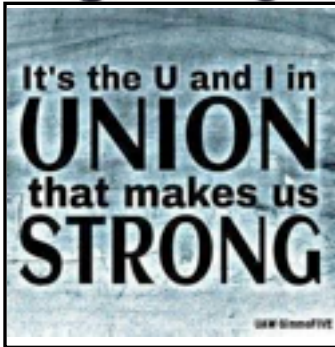




BEA NEWSLETTER

Spring

YOUR ASSOCIATION WORKING FOR YOU



BEA President's message for February/March 2016.

Esteemed Colleagues,

It's always darkest just before the dawn. True to the proverb, this seems to be the hardest stretch of the year. It's cold. Everybody is sick and pale. Our national political discourse is insane. People are cranky. Especially me.

Perhaps you have to have a few years under your belt to realize this, but the dark clouds won't last. Spring always blooms. No, you didn't make the wrong career choice. Yes, your students like you and – dare I say it – appreciate you. Above all, you're not alone. Your union is here for you when you have a problem that you're afraid to take directly to administration, when you're contemplating a major decision like a leave or retirement, when there are two sides to the story of a conflict between you and a parent or student. You should feel confident that we, your union leadership, have your back.

We also need to feel confident that you have our backs. When we bargain this year, we need you to have high expectations, and to trust that we're not going to ask the district to pay what it can't afford. We are asking for two things:

1. The restoration of the salary givebacks that helped rescue the district when times were tough
2. Help coping with the rising cost of living

These are far from outrageous or irresponsible expectations from a district with a budget surplus.

It's very important that our members be as informed as possible. I'll be visiting each building to give you an update on the district's finances and an explanation of why our expectations are affordable. I will also take any questions or comments you have regarding bargaining. Here are the dates and times:

- Maltby** – Wednesday, March 23 – 7:50 a.m. – Laurie Held's room
- Hawkins** – Wednesday, March 23 – 4 p.m. – Kathy Heiss's room
- BHS** – Monday, April 4 – after staff meeting – media center
- Spencer** – Thursday, April 14 – 8 a.m. – computer lab
- Hilton** – Monday, April 11 – 4 p.m. – media center
- Hornung** – Tuesday, April 12 – 4 p.m. – computer lab
- Scranton** – Monday, April 25 – after staff meeting – media center

Have a pleasant and restful spring break.

Yours,
Matt



Brighton Education Association

Office: BHS, Rm. B-40

(810) 299 - 4165

<http://www.iammea.org/bea/>

beaupdate@gmail.com



Brightonteachers

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GOD BLESS UNIONS



March 17, 2016

**BOARD OF DIRECTORS ATTENDANCE
NAMES IN ITALICS WERE ABSENT**

BEA PRESIDENT, BHS: **MATT DUFON**

MS VP, MEMBERSHIP MIS: *MELISSA SCHERDT*

HS VP, NEGOTIATIONS: **BARRY GOODE**

ELEM. VP, HILTON: **MARGARET ADAMS**

BEA SECRETARY, PR: **KAREN STOREY**

TREASURER, MIS: **LISA BARAVIK**

GRIEVANCE, SMS: **JEN EVANS**

TECHNOLOGY, BHS: *TED BUCKLESS*

REGION 8, MEA/NEA: **JOHN GILLIS**

SE CAUCUS: **CAROLYN WALTHERS**

MEA ELECTIONS: **ANITA MAYNARD**

ELEMENTARY CONGRESS: **LIZ URSO**

PAC:

BHS

<i>JEFF MINER</i>	<i>SEAN CARNEY</i>
GABRIELLA HOFFMAN	KIM DAVIS
<i>JARED JACOBSON</i>	ERICA MATHEW
ANITA MAYNARD	CLIFF KIEFER

SMS

MEG FOLEY	JOE KNOERL
JEN EVANS	DEE CAMPBELL

MIS

DAVE KILLEWALD	Laurie Held
KAREN STOREY	MIKE OSBORN

HAWKINS

KATHERINE HEISS
SARAH BARNES

HILTON

BRENDA GLUTH
DIANE BEAUPRE

HORNUNG

MAUREEN STRACHAN
SOPHIA GARNER
HOLLY MASSARD

SPENCER

TAMMY FERGUSON
CINDY KAHL
LIZ URSO

BEA Board of Directors Meeting

Thursday March 17, 2016. BHS room B-36

Meeting was called to order by Matt Dufon 4:26 p.m.

I. Approval of Minutes - Approval of Minutes Jenn Evans moved seconded by John G.

II. Reports of Officers

a. President: - President's Report

Matt gave an update on the district's finances.

- Dr. Gistinge's amended budget anticipates a fund balance of approximately \$2.5 million by June 2016.
- Next year the general fund will include an additional \$1.8 million due to the LESA millage enhancement.
- The governor's budget includes a per-pupil raise. We won't know the final amount for a few months, but it will probably mean an additional \$600-900k for BAS.

