



BEA NEWSLETTER

YOUR ASSOCIATION WORKING FOR YOU

Letter from the President:

October, 2011 issue 2

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Greetings Members,

Thanks to all members who joined us for the 2011 Homecoming Parade and Tailgate Party. A HUGE thanks goes out to Jim and Elaine French for all of their hard work in setting up and preparing the food. It is much appreciated by all who enjoyed the spread. Also a great thanks to Karen Storey for the excellent PR work through the sweet candy bags for all the kids. We could have purchased twice the amount of bags, and still would have run out. They were a huge hit!

Our web page is up and running (www.brightonteachers.org). We are in need of secondary links in all subject areas to share with our parents. Please send them to the BEA Update, where we will be sure to forward them to our first-rate tech support, Ted Buckless (Great job, Ted!)

Thanks to all who have contacted their legislator regarding SB 618 that seeks to privatize public school teachers, which is simply absurd. The language on this has been separated out most likely due to its weakening the ability to uncap charter schools (the second half of the bill) along with its increasing unpopularity. Your calls and letters certainly helped! Keep it up and also keep posted on the latest from the State Board of Education, which is considering tying certification advancement or renewal to administrator evaluations. Without an appeals process, a teacher's certification would be based on having three years of highly effective or effective evaluations, based on an administrator issuing that rating. The power of a reckless administrator over a teacher's certification, which is a job and property right, is now at risk. The State Board will be conducting three public hearings in November, with these dates being sent soon through the BEA Update. Stay close and stay tuned!

Contracts should have been delivered to each and every member. Thanks to Shelly Kennedy in HR for personally making all of the copies, which saved the district considerably in costs. For a one-year deal, that just makes sense.

Finally, phone banking will be taking place for Bill Trombley's school board election campaign on Thursday, November 3rd from 4 until 8 p.m. Actually, the more members who volunteer, the sooner we can head home. Yard signs are also available in the BEA office so please stop by and pick one up, especially if you live in a high traffic area within Brighton's voting district.

Happy Halloween!

Ellen Lafferty

BEA President



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BEA Board of Directors ✍

Brighton High School ✍
Members Present

Thursday October 20, 2011

Executive Board	
President	Ellen Lafferty
V.P.s	Barry Goode Maggie Moore Margaret Adams
Treasurer	Brian Walker
Secretary	Jeff Miner
Coor. Council	Randy Brady
MEA	Rhonda Barclay Randy Brady
PR	Brian Bihlmeyer Karen Storey
Membership	Karen Storey
PAC	Mellissa Scherdt
Elections	Barb Gienapp
Grievance	Arnella Park
Technology	Ted Buckless
Element. Caucus	Rhonda Barclay
Negotiations	Barry Goode
Special Ed Caucus	Lisa Baravik

A.R.s		
Hawkins	Jan Denzer Maryalice Buschbacher	Karen Keskitalo
Hilton	Rhonda Barclay Margaret Adams	Renee Obert
Hornung	Chris Darkowski Arin Giandria	Maureen Strachan
Spencer	Barb Copenhaver Brenda Gluth	Dave Killewald
Maltby	Brian Bihlmeyer Melissa Scherdt	Mike Osborn Corrine Shourds
Scranton	Gabriella Hoffman Brittany Antoni	Joe Knoerl Laurie Smith
BHS	Sean Carney Barb Gienapp Erica Lewis Roxanna McGonegal Kryisia Alexander	Stephanie Carroll Kim Davis Basia Keihler Anita Maynard

Members in Bold were Present. Members not in bold were absent.

The Meeting was called to order at 4:30pm
BEA Board of Directors meeting 10-20-2011

Approval of minutes: One change-Mary Alice Bushbacher is Hawkins AR, not Gail Girbach. Otherwise OK.

Reports of officers:

President: Reminders of meeting protocols. *No building comments brought up at meeting before they are discussed with building administrator. *Bring topic up-make motion-get second-then discuss.

*Each member speaks only once per topic. *Be courteous and professional, even if you disagree with someone.

