



# BEA NEWSLETTER

## YOUR ASSOCIATION WORKING FOR YOU

*BEA President's message for January, 2016.*

*Esteemed Colleagues,*

Happy New Year! I don't know how many of you do resolutions, but this year I'd like to suggest one: 2016 should be the year where you expect – not just hope for – your employer to give you a raise.

**Q: Why do I deserve a raise?**

A: First, increased insurance costs ate up most or all of our pay increase this year and continue to skyrocket. Second, we aren't being paid based on the Base Payment Schedule on page 50 of our contract; we're still using the reduced 2014-15 Payment Schedule on page 51. Meanwhile, we're constantly losing ground to cost-of-living increases. In other words, we're still making concessions at a time when the district has an operating surplus. I've written before that I appreciated that the board began our last round of negotiations by offering some relief. But now it's time for a real raise. Anyone peddling the notion that we got a raise last year isn't telling you the whole story.

**Q: What is the whole story?**

A: Since 2005 you have saved the district approximately \$8.4 million through concessions in pay and benefits. In a unit of roughly 300 members, that's about \$28,000 *per member*. As usual, this doesn't count those on steps, who begin their careers, as we all do, earning around half of what the job is worth. Nor does it count the state's various shenanigans, such as the 3% they've been stealing from our paychecks since 2010 to put toward retiree health care. There has been no corresponding reduction in our job duties during this time. We've put together a breakdown of this, which you will see this year when I visit your building.

**Q: Won't we go back into deficit if we demand a raise?**

A: It's most unlikely given the projected budget surplus. It's true that we don't know what Lansing is going to do next, but we never do, and we're playing right into their hands if we forgo raises year after year out of fear of their next mindless cuts to education. Remember, too, that next year we will begin to reap the benefits of the LESA millage enhancement that our union played a leading role in passing. According to Dr. Gray, this amounts to approximately \$1.8 million per year. At any rate, we have a proven track record of helping the district when it's in trouble, and we agreed to an opener for wages and benefits every year of our current contract as a safety measure.

**Q: I'd love a raise, obviously. But I don't want to sound greedy.**

A: In March 2015 Dr. Gray received a \$66,000 bonus for the important work he has done to eliminate the deficit. Meanwhile, the board agreed to pay members at the top of our scale a lump sum of about \$700, not in recognition of the sacrifices they've made, but in exchange for doing thirty hours of professional development.

**Q: I don't like the way you vilify Dr. Gray. He's done so much for our district.**

A: I don't begrudge Dr. Gray his bonus – I don't know very many people who work harder, and he has to get up at 3 a.m. in the winter to see how bad the roads are, which I have no interest in doing.

But the board has already taken good care of him. We work hard too. And it's our turn.

A few reminders to conclude:



**BEA 2016**

**Brighton Education Association**

**Office: BHS, Rm. B-40**

**(810) 299 - 4165**

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

[beaupdate@gmail.com](mailto:beaupdate@gmail.com)

 **Brightonteachers**

### INSIDE THIS ISSUE:

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**COMING IN FEBRUARY:  
FILL THEIR HEARTS**



**JANUARY 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**

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

**SMS**

<i>MEG FOLEY</i>	JOE KNOERL
<i>JEN EVANS</i>	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

**PRESIDENT'S MESSAGE CONTINUED:** 1. Check out my President's report for information regarding two important upcoming MEA trainings. Contact Elaine French in the BEA Office if you wish to sign up.

2. The BEA is hosting an after-school social we're calling "January Thaw" this Friday, **January 29** from **2:30 to 5:30** in the lower level of the Martini Bar downtown. The BEA will provide appetizers. We'd love it if you can join us.

3. Please note several important **March 1<sup>st</sup> deadlines**. Send the following to Shelly Kennedy in the HR Office at BECC and please also forward a copy to the BEA Office:

- Requests for shared or part-time schedules
- Requests for transfer to another building
- Employees on leave must notify the district and the BEA of their intention return to work
- Employees on layoff should notify the district and the BEA that they are available for recall
- Retirement notification deadline to qualify for payment of \$25 per unused leave day

Yours,  
 Matt

**BEA Board of Directors Meeting**

**Thursday Jan. 21, 2016. BHS room B-36**

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

**I. Approval of Minutes** - Sean C. moved, Jeff M. seconded. Unanimously approved.

**II. Reports of Officers**

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

The Exec Board has begun discussing next year's budget. Because of members who are failing to pay their dues – not opt-outs; we know who they are and have factored them into the budget already – we have already had to make cuts this year. For next year, we will be eliminating all non-essential line items and will probably have to reduce our officers' and ARs' stipends to balance the budget. And then we will go and bargain more money for our members' paychecks.

