



# BEA NEWSLETTER

## YOUR ASSOCIATION WORKING FOR YOU



Esteemed Colleagues,

I've been thinking lately about *The Giving Tree* by Shel Silverstein. I'm sure most of you know it. A boy and an apple tree become friends. The boy spends his childhood playing in the tree and eating its apples. When he becomes an adolescent, he tells the tree he needs money. At the tree's suggestion, he picks its apples and sells them. After a long absence, the boy, now a man, returns and tells the tree he wants a house. So the tree allows him to cut its branches. The man next returns in his middle age and tells the tree he'd like a boat. The tree offers its trunk, and the man chops it down, leaving only a stump. Finally, the man, now grown old, visits the tree (stump) one last time and tells it he'd like a place to sit down and rest. And his faithful former tree offers the only thing it has left – the stump that it's been reduced to.

The tree never asks for anything in return, and the boy never offers it anything. He only visits the tree when he has another request. He's not a bad person, but neither is he a good friend. The tree is partially to blame too: it gives more and more of itself until it has nothing left to give. It can no longer serve the purpose for which it was originally intended. All because it couldn't, or wouldn't, say "no" to the boy.

I wonder how the story might have turned out differently if the tree had recognized the nature of its relationship with the boy and demanded that he give something back.

We find ourselves in a similar situation. We've helped the district from the beginning of its financial difficulties. We're still making 5% less than we did in 2011. Health insurance premiums are skyrocketing with no end in sight. We're constantly losing ground to the rise in the cost of living. In the meantime, state Republicans have worked hard to weaken our union and muddy the waters of our lives with underfunded classrooms, job insecurity, and endless, wasteful testing.

In light of such circumstances, it's the district's turn to help us now that it has the resources to do so. Asking for an appreciable cost-of-living pay increase, one not overwhelmed by our increased costs, is not a radical position. But we will have to tell the board, loudly and repeatedly, that this is what we expect. If we're afraid, then we have to do it afraid. The tree never stood up to the boy and was cut down in the end anyway. That's where your fear will have you.

A forest of stumps is a wasteland. A wasteland harbors no life and cannot thrive. But our story hasn't been written yet. Let us write it ourselves, then. Once upon a time.

Yours,  
  
Matt

**BEA 2016**

**Brighton Education Association**

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 Brightonteachers

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BEA Scholarship donation time



April 21, 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>	SEAN CARNEY
GABRIELLA HOFFMAN	KIM DAVIS
<i>JARED JACOBSON</i>	ERICA MATHEW
ANITA MAYNARD	<i>CLIFF KIEFER</i>

**SMS**

MEG FOLEY	JOE KNOERL
JEN EVANS	DEE CAMPBELL

**MIS**

DAVE KILLEWALD	Laurie Held
<i>KAREN STOREY</i>	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 April 21, 2016. BHS room B-36

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

**I. Approval of Minutes - Reports of Officers**

**a. President: - President's Report**

As you may have heard, Brighton High School was recently ranked one of the best in the state. The Bulldogs are in the top three percent of all high schools - truly the crème de la crème. This isn't just praise for the high school, either, since the exemplary work our elementary and middle school teachers are doing makes it possible for us to do so well at BHS. Our school improvement motto has been "from good to great." I think this should be updated. "From spectacular to utopia," maybe, or "from Rolex to Patek Philippe." I'm only half kidding. We're fantastic, and we should be recognized and compensated appropriately.

My building visits have been going well. There is a clear consensus among teachers that the time is now for the board to recognize the fact that we helped them when they needed it, and now we need them to help us. We expect a good raise. We will ask the board to pay what it can afford.

We had our first insurance consortium meeting at MEA-Howell. It was well attended. Consolidating would realize an immediate 2% reduction in our rate. It would also allow us to offer three different major medical products. The complicating factor for Brighton is that we currently "blend" our rate - we all contribute the same toward our insurance, whether we're single, two-person, or full family. While we would still have local control over that, we might need to change the way we blend, or do away with it completely, as members would choose different products.

Please consider giving to the BEA Scholarship Fund. Send your contribution care of Elaine French in the BEA Office at BHS.

**b. Treasurer - -President's release will be paid in June.**

-CD is maturing and will mature in May.

-ARs will get paid next meeting.

