includes a provision for BHEA and BHUSD to jointly draft a communiqué to be sent to parents to help educate them on the proper procedure in the event that they file a complaint. The settlement also includes a formal acknowledgement to BHEA from the district that proper procedures were not followed in the case that led to this grievance.

The second grievance was resolved in Step 3 of the process in January 2015 when the district agreed to BHEA's entire proposed solution. This grievance contended that the superintendent and a Board of Education member acted on complaints made to the board member by parents regarding a unit member's performance in a manner that did not follow Article XIII (Parent Complaints). The grievance settlement includes revisions to Article XIII that will more explicitly require complaints to begin at the site level and will nullify complaints that do not start at the site level. These contract revision languages will be

included in the next tentative agreement and will be subject to the regular BHEA ratification and Board of Education approval processes.

States one of the teachers involved in the grievances regarding parent complaints, "I believe it should be known that the district and board is fielding complaints and acting upon them [despite these grievances]. We need to encourage our colleagues to come forward when they hear of the school board and district acting in the same manner again. My grievance is the start but if we do not continue to hold the district and board accountable, they will continue to violate our contract in the same manner."

The Grievance Committee members are Christopher Bushée (Chair), Gregg Riesenber, and Dan Moraica. If you have questions or concerns, please do not hesitate to contact BHEA at info@bhea.org using your personal email address.

From the CTA Bulletin Board:

Time for a New ESEA
Promote equity and opportunity
for all students

NEA and CTA are tapping the power of millions of educators, kicking into high gear efforts to mobilize voters across the country to add their voices to the reauthorization process of the Elementary and Secondary Education Act (ESEA). You can make a difference by telling Congress to give our students more time to learn and educators more time to teach by cutting back on high-stakes testing.

Call Congress today at
(866) 232-7471

Text STUDENTS to 83224 to learn more. (Mobile carrier rates may apply)

Visit www.getESEArigh.com to send an email to your representative

BHEA Briefs

Committee Reports & Updates

Bargaining

There are two scheduled bargaining dates remaining—May 11th and May 13th. Contract language regarding discipline has been agreed upon by both sides. The main issue that remains to be resolved is health and welfare benefits for the 2016-17 school year and beyond.

Bylaws

The Bylaws Committee met to discuss changes to the vice-presidential duties starting in the 2016-18 term. The proposed revisions will be posted at each school site this week and Rep Council will discuss and/or vote on the revisions at the May 2015 meeting.

Elections

In early May, BHEA members will have the opportunity to vote for a candidate to represent them as a CTA State Council alternate. Look for more information about this soon.

Professional Development

BHEA members gathered for Munchies and Methods, a series of two professional development social events led by PD Chair Deb Joseph (HS) and Social Chair Julie Goler (HS). The first event took place February 19th at the Avalon Hotel. Topics included educational practices in the future. The second event took place on March 19th at

Contact Information Board of Education Members

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Upcoming Board of Education Meeting Dates

Regular Board Meeting
7:00 pm, Tuesday, April 28th @
Salter Family Theater*

Regular Board Meeting
7:00 pm, Tuesday, May 12th @
Salter Family Theater*

*Tentative Location

208 Rodeo Restaurant. The discussion topic was Social Media in Education. Educators from BHHS, Hawthorne, and El Rodeo participated in the two events. Participants had the opportunity to enjoy good food, explore Beverly Hills, and engage in a productive discussion with colleagues.



Get your BHEA shirt now!

BHEA members are wearing their shirts every Tuesday until we receive the health and welfare benefits we rightly deserve. If you are one of the few people remaining without a shirt, please contact us at info@bhea.org and indicate your shirt size and school site and we will send you one right away.

Go to www.ctamemberbenefits.org to learn more about:

Discounts
Insurance
Legal Services
Loans
Professional Development
Retirement Planning

Expecting?