Failure to pay your dues has real consequences for the people who are giving up time with their families to do this vitally important work for you. We all have a responsibility to pay our dues in full, every month.

MEA is offering two workshops this winter that you may be interested in. Contact Elaine French at [beaupdate@gmail.com](mailto:beaupdate@gmail.com) and let her know which training you'd like to attend and how many people will be in your party (spouses/partners are welcome).

**February 11, 4:30-6 p.m. - "So You're Having a Baby"** (information regarding leaves, finances, and insurance for expectant parents)

MEA Howell Office  
 2566 E. Grand River Ave  
 Howell, MI 48843

**March 1, 4:30-6 p.m. - "Retirement"** (information about financial planning, insurance, and general advice for getting all your ducks in a row before you retire). Note that due to the large response training has been moved to a different venue:

**Howell High School**

**Lecture 2**

**1200 W. Grand River Ave**

**Howell, MI 48843**

These trainings are one of the perks of paying union dues. There's no fee for attending.

### III. Committee Reports

**a. PR** - - January 29th we are meeting at the downtown Martini Bar and Grill. 2:30 to 5:30. See you there! February is Fill Their Hearts Pet Food Drive. We are collecting dog and cat food for local senior citizen pets. This is a school wide event.

**b. Grievance** - Grievance - We have 3 grievances currently at Hawkins we are meeting with admin. Tuesday to see where we are at with these 3 grievances.. One grievance at the high school in regards to heating issue. We are meeting with admin about this.

#### **c. Elementary Caucus** -

We have many questions about PD, the topics, the surveys and the validity of it. Can we look again at the model and choices?

We have questions about getting a full time media specialist and language teacher.

The full time Media specialist would create prep time that is being lost. Plus the tech support that we need for our new technology. The current tech support (that is being paid for by bond money) will end at the end of this school year.

Foreign language would create a fourth special and solve the problem of common prep time. This may also solve the problem of high school teachers having to teach a cluster at Hornung. All of this is being driven by shared service minutes. However, some teachers have concerns about what adding a 4th special would do to our current Art, Music and PE programs, they would lose contact time with the students.

An enrichment group K-12 is being formed to look at the magnet program. They are looking at a new way to service this group of students.

There isn't enough para support for the IEPs. This is a concern from most of the elementary schools.

Need to be given more notice before curriculum is going to change so we have time to prepare. Also, we are concerned

about them making so many changes so quickly. Are they taking and using the feedback from people piloting these new programs? We are hearing the new math is not user friendly. We are concerned with the fact that they keep adding to our curriculum, but nothing gets taken away. Some examples are: Everyday Math, spelling, phonics, printing.

**Hawkins:** Kids are entering building before 8:43. Margaret will take to PGC.

**d. Membership** - MEA does not forgive dues. Any balance remaining is owed, even for people who "opt out."

**e. Elections** - None

**f. Flower and Card** - See page 5.

**g. Coordinating Council** - Mid-year push to recruit new members: Now that new teachers have been on the job for half a year, maybe it's time to offer them another opportunity to join the only organization that's looking out for them.

Victor Doman – BHS

Jennifer Beebe – Spencer    Brandy Yaden – Spencer

Meredith Wolf – MIS

Rachel Curmi – Hawkins    Chelsie Minnick – Hawkins

New members are the future of our organization. If they don't sign up, then we're losing membership every year due to retirements. Our efforts in this area will make or break our union.

We talked about the pros and cons of two or more districts in the county entering a health insurance consortium. The main pro is that with a bigger pool of members, there is potential to realize significant savings in insurance costs. It also has the advantage of taking a major piece off the table when bargaining. The primary con is the complexity and difficulty of getting all the units on the same page when setting it up – all units have to be in the consortium if they want to keep MESSA. Nothing has been decided at this stage, but we did give the Uniserv Directors the go-ahead to look into some potential numbers for us if we decide to do this in the future.

**h. Region 8** - Notes from Region 8 meeting, December 9, 2015 - Submitted by John Gillis.

-MEA anticipates little or no change in dues next year.

-MEA will do the mandatory five-year review of bylaws this year.

-Region 8 president would like more representation at the spring RA.

