



The Consensus

May 2015

BHEA.org

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The Official Newsletter of the Beverly Hills Education Association

Tentative Agreement Reached

BHEA has reached a TA with the district that will increase BHUSD health and welfare contributions by 13.3% in 2016. Discipline article also added to contract. 2016-17 calendar revised. 2017-18 calendar created.

After months of negotiations and weeks of organizing, a tentative agreement between BHEA and BHUSD was reached last Wednesday.

The terms of the tentative agreement are as follows:

- District maximum health and welfare contributions will increase by \$1000 to \$8500 for active employees starting July 1, 2016 (an increase of 13.3%)
- District maximum health and welfare contributions will increase by \$1000 to \$8000 for retirees starting July 1, 2016 (an increase of 14.3%)
- Retirees will be able to use benefits to cover vision plans.
- Retirees will be able to use benefits to cover their spouse, domestic partner, and eligible dependents.
- Future increases in the retiree benefits cap will be linked to increases in the active benefits cap so that the two will move up together separated by no more than \$500.
- A new article (Article XXIII-Discipline) will be added to the contract to guide the district's behavior when disciplining unit members. It will ensure unit members' rights in the discipline process including the right to a verbal warning, a progressive plan, timelines, and the right to grieve if the discipline process is not followed correctly.
- The 2016-17 will be revised to move Spring Break to March.
- The 2017-18 calendar will be added to the contract.

A general meeting has been scheduled Tuesday, May 26, 2015 at the Cherney Lecture Hall from 3:30 to 5:00 to give members the opportunity to ask bar-



Hawthorne STEM teacher Alexis Crane with BHHS Math and Science Teacher Marla Weiss after giving a guest lecture on the SETI Institute in Weiss's class. The two met at BHEA's Munchies & Methods event in February.

gaining team members questions and receive more information about the tentative agreement.

Members who are unable to attend the meeting are encouraged to contact bargaining team members directly with their questions or concerns. Contact information for the bargaining teams are as follows:

Gregg Riesenber (HS), Chair
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Chris Bushée (HS)
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F.E. Young (ER)
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Josh Schmidt (HM)
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Petrina Arth, Alternate (HM)
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Penny Upton, CTA Rep
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Voting to ratify the tentative agreement will take place at all school sites on Wednesday, May 27, 2015. The results of the vote will be announced Thursday. If ratified by BHEA, the Board of Education will vote to approve the tentative agreement in July.

"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

BHEA Year-End Survey Partial Results

How would you rate the responsiveness of BHEA to your questions and concerns?

Very responsive	43.0%
Responsive	28.1%
Somewhat responsive	7.6%
Not responsive	2.6%
No questions/concerns	18.4%

Which of the following best describes the quality of communication from BHEA?

I feel very informed	69.3%
I feel informed	25.4%
I feel somewhat informed	5.3%
I do not feel informed	0%
Other	0%

If BHEA offered professional development opportunities next year, how likely would you want to participate?

Very likely	17.5%
Likely	25.4%
Somewhat likely	35.1%
Unlikely	18.4%
Other	3.5%

(BHHS Only) After five months of implementation, what concerns, if any, do you have about the collaboration and team meeting schedule?

Requires too much time away from the classroom	35.7%
The deadlines do not allow enough time to complete the work	15.7%
No concerns	20%
No opinion	17.1%
Other	11.4%

(BHHS Only) How satisfied are you with the way in which collaboration was implemented?

Highly satisfied	7.4%
Satisfied	16.2%
Somewhat satisfied	8.8%
Dissatisfied	26.5%
Highly dissatisfied	19.1%
I have no opinion	19.1%
Other	2.9%

To view more detailed results of the BHEA Year-End Survey, please visit bhea.org/Resources.html

The Members Have Spoken

Overall satisfaction with BHEA expressed with plenty of room for improvement

In a year-end survey sent out earlier this month, BHEA members had the opportunity to express their opinions and thoughts regarding a wide variety of topics including professional development, bargaining, future social events, and BHEA's responsiveness to concerns. Overall, members expressed satisfaction with BHEA's responsiveness and communication while raising significant concerns about the collaboration and team meeting schedule at BHHS.

Out of the 114 respondents, 71.1% rated BHEA as "very responsive" or "responsive" to questions and concerns. 18.4% said they had no questions or concerns this year. Only 3 respondents (2.6%) expressed that BHEA was "not responsive."

"[BHEA should] be more cynical in dealing with the district and aggressive when trying to negotiate contract terms."

- Survey respondent

Of the 87 respondents who have viewed the BHEA Facebook pages, 74 said that the pages were "effective" or "very effective" in communicating BHEA's message to members and the public. Only 1 person (0.9%) said the pages were "ineffective."

The survey also revealed that the top two reasons members visit the BHEA site are to read the latest BHEA news (57.9%) and to read the contract (36%). 26.3% of the respondents do not use the BHEA website. More than one reason could be selected.

Regarding communication, 94.7% of respondents said they felt "very informed" or "informed". 0% of respondents felt uninformed.

42.9% of respondents said they would "likely" or "very likely" participate in professional development opportunities that BHEA offers next year. 50.9% of respondents said they would "likely" or "very likely" participate in a social event such as a

holiday party or a year-end banquet.

The survey included two questions for BHHS members about the collaboration and team meeting schedule at the high school. 35.7% of the respondents said the schedule "requires too much time away from the classroom" while 15.7% said "the deadlines do not allow enough time to complete the work." These numbers are an improvement from the results of the December survey in which 85% of respondents expressed concerns about the schedule.

When asked about their satisfaction with the way in which collaboration was implemented, 23.6% said they were "satisfied" or

"BHEA has communicated in a very positive manner...it's more welcoming to new people who might want to get involved."

- Survey respondent

"highly satisfied" while 45.6% said they were "dissatisfied" or "highly dissatisfied."

At the end of the survey, members had the opportunity to offer suggestions on how to improve BHEA and share additional thoughts. One member asked that BHEA "be more cynical in dealing with the district and aggressive when trying to negotiate contract terms." Another asked that BHEA "do a better job of including our substitute teachers in all issues." One wrote, "I would like the [BHEA] president to visit the sites more [and for] BHEA to worry less about the feelings of the board and more about member concerns."

Overall, most members offered praise and encouragement. Said one member, "BHEA has communicated in a very positive manner. I appreciate communication presented this way...it's more welcoming to new people who might want to get involved."