The CTA Well-Baby Program offers the following resources to guide you through your pregnancy:

- Mayo Clinic Health Coaching for Pregnancy
- Ask Mayo Clinic, a 24-hour telephonic resource staffed by registered nurses
- Mayo Clinic Guide to a Healthy Pregnancy book and May Clinic Guide to Your Baby's First Year book
- A Growth Chart and Pregnancy Calculator

To enroll, go to:
www.CTAMemberBenefits.org/wellbaby



BHEA members meet for a professional development social. From L to R: Malahat Yomtoubian, Julie Goler, Deb Joseph, Melony Bronder, Karen Boyarsky, Nicole Greene, Janine Erickson, Iliana Medina, Edna Broukhim, Sharon Kirkpatrick, Telly Tse, and Carol Courneya

BHEA Leadership

President: Telly Tse (HS)
Vice-President: Lisa Dickens (HS)
IA President: Carol Courneya (HS)
IA VP: Malahat Yomtoubian (HS)
OTBS President: Maria Bennett (HS)
OTBS VP: Yangchen Dolkar (DO)
Secretary: Kate Marks (HS)
Treasurer: David Siskin (HM)
K-12 Director: (vacant)
HS Director: Christopher Bushée (HS)
HS Director: Dan Moraica (HS)
MS Director: Terry Postlewaite (BV)
K-5 Director: Shelly Lucky (BV)
K-5 Director: Temmy Lehman (BV)
BV Site Rep: Judith Chan
BV Site Rep: Jennifer Postlewaite
ER Site Rep: Amy Arebalo
ER Site Rep: Rebecca Metrano
Haw Site Rep: Stephanie Lehrer
Haw Site Rep: Lori Schwitz
HM Site Rep: Ethan Smith
HM Site Rep: Mary White
HS Site Rep: Tim Briggs
HS Site Rep: Phil Chang
HS Site Rep: Josh Glass
HS Site Rep: Joseph Isaac
HS Site Rep: Molly Peterson
HS Site Rep: Marla Weiss
DO Site Rep: Sergio Mandiola
HS IA Rep: Elisa Ibarra
K-8 IA Rep: Claudia Ordonez (BV)
HS OTBS Rep: Andre Law
K-8 OTBS Rep: Estela Castaneda (ER)
DO OTBS Rep: James Hanson

Certificated Bargaining Team

Gregg Riesenber (HS), Chair
 Christopher Bushée (HS)
 Rebecca Hickok (HM)
 Josh Schmidt (HM)
 F.E. Young (ER)
 Petrina Arth (HM), Alternate

Committee Chairs

Bylaws: David Siskin (HM)
Election: Josh Glass (HS)
Grievance: Christopher Bushée (HS)
Human Rights: Andre Law (HS)
Organizing: Lisa Dickens (HS)
Political Action: Christopher Bushée
PD: Debra Joseph (HS)
Social: Julie Goler (HS)

PAR (Peer Assistance & Review): Katy Carter (HM), Roel Hinojosa (HS), Marla Weiss (HS)
Extra Pay: Malia Frutschy (HS), Shelly Lucky (BV), Carly Verstegen (BV)

Have a question or concern?

We have many resources available to help you find the information and answers you need.

- Visit our newly-renovated website at www.bhea.org
- Contact your school site rep (they are trained and happy to help you)
- Email us at info@bhea.org using your personal email address
- For potential grievances, email (again, using your personal email address) Grievance Committee Chair Christopher Bushée at christopherbushee@gmail.com

STAY INFORMED & UP-TO-DATE USING



As a BHEA member you can use your phone to receive important news and updates. Here's how:

1. Download the free Remind app (available for Android phones on Google Play & iPhones on the App Store)



2. Enter the class code

@bheam

Or visit this link:

www.remind.com/join/bheam

Or join via SMS:

Enter this number:
(541) 359-4488
 with the message
@bheam

By joining BHEA on Remind, you are agreeing to receive messages via push notifications, SMS, or email. Your phone number will not be shared with BHEA or anyone else in the group.

Upcoming CTA Conferences

NEA RA (National Education Association Representative Assembly)
 July 1-6, 2015, Orlando, FL

President's Conference
 Fairmont Hotel
 July 16-19, San Jose, CA

Summer Institute
 UCLA
 August 2-6, Los Angeles, CA

As a BHEA member, you are eligible to apply for funding to attend a conference as a representative of our association. To learn more about a particular conference, please email us at info@bhea.org.

To apply for an incentive grant, go to www.cta.org/conferences

Remaining Rep Council Meeting Dates for 2014-15

May 14, 2015

All meetings are on Thursdays at 3:45 pm (unless otherwise stated) and are held at BHHS in Room 118. Members are welcome to attend and observe.

Remaining Certificated Bargaining Dates for 2014-15 (Revised)

May 11, 2015 (Monday)

May 13, 2015 (Wednesday)

Bargaining meetings take place at the district office board room between 8:30 am to 2:30 pm. These meetings are private. Updates from meetings are announced through BHEA-BHUSD Joint Communications.

If you have any questions about the bargaining process, please contact us at info@bhea.org.