-Thanks to all at the homecoming parade. Please sign the thank you card for Elaine and Jim. Karen Storey did a great job with PR.

-Web page up and running. Brightonteachers.org Ted Buckless has done a lot of work on this, and it shows. Still need secondary curriculum links.

-Scranton/Hawkins are to attend next Monday's Board of Education meeting. BHS is November 14th, Spencer and Maltby the 28th. Monday's meeting will be followed by a Committee of the Whole to discuss the no zero grading policy, and also granting high school credit for more middle school classes such as PE, Math, Band, Languages. This could impact staffing-help some areas, hurt others. Scranton teachers currently giving 50% for nothing turned in, two are piloting 0-12 grading system. Question: Do students wanting high school credit currently take same exams as high school? Yes, at least in Algebra. Might need to check and see if exam Scranton has is the same one BHS currently uses.

-Ellen will be visiting buildings-please sign up for a time. Would like this to be a BEA meeting.

-Phone bank for Bill Trombley is November 3rd from 4-8 at Howell MEA. We have a limited amount of yard signs if you are in a high-traffic area.

-Thanks for contacting representatives about bill # 618-due to public pressure, took out provision allowing teachers to be privatized. Michigan Supreme Court reversed Court of Appeals and voted 7-0 to allow Paul Scott recall to remain on ballot.

-Contracts should have been delivered to your building last week.

-Audit committee-Maureen, John, Brian. We are in good shape. They came up with four recommendations to implement, nothing major. 1. Any credit cards no longer in use should be shredded in front of witnesses. 2. Receipts need to be attached to any monies paid in advance. 3. Evaluate need to cash or invest CD. 4. Should have a second co-signer and make sure large checks especially are co-signed.

-Tonight is Dr. Gray's second of four tours of our buildings to build support for bond. Very informative. He will be taking selected people, such as PTO presidents, as well as the public.

Treasurer: Monthly statement available to all AR's. Question: PR expense of \$304.82? Shirts and domain registration. After discussion, decision made to switch shirts to Crisis category.

-Still have a good chunk of money left from our assessment. How to spend-recommendation should come from Exec Board. Question: Why doesn't negotiation budget appear in report? Because we feel it's important information that others outside the BEA don't need to know.

Committee Reports: PR/Crisis: Parade went well, bags big hit. Actually ran out, bought as many as we could. Came in under budget, as well. Looking forward to working with Lynn's Café on placemat ad-still in works, more information to come. Holiday PR upcoming. Drama students will dress up at Tridge and Treat, which is for very young kids on October 31. Big article in MEA magazine about Jamie Vollmer's visit.

Grievance: One grievance on four BHS classes below 60%. There are many more-grievance in abeyance until we can study data. Same situation at Scranton and Maltby, and the caps to many of those classes are wrong. What is our student staff ratio? Not sure. Also checking imbalances at Scranton-BHS teachers will get \$300/student for this. Scranton had a site-based decision covering this last year, not in force this year.

Elementary Congress: (See attached minutes.) Data collection and AIMS web testing required-time is a concern. Some concern about pay dates not always being on 1st and 15th for those that have automatic deductions. Pay dates will be in each newsletter from now on.
done.

Elementary Congress minutes

Thursday, October 13, 2011

Members present:

Hornung-Maureen Strachan, Arin Giannandrea (absent - Chris Darkowski)
Hilton-Rhonda Barclay, Margaret Adams, Renee Obert
Spencer-Brenda Gluth, Dave Killewald, Barb Copenhaver
Hawkins-Jan Denzer, Karen Keskitalo, Maryalice Buschbacher

Called to order 4:20 p.m. Hornung elementary

concerns of all

- Kindergarten and First grade observations - presented to all K-1 teachers from Dr. Surrey by email in the last few weeks. Came from the county level. Staff is concerned there is not enough time to observe plus it takes away from instructional time.
- 3rd grade has similar concerns with the AIMMS web math and reading plus the Teacher College
- AIMS for 2nd grade -- concern that the test was not dark enough when photocopied. Unrealistic for 2nd grade to complete test
- PAY DAYS - why are they after the 1st and 15th when the 1st and 15th fall on the weekend, why not before since people have auto payments of mortgage etc.