-Members can make tax deductible contributions to the MEA Classroom Support Fund online.

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

**j. PAC** - Screening & Recommendation for 8<sup>th</sup> Congressional District to be held Tuesday, January 26 at the Howell MEA Office. Melissa Gilbert (D) and Mike Bishop (R) have been contacted to attend. Gilbert has been scheduled and confirmed; Bishop has not. NEA has pledged to support Gilbert if she is recommended – this means NEA believes she can win.

Time to Care Drive: Would put to question a ballot measure guaranteeing at least ½ day of sick leave per 30 days worked (6 days per year).

HB 5194, introduced by Paul Muxlow, (R) – Brown City: Calendar and schedule would become prohibited subjects of bargaining under PERA. Doesn't seem to be going anywhere right now.

Presidential primary is in March. NEA/MEA have endorsed Hillary Clinton (D).

**k. Special Education Caucus - None**

**l. Negotiations** - John, Barry and Brad have met. Barry, John, Jenn, Melissa, Matt and Maureen are our negotiation team.

**IV. Unfinished Business - None****V. New Business**

1. Flint water crisis - Brainstorm ideas on how to help. Ideas were brought. We are encouraging members to check in on our colleagues who live in the Flint area. Matt will reach out to the Flint EA.

**VI. Representative Comments:**

**High School** - short on custodians. Other districts are paying more with benefits and our custodians are leaving.

**Spencer** -lack of custodians

**Hilton** - lack of custodians

**Hornung** - None

**Hawkins** - lack of custodians

**Scranton** - lingering room temperature issues, work orders have been put in, some have been addressed, some are waiting on repairs. Drinking fountains three out of five are not working.

**Maltby** - building is dirty, lack of custodians.

All buildings - Please collect data on the lack of cleanliness. We will bring this to PGC.

Meeting adjourned 6:04 p.m. Anita moved, Lisa seconded.



**KNOW YOUR CONTRACT**

**KNOW YOUR RIGHTS!**

With the changes in weather and traffic, it's important for us to remember our contractual obligations when it comes to our report/end times and supervision of students before and after school.

**Article 12.D.5 Teaching Schedules:**

The Board will make assignments in accordance with the following:

The teachers' seven and one-half (7.5) consecutive hour work day shall be constructed as follows:

**1) Secondary teachers** shall be required to supervise students entering prior to the student day and leaving at the termination of the student day for no more than fifteen (15) minutes in total.

**Article 12.D.12-15**

12. High school teachers shall report to work at 7:20 a.m. daily, and will be dismissed at 2:50 p.m. (except on Mondays, 7:25 a.m. -- 3:10 p.m. and on Fridays 7:20 a.m. -- 2:35 p.m.) High school class periods shall average 58 minutes each. The student instructional day begins at 7:30 a.m. and ends at 2:31 p.m.

**13. Scranton Middle School** teachers shall report to work: Mondays from 7:30 a.m. – 3:00 p.m., (except on staff/curriculum meeting Mondays; 7:30 a.m. – 3:30 p.m.); Tuesday, Wednesday, Thursday 7:30 a.m. – 2:50 p.m.; and Fridays 7:35 a.m. – 2:50 p.m. The middle school student day begins at 7:50 a.m. and ends at 2:45 p.m.

**14. Maltby Intermediate School** teachers shall report to work: 8:15 a.m. – 3:45 p.m. (except on staff/curriculum meeting Mondays). The intermediate school student day begins at 8:35 a.m. and ends at 3:33 p.m.

**15. Elementary** teachers shall report to work at 8:20 a.m. and will finish their workday at 3:50 p.m. on Mondays, Wednesdays, and Thursdays. On Tuesdays elementary teachers shall work from 8:10 a.m. -- 3:50 p.m. and on Fridays they will work from 8:30 a.m. -- 3:50 p.m. Fifteen (15) minutes prep time shall be contiguous with these teachers' lunch period. The student day for grades K through 4 begins at 8:48 a.m. and ends at 3:50 p.m. Half day kindergarten sessions will be from 8:55 a.m. to 11:58 a.m. and 12:33 p.m. to 3:36 p.m.

Please note that administrators have a right to hold us to these contractual times. Be we also have the right to remind them as well about strictly adhering to the times concerning before and after school supervision. If you have any questions, please speak with your building AR's. Click on the link below to view your contract.