The district can, and should, make teachers a top priority at the bargaining table. We have no interest in making the district pay what it can't afford. But we have every interest in expecting the district to pay what it can afford.

We had a very nice turnout for the January social at the Martini Bar. Thanks to everyone for coming.

Please consider contributing to the BEA Scholarship Fund. Contact ARs, your level VP, or Elaine French for more information.

b. Treasurer - Treasurer - Paid the first installment of president release. Around \$14,000. We owe one more around \$7,000. Continued talk about cost saving measures for our budget.

III. Committee Reports:

a. PR - PR - Thank you to everyone for their donations to Meals on Wheels of Livingston County. We are going bowling April 14th at Striking Lanes in Hartland from 5 - 7 p.m. Cost is \$10.00. Graduation is June 11th more info to come on this. We are supplying a bus to drive us to EMU. May retirement party at The Pound more info to come.

b. Grievance - None

c. Elementary Congress -2016 February/March

February-snow day-ONLINE

Elementary Congress March 10, 2016

Sarah Barnes, Liz Urso, Kathy Heiss, Maureen Strachan, Brenda Gluth

Spencer: We changed our morning drop off and it looks like it may solve some of our bus problems. All of our staff does equal bus duty times. The change has been beneficial.

Hilton: None

Elementary Congress continued:

Hornung: None

Hawkins: None

ALL: grievance for loss of prep minutes ... solution is doable (but not perfect) for the remainder of the school year. We hope that a permanent solution is put in place before the 2016/2017 school year begins.

Teachers are concerned that during lock down drills, the tactics of knocking on doors and then reprimanding staff in front of their class is unprofessional, not to mention scary for our young learners.

Morning bell is 8:43 -- Why are kids being sent in before the bell at multiple buildings before 8:43?

Hawkins--marathon IEP meetings

Why are buildings still scheduling IEP meetings before 8:15 and on prep times. We continue to lose minutes. CAT meetings are being scheduled during prep time. We are hearing mixed messages about marathon meeting, elimination of IEPs. Some IEPs are being scheduled at 8:00 in the morning. Why can't they do more marathon meetings? They are also scheduling IEPs during lunches.

Bus duty is inconsistent from building to building

The April day is a conference day (April 11)

This is a comp day for 6 hours of conferences. If you schedule conferences on April 11 that is your choice, but not required. April 11 is a comp day. ~MA

Finding subs is a problem, jobs are going unfilled.

d. Membership - None

e. Elections - None

f. Flower and Card - See card corner

g. Coordinating Council - MESSA is adding a "telemedicine" option to all packages. Members will be able to video-conference online with a doctor or nurse practitioner for \$49, which is cheaper than the typical office visit. They'll be working through a company called Amwell. July 1 is the target start date.

New MESSA rates will be out in early April. We have begun to work on building a health care consortium in Livingston County. Member districts would have the same set of insurance options to choose from. Would result in lower premiums over the long run.

Please be sure to let the BEA know if you change your address, phone number, or personal email address. Contact Elaine French in the BEA Office.

h. Region 8 - A lot of training available to members. MEA has a website for Flint kids. Legislative update on Detroit teachers.

i. MEA/NEA Delegate - HB 5194 would make schedule and calendar prohibited subjects under PERA. It has been introduced in the House. These subjects should be left to local control. Teachers are the people who best know the local school culture and provide valuable input on what works and what doesn't in their school's schedule and calendar.

Pay attention to the legislation regarding the restructuring of DPS. The legislature is trying to push a lot of anti-union measures into it. For example, teacher pay raises would be tied to each school's letter grade. Teachers working in schools with a "D" grade or lower would not be eligible for any pay increase. The legislature hasn't come to any final decisions yet, but the relevant HBs are 5382-5387.

j. PAC - Governor's budget calls for a foundation allowance increase.

k. Special Ed Caucus - None

l. Negotiations - First meeting was in February. See President's report.

IV. Unfinished business - None

V. New Business - BEA Budget 2016-2017 - see Matt's report. We are continuing to have conversations about our budget.

Bargaining Building Visits - Matt would like to visit each building to come and do a simple presentation on where we are at financially as a district. Please sign up .

VI. Representative Comments:

High School - High School - Substitutes is a big issue. Concern about the cleanliness. Progress reports: we thought we were not doing progress reports.

Scranton - None

Maltby - Cleanliness is a big issue. Subs is a big issue.

Hornung - None

Hilton - None

Spencer - None

Hawkins - None

Meeting adjourned at 6:29 p.m.





How to access your yearly dues amount summary for tax purposes:

At the www.mea.org website, click on members only, then edues. It'll ask you to log in. Once you have logged in there's an area that should say "summary" this should give you a report. If members have any problems they can call our help desk at [1-800-292-1934](tel:1-800-292-1934).