Building specific concerns

• Spencer

- Faculty lounge being used by bus driver before and after school. Our principal received a phone call from bus supervisor that the bus drivers MUST have a lounge provided by the buildings. The concern is there are not a lot of private places in Spencer, teachers have been on the phone with parent calls, only to have a bus driver emerge from the restroom. There are three other bathrooms in the area, do we have to provide a lounge/bathroom for the bus drivers?

Elementary Congress Continued:**• Hawkins**

- Having major heating and cooling issues. They can open windows but since there are no screens, not a good solution.
- The staff lounge no longer has hot or warm running water, only cold.
- Has Hawkins become the Special Ed building? 29 support staff @ Hawkins. Making a grid for coverage of Spec Ed students
- Also concerned about RtI coverage as well as regular SE coverage for students

Hilton

- none except the ALL concerns above

Hornung

- none except the ALL concerns above
- staying on top of internal issues

submitted by Margaret Adams

Adjourned @ 5:25--NEXT MEETING THURSDAY, DECEMBER 1, 2011 @ Spencer

Special Education Caucus: Meetings will be 1X/month, buildings will rotate. Special Education teachers cannot sign IEP as District Representative-need waiver, not in place. Marcy has been contacted three times to meet on this, no response yet.

Minutes from Lisa Baravik:

The October SE Caucus meeting was held on October 13, 2011.

Best Fit

"Best Fit" language for para pros continues to be a major concern for some. Current BESPAs contract language allows for a bidding process and seniority to determine placement, at times creating a "revolving door" for paras. This is a BESPAs negotiations issue.

IEP Attendance and Signatures

This continues to be an issue in some buildings. Some SE teachers are being asked to sign as the District Representative at IEP meeting. A waiver is not in place on the county plan making this a violation of Federal Law.

Highly Qualified

This continues to be an issue at the middle school level. Teachers were "shuffled" into new assignments after the start of the school year in order to have Highly Qualified teachers teaching. This appears to be a particular problem in the area of Math.

Directives and Timelines

Some buildings are receiving directives and deadlines that are unmeetable. Some SE teachers are being told to schedule all of the IEP meetings for the entire year. They were given one week in which to do so. They are being told to provide progress monitoring data for all special education students in ALL subject areas (reading, writing, math) regardless of the students' qualifying area. Teachers did receive minimal training, but there is a feeling of being overwhelmed by the lack of time and support. Concerns of miscommunication will need to be addressed. The next SE Caucus meeting will help at Spencer Elementary School on Thursday December 1, 2011. It will begin at 4:14 p.m.

Membership: One resignation, one person back from leave, one new teacher-.4 at Scranton. District did follow previous layoff policy, which is encouraging.

Elections: Nothing to report. Does Ellen want conference schedule from each building? No, up to each building to set-she doesn't need to know.

Flower and Card: Jody Renicker-Death of Mother in law. Angie DeAngelis-Death of father.

Region 8: Meeting in Lansing last night. VP spoke about Steve Cook and his efforts with legislators. VP can come to Coordinating Council. On MEA bill tracker, bills that aren't moving aren't updated. State of Michigan "Found" 421 million dollars. It is going in Rainy Day Fund. By law, 170 million has to go in School Aid Fund-but that doesn't mean it will be spent. Some contracts still unsettled, some districts reporting many students lost.

Coordinating Council: Hartland teachers looking at a 2.68% cut because of formula in their contract. Howell applying for an evaluation exemption-they can do so because contract was settled before July 1. Pinckney may close another elementary, as they've lost students and one elementary building only has about 200 students. Pinckney High School down to 1200 students. Brighton seems not to have taken as big a hit on students lost. Fowlerville teachers accepted 5% cut-administration did not get cut, and they hired another administrator.

