



BEA NEWSLETTER

YOUR ASSOCIATION WORKING FOR YOU



BEA President's message for May, 2016
Esteemed Colleagues,

I've asked the VPs to poll you on your preferences for next year's professional development and conference times, and to be sure to offer discrete choices rather than subtle variations on a theme. Administration selects the content of PD with our input, and you can take their input into consideration when you choose the dates and times. But in the end, it's your decision to make.

We are working with administration on spring break for next year. The problem is that SAT chose April 11, 2017 as the testing date, which falls during the break given in our contract. Howell and Hartland are in the same boat. As of this writing, the Howell EA is bargaining with the district over the change and the Hartland EA is preparing an unfair labor practice (ULP) against the district for announcing the change unilaterally, without the agreement of the union. Here in Brighton, our main concerns with the proposed change are that it either creates another broken third quarter, which made exams difficult for students this year; or it makes fourth quarter longer. We're also sensitive to members who may already have made travel plans. Please be patient with us as we work through this. We want to be sure we address these concerns and get it right.

Members at the top of the pay scale who have completed 30 hours of district-provided professional development will receive a lump payment equivalent to 0.75% of their salary (listed on page 51 of the contract) in June. Members who have not yet completed DPPD but who do so before June 30 will receive their payment after their paperwork has been processed, which usually take a couple of pay cycles to complete.

Please come to our (almost) end-of-year bash at the Pound next Friday, June 3 after school. We'll especially be celebrating our retirees for their decades of service to our kids.

BEA 2016

Brighton Education Association

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Brightonteachers

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Finally, thank you for your kind words and support throughout my first year. You don't know how much that has sustained me. But it won't sustain our organization. Keep paying your dues. If you're behind, we'll be contacting you either in person or via correspondence before school gets out. Imagine your reaction if the district failed to pay you on payday: I imagine you'd call your union, right? Don't be a freeloader. Don't be a deadbeat. Be a proud, dues-paying union member.

BRIGHTON TEACHERS ROCK!



Have a great summer.

Yours,
Matt

May, 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	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, May 19, 2016 Meeting called to order by Matt Dufon at 4:36 p.m.

I. Approval of Minutes - Approval of Minutes Moved by John Gillis, Seconded Jenn Evans

II. Reports of Officers

a. President: - **President's Report** President - If you have questions or concerns about your final evaluation, you can ask your evaluating administrator for a meeting. If he or she won't change your rating, you can write a rebuttal to be placed in your file in the HR Office. You also have the right to make an appointment to view your file. If your evaluations are all effective or higher and your placement has changed for reasons that are unclear, the BEA will support you in meeting with your evaluating administrator. We believe that if administration is so concerned about a teacher's performance that they change his or her placement, that teacher should at least be told what those concerns are.

b. Treasurer - BEA budget options were looked at.

III. Committee Reports:

a. PR - PR - June 3rd starting at 2:30 we will be meeting at The Pound in downtown Brighton. Come join us to wish our BEA Retirees congrats. We are going to look at PR activities next year as BEA Tailgate and an End of the Year Party for retirements. We will have a few community events as well.

b. Grievance - Grievance - We have elevated Grievance 1516-02 (on the DEEP dual-enrollment program at BHS) to Level 2.

c. Elementary Congress -Elementary Congress May 12, 2016

Virtual meeting

All buildings

Concerns and comments:

Discussion - Teachers from many buildings are continuing to ask when teachers will have a forum for evaluation or feedback on our building principals. **Margaret will take to PGC.**

Discussion What has been decided with the minutes for our day? What does the state define as supervision of students. We would like this situation settled before school begins. We believe changing the start times to 8:43 added 7 minutes to our day which equates to an additional 20.42 hours per year which we are not compensated for. There is no passing time in elementary. Students walk into our school and must be supervised. Hornung and Spencer do not have hallway lockers. Our students are in our rooms. This is in addition to the loss of prep time from bus duty. Does supervised = instructional hours? Bus duty is not equitable in time or expectations across the district. When are we going to resolve this problem? Do teachers at JK-12 have bus duty? Increased liability and again, no compensation.

Elementary Congress continued:

From the beginning of the year we were told elementary bus duty is 8:35-8:47 in the morning, and 3:50-4:00. Some buildings hold to this number of minutes every single day, while other buildings have expanded the times. It needs to be consistent for all elementary buildings.

Clarification**Instructional hours**

Our student day is 8:47-3:50. Students enter the building at 8:43, adding 4 minutes to the day....we lose 4 minutes prep time every morning. PLUS bus duty cuts into our prep time too.