<http://www.iammea.org/bea/Documents/BeaCon11-5-14.pdf>

Respectfully submitted,

**Jennifer Evans, Grievance Chair**

Goodbye  
**TENSION**  
HELLO  
**PENSION**

**MEA Retirement workshop**  
Tuesday, March 1st at  
Howell High School  
1200 W. Grand River  
Workshop is from 4:30 - 6:00 p.m.  
RSVP to  
[frenche@brightonk12.com](mailto:frenche@brightonk12.com)



**So you're having a baby!**

Workshop - Thursday, Feb. 11th  
at the MEA office (517) 546 - 7330  
2566 East Grand River, Howell

Workshop is from 4:30 - 6:00 p.m.  
(FMLA will be topic)  
No later than 2-5-16 to Robert Clark  
[Rclark@mea.org](mailto:Rclark@mea.org) or 517.546.7330

**BEA CARD CORNER**



**Sympathy to:** Eric Dahlberg  
(retired BHS science) loss of son  
Marc.

**Congratulations to:** Stephanie Millbauer  
(MIS) Birth of a baby boy

**Speedy recovery to:**  
Christina Mitte (MIS) surgery.

Vicky Andress (Hornung) surgery.

Jen Evans (SMS) surgery

**Don't forget, this Friday is Fun Day!!**



Warm up with your BAS colleagues after school on  
Friday, January 29 starting at 2:30 pm until ?  
Lower level, Martini Bar in Brighton  
BEA provides appetizers, cash bar.

*FILL THEIR HEARTS!*

**A BRIGHTON AREA SCHOOLS COMMUNITY  
OUTREACH EVENT! SPONSORED BY  
BRIGHTON EDUCATION ASSOCIATION  
Starting January 30th through all of February**

**DONATIONS TO LIVINGSTON COUNTY  
MEALS ON WHEELS RECIPIENTS (SENIORS)  
FOR THEIR PETS NEEDS.**

- Wet or dry cat food
- Wet or dry dog food
- Doggie treats/biscuits
- Cat treats
- Dog/cat toys



**LOOK FOR THE COLLECTION BINS  
AT YOUR SCHOOLS STARTING JANUARY 29  
THOUGH ALL OF FEBRUARY**



**2016 SCHOOL BOARD MEETING DATES**

Jan. 25	July 11
Feb. 8 & 22	August 8 & 22
March 7 & 21	Sept. 12 & 26
April 11 & 25	Oct. 10 & 24
May 9 & 23	Nov. 14 & 28
June 13 & 27	Dec. 12

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

[https://www.youtube.com/channel/UCs1sMZbfjXRX-nCQ43m7i-A?sub\\_confirmation=1](https://www.youtube.com/channel/UCs1sMZbfjXRX-nCQ43m7i-A?sub_confirmation=1)



“This award is for keeping the copier running all year long.”



“I don’t like long division; I always feel bad for the remainders.”

Monthly BEA Budget

BUDGET SUMMARY AS OF: 1/19/2016					
Credit Union Balances (Projected):					
Checking:	\$10,753.04				
Savings:	\$11,219.32				
CD:	\$24,764.46				
<b>Total:</b>	<b>\$46,736.82</b>				
Budget Category	FY Budget	Spent to Date	%	Remaining	%
Compensation	\$26,740.00	\$15,260.95	57%	\$11,479.05	43%
Office Support	\$13,000.00	\$4,017.41	31%	\$8,982.59	69%
Conferences	\$1,000.00	\$0.00	0%	\$1,000.00	100%
Taxes	\$2,000.00	\$1,203.64	60%	\$796.36	40%
P.R.	\$2,500.00	\$1,152.43	46%	\$1,347.57	54%
Card/Gift	\$500.00	\$0.00	0%	\$500.00	100%
Payroll	\$650.00	\$150.00	23%	\$500.00	77%
Office Supplies	\$500.00	\$248.61	50%	\$251.39	50%
Travel	\$0.00	\$0.00	0%	\$0.00	0%
Miscellaneous	\$500.00	\$219.56	44%	\$280.44	56%
Postage	\$150.00	\$0.00	0%	\$150.00	100%
Technology	\$0.00	\$0.00	0%	\$0.00	0%
Refreshments	\$250.00	\$87.11	35%	\$162.89	65%
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%
<b>Total</b>	<b>\$72,328.83</b>	<b>\$23,309.71</b>	<b>32%</b>	<b>\$49,019.12</b>	<b>68%</b>

***Your Association working for you!***