MEA: Fall RA was last Saturday. Westland Senator and Detroit Representative spoke. Some pushback by public, but situation for public schools and teachers still grim. Next speaker was from the Coalition against right to work. Final speaker was Mark Brewer, Democratic party chairman for Michigan. He told the group we would have to live under these conditions until we changed climate. Almost 50% of MEA members disregarded recommendation last election. He said Democrats have supported pro-education and pro-teacher measures very strongly, while Republicans have not. The agenda from the Right is to privatize teachers and increase charter schools. Message: We need to go to work on national, state, and local issues, lots to be done.

PAC: Fall PAC drive. Melissa sending envelopes with AR's for their voting list. Please put brochures in lounge. Also, postcards for Bill Trombley-please take 5, stamp, put in mail. PAC paid for labels, cards. This was PAC money, not BEA money.

Unfinished Business: Maltby site-based decision. Dealt with overloads. Staff volunteers could take the 36th student in a class and be paid for it. If no volunteers, new section would be opened. Maltby voted yes unanimously-42 yes, 2 abstain, 3 absent. Question-how is this different than what's in contract? This is the 3rd extra student in class, they would be paid for overload #3. Mike Osborne motioned that the site-based decision be approved. Melissa Scherdt seconded. Motion passed unanimously.

Building comments:

Hilton: None.

Hornung: None.

Hawkins: None.

Scranton: If middle school teachers are teaching classes for high school credit, do they need to be highly qualified/certified? Yes, we think so. AIMS web testing introduction was Monday-testing supposed to be done by next Friday. Scoring will be done later. Scranton is having four meetings a month for a total of 100 minutes. Contract says 3 per month, with comp time if the 15 minute meeting is held. Scranton AR's will speak with building principals about this issue. Meeting times also going to PGC. Building temps erratic. Reminder-61-75 degrees considered acceptable.

Maltby: None

BHS: Curriculum Communicators-six positions, this year only. So far, only at BHS. Any school could propose these to their principal. Where does the money come from? We were told BHS budget, but Dr. Gray said a fundraiser.

Spencer: None

Motion to Adjourn: Krysia Alexander. Second: Melissa Scherdt. Motion passed unanimously.
Meeting adjourned @ 5:57 p.m.

Minutes submitted by Jeff Miner, Secretary.

Card Corner:



Get well to: Mary Morse (MIS) surgery

Congratulations to: Basia Kiebler (BHS) birth of a baby girl

Congratulations to: Patti Garza (Spencer) birth of a baby boy

Sympathy to: Jodi Renicker: (MIS) loss of her Mother in-law

Sympathy to: Angela DeAngelis (SMS) Loss of her Father

Sympathy to: Tressa King (BHS) loss of her Father in-law



Please notify Elaine French ext. 94165 with news of births, marriages, illness of staff and deaths.
frenche@gmail.com or beaofficemanager@gmail.com

Screening and Recommendation results:

October 19, 2011
Ellen,

The Screening and Recommendation committee chose to support Bill Trombley for School Board because he wants to do whatever is best for students. His motto is "Kids first", and he supports that. He moved to Brighton seven years ago because of the excellent reputation of the school district. He has two children in our schools and wants to ensure that they and all students receive the finest education the district can provide.

He wants BAS teachers to have the tools necessary to make them more effective and productive in the 21st century. He will support a technology bond and sinking fund because this is what the district needs. While he is disappointed in the lack of

technology in the district he is pleased with the results. He is concerned, as we are, that we will soon lose our competitive edge if we don't have the right tools.

The BEA will do phone banking for Bill the week before the election. Since this is a district election we need to contact the active and retired MEA members that live here. This is a smaller number than in general election years. We'll do this Thursday, November 3rd from 4 p.m. until we're done. The more volunteers we have to help, the quicker this task will go. Please sign up for this important project.

Thanks,

John Gillis

S & R Committee chair

Letter of Agreement
between
Brighton Area Schools
and
Brighton Education Association

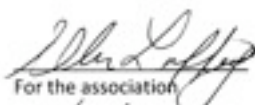
The last pay of 2010-11 will be August 12, 2011.