**III. Committee Reports:**

**a. PR -** We've had to cancel two events this year. Date/time were cited as issues. We need to talk about what we want PR to look like next year.

**b. Grievance -** See "know your contract" on pg. 4.

**c. Elementary Congress - Thursday April 14, 2016**

Liz Urso  
Margaret Adams  
Tammy Ferguson  
Kathy Heiss

**Hawkins -** The staff continues to have conversations about issues at Hawkins and hope to meet with the principal soon to discuss some

**Elementary Congress continued:**

of these issues. We have been told that elementary buildings need to be consistent (such as when we can and can't have recess). We are wondering why that doesn't apply to when students are able to enter the building in the morning. Students continue to enter classrooms daily before the first bell rings.

**REMINDER: first bell is 8:43; no students should be in the building before the first bell -- per Henry and Dr. Gray**

**Concern for all buildings:** when will administration give teachers a forum for giving anonymous feedback (an eval of sorts) on building principals? It might be helpful

**Discussion for BEA budget** - Liz proposed that we eliminate the \$600 Elementary Congress chair stipend and roll it into the elementary VP's job. Bumping up the Elementary VP's stipend \$300 (½ the EC chair stipend).

**d. Membership** - If you are going on a leave of any kind or returning from a leave, please contact Melissa Scherdt, [mscherdt@gmail.com](mailto:mscherdt@gmail.com) or (734)260-7158. There are decisions that need to be discussed regarding your dues. Members on leave need only pay a portion of their dues to remain in good standing.

**e. Elections** - One AR will be needed at Spencer and one at BHS. Seek out new people if you think you will not complete your term, try to find younger-tenured people

**f. Flower and Card** - See card corner on pg. 5.

**g. Coordinating Council/PAC** - The state superintendent wants to replace the MSTEP with even more cumbersome and intrusive testing: his vision is at least twice yearly in all grades, including kindergarten.

Call your state representatives and urge them to vote NO on HB 5194, which would make the school calendar a prohibited subject of bargaining under the Public Employee Relations Act. Calendar should be a local decision, made by the people who live and work in the local culture.

**h. Region 8** - none.

**i. MEA/NEA Delegate** - None.

**j. PAC** - See CC report.

**k. Special Ed Caucus** - IEP marathon days will not solve issues related to loss of prep time due to meetings, as these meetings are due to Problem Solving and Initial Evaluations. -All buildings are very inconsistent as to when and how they schedule meetings.

**l. Negotiations** - none.

**IV. Unfinished business** - None

**V. New Business** - -Evaluations- no clear definition or system as to how teachers are being evaluated (D,P,B,U?)

- multiple observations have not taken place, members have had different numbers of observations and fear that student judgements may be put into evaluations.

-schools being "feared into" writing reflection

-all being rated effective means nothing

-really good teachers are demoralized by this, there needs to be some push-back

-ELIOT tool (Scranton)- zeros are being included in evaluations (what they do not see is a 0)

-new teachers needing "lesson plan" after observation-process is not consistent and/or not being followed

-highschool- "they don't know"

-2 big problems- demoralizing staff, generating a lot of extra work for staff that is really administrative work (rating paraprofessionals),

**-Open AR Positions: One at Spencer & one at BHS.** Do not need to wait until fall, if you have one candidate they can assume the position by acclamation and voted in at your building meetings.

-must be included in online voting ballot if there are more candidates than spots available. Let Elaine French know if you have members to fill the AR positions at your buildings.

**VI. Representative Comments:**

**Hilton** - None.

**Hornung**: None.

**Hawkins**: None.

**Scranton**: PE teachers have 45 students in one class.

**Maltby**: Building cleanliness.

**High school**: administration is being better at controlling cleanliness, evaluation process is very demoralizing and there has been a lack of direction/support from administration, write-ups after walk-throughs are not being given out in a timely fashion, issues with testing parameters- ex. NO cell phone on a person during an exam, result will be a 0. There will three instances where students had phones and caught by a teacher. No zeros were given to the students. Administration did not follow through on consistent consequences.

**Spencer**: None.

Meeting adjourned.



Below is an email from BEA retired Maltby social science teacher, Kathy Palmer. Kathy also served as BEA Membership chair & served on the BEA School Board screening committee.