Side note - We already lost 3 minutes of our morning prep when we went from 8:50 start time to 8:47.

Morning prep is suppose to be 8:20-8:50. We have lost 7 minutes of our prep every day, between the new start time AND letting the students in the building 4 minutes before the final bell.

We used to have 2 comp days in the contract to compensate for the loss of prep time.

Will we have a resolution for this before next school year?

Margaret's response - We will put this on the PGC agenda again. We will continue to have discussions with administration.

d. Membership - working on a list who are really behind in dues. Please see Melissa if you are going on leave or coming back from leave

e. Elections - see new business

f. Flower and Card - See card corner.

g. Coordinating Council/PAC - None

h. Region 8 - None

i. MEA/NEA Delegate - None

j. PAC - Democrats hope to take back the Michigan House in November. They need to capture nine seats to do so.

k. Special Ed Caucus - none

l. Negotiations - Both sides seem to agree on how much money the district expects to have next year and how much it would cost to pay for steps, a salary restoration, and a raise.

IV. Unfinished business - None

V. New Business -

a. PR Good standing BEA appreciation - looking for approval to spend \$250.00 for members in good standing, small token to say thank you for paying your dues and we appreciate you. Motion to approve Meg Foley motioned, Maureen seconded. No discussion. Approved

b. PD Conference Building votes- administration sets content and BEA sets calendar, VP will set PD and conference calendar with buildings before school gets out, please offer people discrete choices to meet various wants, assume no money will be tied to DPPD work- members set dates and times

c. Open AR Positions at BHS (1), Hawkins (1), Hilton (1) and Spencer (1), Open PAC position

d. Insurance Consortium- Consortium- will not save a ton of money immediately, but will keep increase in costs down over time. Every type of employee in the consortium would have the same options and benefits. Would choose from up to four major medical options; Pak B benefits (vision, dental, life insurance, and long-term disability) must be identical for all teachers in the consortium. This would likely mean some differences from our current Pak B benefits. MESSA needs to who is really interested before we get a quote Comparison between two different eye care packages- went over VSP gold (our current) and VSP silver (MESSA-recommended "average" of vision coverage across the county

e. Open School Board Seats- Jay Krause and Beth Mindert will not be coming back and two are up

f. County Break Calendar- cause is SAT testing, tweaks are designed to have students in school during SAT Motion- Barry- made a motion that we negotiate based on suggestion to move spring break later by one week, to the first full week of April, as it will not conflict with SAT. Margret seconded

Discussion- always have spring break the first week of April, Maureen should be on committee to fix this, keep contract and just change 16-17 spring break

Barry withdrew motion. Jennifer motioned to change spring break for the 2016-2017 only, and move spring break to the first week of April (3rd-7th)

Kim seconded Discussion-Vote- all in favor

VI. Representative Comments:

Hilton - None.

Hornung: None.

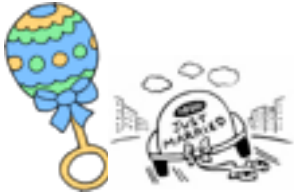
Hawkins: Last day to check out books- May 23rd (yes this is correct so all the books will be turned in on time, teachers can still check out books, library times are still available)

Scranton: None

Maltby: None

High school: Suggest renegotiating temperature range of classrooms in 2019

Spencer: None

Card Corner**Congratulations to:**

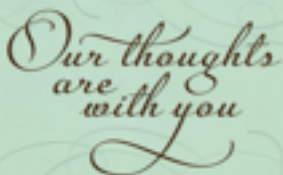
Ashley Shober (Hawkins) baby boy
 Jeanne Derren (Scranton) Baby Girl
 Renee Obert(Toma) (Hilton) Wedding
 congrats!

**Retirement congratulations to:**

Jan Manning (SMS)
 Larry Beno (Spencer)
 Ted Buckless (BHS)
 Diane Plath (Hawkins)
 Lori Wiggins (SMS)
 Wanda Meyer (Hawkins)
 Karen Keskitalo (Hawkins)
 Lois Pescia (Hawkins)
 Deborah Outcalt (Hawkins)

**Speedy recovery to:**

Jean Marie Moffa (Spencer)
 Larry Beno (Spencer)

**Sympathy to:**

Anne Michaels (Hilton) Father passed
 Renee Obert (Hilton)
 Father-in-law passed

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.