Bob Clark
8-D Field Assistant
[517-546-7330](tel:517-546-7330)
rclark@mea.org



BAS PET FOOD DRIVE IN FEBRUARY PROVED SUCCESSFUL.

Maltby teacher **Karen Storey** and BEA office manager **Elaine French** coordinated the effort with help from **Maltby Leadership** students. Maltby Leadership student **Gena Urbain** helped with the pick up and delivery of the pet supply donations.

When seniors receive the food from Meals on Wheels they quite often also need help with providing food for their pets, which makes this a great cause.

YOU'RE INVITED!!



FOR THE ANNUAL END OF THE YEAR

Celebration



FRIDAY, JUNE 3RD
Rooftop of the Pound in
downtown Brighton
starting at 2:30 pm

Let's celebrate another amazing year
& toast our BAS 2016 Retirees!!

Pizza & Pop
provided by your BEA
& BAS Administration



GRADUATION IS SAT.
JUNE 11

The BEA is once again Providing a bus to EMU for teachers to attend graduation. Will be at BECC parking lot at 8:00 am. Look for RSVP sign up coming out soon.



BEA Scholarships

Reminder, it's BEA Scholarship
Donation Time
Now through all of May



SPRING BOWLING PARTY FOR BAS STAFF!

Thursday, April 14th

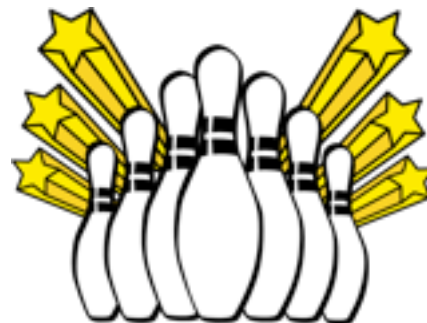
5:00 - 7:00 pm

Striking Lanes

1535 Old US 23 (near M-59) Hartland

Cost is \$10 per person, includes shoes,
bowling, pizza and pop!

Click on link below to sign up today!



Click on the link below to sign up

[SPRING BOWLING PARTY SIGN UP](#)

BEA CARD CORNER

Congratulations to:

Jenny Sobolevski (Spencer) new baby.
Michelle Lapshan (MIS) new baby.
Gillian McColgan (Spencer) new baby.
Bridgette McKiddy (BHS) birth of twins.



Sympathy to:

Lisa Carpenter (MIS) father passed.
Sue Smeal (Spencer) father passed.
Christina Wilson (MIS) grandfather passed.



2016 SCHOOL BOARD MEETING DATES

March 21	August 8 & 22
April 11 & 25	Sept. 12 & 26
May 9 & 23	Oct. 10 & 24
June 13 & 27	Nov. 14 & 28
July 11	Dec. 12

Please click on the link below to view your BAS
Board Meetings:

https://www.youtube.com/channel/UCs1sMZbfiXRX-nCQ43m7i-A?sub_confirmation=1



"To show you how well I understand fractions, I only did half of my homework."




"Mrs. Kelly, I'd know you anywhere from little Billy's portrait of you."

Monthly BEA Budget

BEA

BEA

BUDGET SUMMARY AS OF: 3/16/2016					
Credit Union Balances (Projected):					
Checking:	\$10,753.04				
Savings:	\$11,222.08				
CD:	\$24,764.46				
Total:	\$46,739.58				
					
Budget Category	FY Budget	Spent to Date	%	Remaining	%
Compensation	\$26,740.00	\$15,544.95	58%	\$11,195.05	42%
Office Support	\$13,000.00	\$4,847.16	37%	\$8,152.84	63%
Conferences	\$1,000.00	\$0.00	0%	\$1,000.00	100%
Taxes	\$2,000.00	\$1,845.07	92%	\$154.93	8%
P.R.	\$2,500.00	\$1,571.46	63%	\$928.54	37%
Card/Gift	\$500.00	\$0.00	0%	\$500.00	100%
Payroll	\$650.00	\$200.00	31%	\$450.00	69%
Office Supplies	\$500.00	\$318.12	64%	\$181.88	36%
Travel	\$0.00	\$0.00	0%	\$0.00	0%
Miscellaneous	\$500.00	\$219.56	44%	\$280.44	56%
Postage	\$150.00	\$19.60	13%	\$130.40	87%
Technology	\$0.00	\$0.00	0%	\$0.00	0%
Refreshments	\$250.00	\$173.64	69%	\$76.36	31%
Spring Art	\$0.00	\$0.00	0%	\$0.00	0%
Angel Tree Fund	\$100.00	\$0.00	0%	\$100.00	100%
P.A.C.	\$0.00	\$0.00	0%	\$0.00	0%
Negotiations	\$3,000.00	\$970.00	32%	\$2,030.00	68%
Total	\$72,398.83	\$40,002.12	55%	\$32,396.71	45%

Your Association working for you!