Hi, Elaine -

While I may be living in North Carolina now and busy playing with my flowers (its 70 and sunny; the dogwoods, azaleas and lavender in my garden are in bloom) and volunteer tutoring, I always enjoy reading the BEA Newsletter! I wanted to take a minute to tell you how much I appreciate that you send it out to the retirees as my heart still lies with the teachers and staff of Brighton Area Schools.

In North Carolina, the legislature has taken over teacher salaries (we now rank #48 out of 50 in pay and #42 in teacher satisfaction) and most recently have been working on passing a bill where the state will no longer recognize Masters Degrees for purposes of pay raises. (Right to work state.) This is what happens when non-educators who claim to be great businessmen put their fingers in the pie. Teachers are leaving and teacher prep programs are suffering; a warning to my Michigan colleagues ! Schools here are really suffering.....

Happy Spring, Memories of your kind and positive nature always brings a smile to my face.

Cheers,  
Kathy Palmer

Read more about how Michigan unions are saving jobs and ultimately livelihoods on page 11 of the MEA Voice. Also how MEA is helping Flint educators and many other topics by clicking on this link:

<http://bit.ly/1qLXgb9>



## Year end 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  
cash bar



## KNOW YOUR CONTRACT

### KNOW YOUR RIGHTS!

As we enter into the throes of staffing and the 2016-2017 teaching assignments become realistic, it is important to understand Seniority and the limitations that are present in our contract. Please see your building AR if you have any questions as we move through the staffing process. **Sincerely, Jen Evans** - BEA Grievance Chair

### ARTICLE 17 - Seniority

A. SENIORITY - Seniority shall be defined as the length of service in the school district as an employee represented by the bargaining unit. Accumulation of seniority shall begin with the first contractual day of employment as a bargaining unit member. Employees assigned to less than full positions shall accumulate seniority on a prorated basis. Employees on layoff shall not accumulate seniority.

BEA Seniority List Procedures: Please refer to Board of Education Policy 3131.

1. Seniority will only be adjusted when a member has a less than full FTE assignment or who went on an unpaid leave. Deductions in seniority for leaves will only occur once a member reaches a full quarter (9 weeks) worth of unpaid leave. This deduction will be .25 of a year's worth of seniority. Likewise, if a member reaches 18 weeks of unpaid leave time in a year, the deduction shall be .5 of a year of seniority. For ease of calculating these changes (& ease of understanding) a 12 month calendar will be used.

2. Any employee who shall be transferred to an administrative or executive position and shall later return to the bargaining unit shall be entitled to retain such rights as he/she may have had under this Agreement prior to such transfer to supervisory or executive status.

3. A seniority list shall be maintained by the District. Employees shall be ranked in order of their assigned seniority date. Accompanying the name of each teacher shall be a listing of the teacher's certification endorsements and actual hire date. Said seniority list shall be presented to the Association annually during the month of November for review. Corrections will be brought to the attention of the administration. Changes to the seniority list will be made by the Human Resources Department and the Brighton Education Association President within thirty (30) calendar days of publication.



**Brighton High Named Among Top 25 High Schools In Michigan April 20, 2016**

US News and World Report has issued its annual academic rankings of high schools around the nation, and one area school - Brighton High School - is among the top 25 in Michigan. Brighton Supt. Greg Gray has stated that he regards Brighton as one of the best public school districts in the state, and its high school as one of the top state high schools, and the latest school ratings seem to bear that out. In the rankings, which were released Tuesday, Brighton High School is listed at 21st in the state. Other area high schools ranked in the top 100 include Chelsea at 27, South Lyon East at number 40; Dexter, 41st, South Lyon High School at 86th and Charyl Stockwell Preparatory Academy in Brighton at 99th. The rankings are based on teacher to student ratios and college readiness as determined by test results. Included in the overall list are 250 Michigan high schools out of a total of 850. However, only the top 100 were given a numerical ranking. Getting the number one ranking among Michigan high schools was the International Academy of Bloomfield Hills, followed by the International Academy of Macomb in Clinton Township. (TT) **Click on the link below to read more ratings:**

<http://www.usnews.com/education/best-high-schools/...>

**Card Corner**

**Congratulations to:**

**Karen Storey (MIS) (BEA PR) Welcome Leo,** new baby boy!! **Kara Fribley (MA/SC) baby boy.**  
**Katheryne Friske (MA/SC) baby boy.**  
**Katie Tobias (Hawkins) baby boy.**

**Sympathy to:**

**Lisa Carpenter (MIS) Mother-in-law passed.**  
**Dawn Straight (Hornung) Grandfather passed.**  
**John Gillis (BHS) Aunt passed at age 102.**



**BEA Scholarships**

**WE NEED YOUR DONATIONS!**

“Please don’t make me beg”



Please send your donations to the BEA office  
C/O BHS attention Elaine French.