The parties agree that in the 2011-12 school year the current pay schedule will be modified to 20 or 24 pays following the schedule below:

September 1, 15
October 3, 17
November 1, 15
December 1, 15
January 3, 16
February 1, 15
March 1, 15
April 2, 16
May 1, 15
June 1, 15* (Last pay for 20 pays)
July 2, 16
August 1, 15* (Last pay for 24 pays)


For the administration

6-16-11
Date


For the association

6/16/11
Date



School Board Meeting attendance sign up

The following schools have agreed to have at least 4 teachers from your buildings to attend the school board meetings on the dates specified below. Reminders will be sent to the AR's of each building as the dates approach.

November 14, 2011: BHS and Maltby

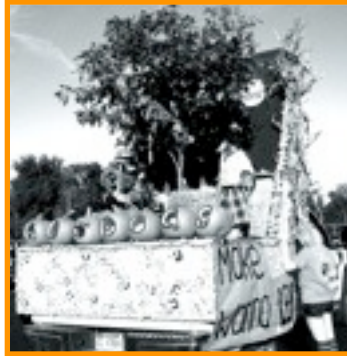
November 28, 2011: Spencer and BHS

December 12, 2011: Hilton and Hornung

January, 2011 (TBD): Spencer and Scranton



**Brighton's Homecoming
Parade and
BEA/BESPA Tailgate
October 7, 2011**



Beautiful weather, wonderful floats, hotdogs and kids. A winning combination for the Brighton Homecoming Parade & Tailgate!





School Board member email addresses

Cheryl Leach, President
leachc@brightonk12.com

Greg Rassel, Vice-President
rasselg@brightonk12.com

Jay Krause, Treasurer
krausej@brightonk12.com

Beth Minert, Secretary
minertb@brightonk12.com

Miles Vieau, Trustee
kmvieau@comcast.net

Bill Anderson, Trustee
williameanderson@comcast.net

John Conely, Trustee
conelyrental@sbcglobal.net

Learning for life!

School Board Meeting Dates for 2011

Meetings start at 7:00 p.m. at BECC

October 24

November 14 & 28

December 12

Meeting dates for 2012 are decided after the first of the year.

Member Information Change Form

We've added this because BEA needs to know if there is a change in your last name, address, phone, leave, full time/part time status, etc. Please enter any changes below, tear out and interoffice mail to the BEA office @ BHS. THANKS!

Name: _____ **School:** _____

Change _____



Budget Category	11-12 Budget	This Month	11-12 Spent	11-12 Remaining
Stipends	\$10,100.00			\$10,100.00
Office Support	\$14,500.00	\$2,318.74	\$2,318.74	\$12,181.26
Conferences	\$2,500.00			\$2,500.00
Taxes	\$2,000.00	\$267.94	\$267.94	\$1,732.06
PR	\$2,375.00	\$304.82	\$304.82	\$2,070.18
Cards and Gifts	\$700.00			\$700.00
Payroll Expenses	\$650.00	\$80.00	\$80.00	\$570.00
Office Supplies	\$500.00			\$500.00
Travel	\$500.00			\$500.00
Miscellaneous	\$600.00	\$20.00	\$20.00	\$580.00
Postage	\$200.00			\$200.00
Technology	\$500.00	\$63.00	\$63.00	\$437.00
Refreshments	\$700.00	\$131.87	\$131.87	\$568.13
Spring Art and Frame Purchase	\$200.00			\$200.00
Angel Tree Fund	\$100.00			\$100.00
Dues Reimbursements	\$17,000.00			\$17,000.00
				\$0.00
				\$0.00
Totals	\$53,125.00	\$3,186.37	\$3,186.37	\$49,938.63

Dues received to date:

Dues paid to date: **\$25,533.52**

Credit Union Balances (10/13/2011)

Checking:	\$27,669.50	
Savings:	\$16,763.35	
Certificate of Deposit:	\$24,226.87	<--Maturity Date: 5/16/2012

BEA Exec Board & Board of Directors

Meeting Location: BHS Room

Meeting Time: 4:25 PM

Exec Board: Board of Directors

Nov. No meetings Nov. No meetings

Dec. 6 Dec. 8

Jan. 17 Jan. 19

Feb. 21 Feb. 23

March 20 March 22

April 24 April 26

May 22 May 24



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