You're Invited

To a
 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



THANK YOU



BEA

Scholarships

Many thanks from your BEA scholarship chairpersons, Michelle Costa and Angie Szymczak (BHS). On Wednesday, June 1st at the Senior awards they will be presenting two \$1000 scholarships to Brighton students. The BEA is pleased to be in affiliation with former Brighton School Board member Joyce Powers and the the Ronni Powers memorial scholarship. Joyce Powers will be awarding two \$500 scholarships to Brighton students. Congratulations to all of our Seniors!



School Board meeting dates

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

Jay Krause, President
krausej@brightonk12.com

Dave Chesney, PH.D Vice President
chesneyd@brightonk12.com

Ken Stahl, Treasurer
stahlk@brightonk12.com

Beth Minert, Secretary
minertB@brightonk12.com

John Conely, Trustee
conelyrental@sbcglobal.net

Bill Trombley, Trustee
btrombley@grangerconstruction.com

Andy Burchfield, Trustee
burchfielda@brightonk12.com

Click on link below to view school board meetings

https://www.youtube.com/channel/UCs1sMZbfjXRX-nCQ43m7i-A?sub_confirmation=1

Overpaid Teachers

Teachers' hefty salaries are driving up taxes, and they only work nine or ten months a year! It's time we put things in perspective and pay them for what they do -- babysit!

We can get that for less than minimum wage.

That's right. Let's give them \$3.00 an hour and only the hours they worked; not any of that silly planning time, or any time they spend before or after school. That would be \$19.50 a day (7:45 to 3:00 PM with 45 min. off for lunch and planning -- that equals 6-1/2 hours).

So each parent should pay \$19.50 a day for these teachers to baby-sit their children. Now how many students do they teach in a day...maybe 30? So that's \$19.50 x 30 = \$585 a day.

However, remember they only work 180 days a year!!! I am not going to pay them for any vacations.

LET'S SEE....

That's \$585 X 180= \$105,300 per year. (Hold on! My calculator needs new batteries).

What about those special education teachers and the ones with Master's degrees? Well, we could pay them minimum wage (\$7.75), and just to be fair, round it off to \$8.00 an hour. That would be \$8 X 6-1/2 hours X 30 children X 180 days = \$280,800 per year.

Wait a minute -- there's something wrong here!

There sure is!

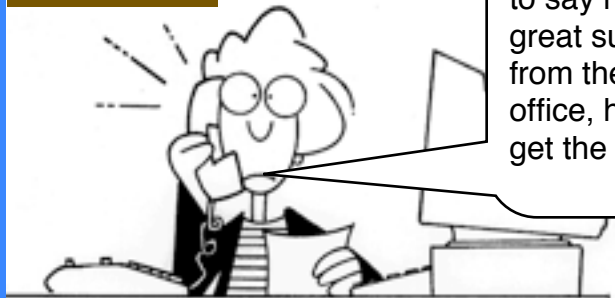
The average teacher's salary (nationwide) is \$50,000.

\$50,000/180 days = \$277.77 per day / 30 students = \$9.25 / 6.5 hours = \$1.42 per hour per student -- a very inexpensive baby-sitter and they even EDUCATE your kids!)

WHAT A DEAL!!!!



Elaine French



I just wanted to say have a great summer from the BEA office, hope you get the message

"Thank you for calling. Please leave a message, in case I forget to check my messages, please send your message as an audio file to my email, then send me a fax to remind me to check my e-mail, then call back to remind me to check my fax."



"What I did on my summer vacation - the prequel"

Monthly BEA Budget

BEA

BUDGET SUMMARY AS OF: 5/15/2016

Credit Union Balances (Projected):

Checking:	\$10,753.04
Savings:	\$11,224.89
CD:	\$24,764.46
Total:	\$46,742.39

**YOUR ASSOCIATION
WORKING FOR YOU!!**

BEA

Budget Category	FY Budget	Spent to Date	%	Remaining	%
Compensation	\$26,740.00	\$20,874.50	78%	\$5,865.50	22%
Office Support	\$13,000.00	\$6,272.02	48%	\$6,727.98	52%
Taxes	\$2,000.00	\$2,349.30	117%	-\$349.30	-17%
Payroll	\$650.00	\$250.00	38%	\$400.00	62%
Conferences	\$1,000.00	\$0.00	0%	\$1,000.00	100%
P.R.	\$2,500.00	\$1,571.46	63%	\$928.54	37%
Card/Gift	\$500.00	\$238.85	48%	\$261.15	52%
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	\$2,302.00	\$0.00	0%	\$2,302.00	100%
*****REGION 8 DUES	\$0.00	\$0.00	0%	\$0.00	0%
Total	\$74,630.83	\$47,628.62	64%	\$27,002.21	36%