**Thank you from the BEA scholarship committee**



**GRADUATION IS SATURDAY, JUNE 11**  
The BEA is once again Providing a bus to EMU for teachers to attend graduation. Meet at BECC parking lot at 8:00 am. Look for RSVP sign up coming out soon.



School Board meetings

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

Use link to view school board meetings:

[https://www.youtube.com/channel/UCs1sMZbfiXRX-nCQ43m7i-A?sub\\_confirmation=1](https://www.youtube.com/channel/UCs1sMZbfiXRX-nCQ43m7i-A?sub_confirmation=1)



**GOODBY TENSION,  
HELLO PENSION!**

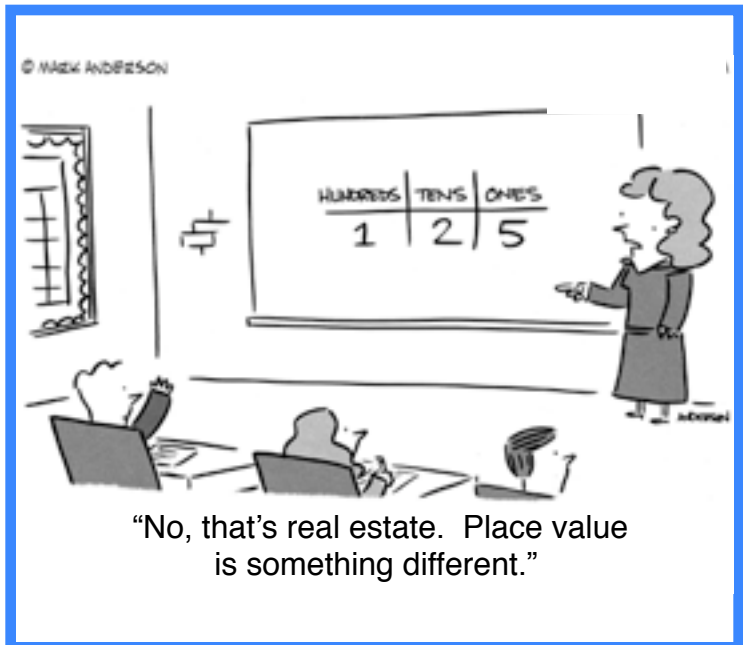


**A second MEA Retirement workshop has been scheduled!**

**THURSDAY, MAY 12th 4:30 p.m.**

Howell High School  
1200 W. Grand River

**RSVP to Robert Clark**  
[rclark@mea.org](mailto:rclark@mea.org)



**Monthly BEA Budget**

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BUDGET SUMMARY AS OF: 4/17/2016					
Credit Union Balances (Projected):					
Checking:	\$10,753.04				
Savings:	\$11,223.51				
CD:	\$24,764.46				
<b>Total:</b>	<b>\$46,741.01</b>				
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	\$6,272.02	48%	\$6,727.98	52%
Conferences	\$1,000.00	\$0.00	0%	\$1,000.00	100%
Taxes	\$2,000.00	\$2,349.30	117%	-\$349.30	-17%
P.R.	\$2,500.00	\$1,571.46	63%	\$928.54	37%
Card/Gift	\$500.00	\$238.85	48%	\$261.15	52%
Payroll	\$650.00	\$250.00	38%	\$400.00	62%
Office Supplies	\$500.00	\$363.68	73%	\$136.32	27%
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	\$207.09	83%	\$42.91	17%
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%
BEA President Release	\$21,438.83	\$14,292.56	67%	\$7,146.27	33%
Scholarship Fund	\$1,285.00	\$0.00	0%	\$1,285.00	100%
*****REGION 8 DUES	\$0.00	\$0.00	0%	\$0.00	0%
<b>Total</b>	<b>\$73,613.83</b>	<b>\$42,299.07</b>	<b>57%</b>	<b>\$31,314.76</b>	<b>43%</b>

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WORKING FOR YOU!!**

