



BEA NEWSLETTER

YOUR ASSOCIATION WORKING FOR YOU



BEA President's message:

Esteemed Colleagues,

Please remember to vote yes for the LESA millage enhancement on November 3rd, or earlier by absentee ballot. Dr. Gray estimates that this would restore \$1.8 million dollars per year, for ten years, to the BAS general fund. This is more than the entire pot the district had to bargain with this summer. If the ballot question passes, we'll have that amount to bargain with every year, together with whatever other surplus the district has.

When the district went into deficit, we proved our willingness to help by agreeing to approximately \$7.5 million in concessions through salary givebacks, step freezes, insurance changes, a reduction in positions, and the elimination of athletic positions from Schedule B. The district didn't have to take these things from us by force; we voted to approve several concessionary agreements. Brighton Area Schools would still be in deficit today if it hadn't been for the sacrifices of the membership of this union.

It is my position that we have a right to expect the district to return the courtesy now that the situation is brighter. I am hopeful: this summer I expected the district's initial offer to be a freeze. Instead, they recognized the principle, at least, that they have a duty to make us whole. But members at the top of our pay scale deserve a raise that they will actually feel, not just a partial restoration of what we gave up, which has barely kept members' heads above water due to increased insurance costs. Members on steps are entitled to advance every year. Everyone should continue to get quality health insurance. Ours is a people business – we don't make stuff, we teach kids how to read and count and think and be decent human beings. We've continued to do this through the dark days of budget cuts. Therefore, taking care of the people who took such good care of BAS during its time of need should be one of the board's top priorities. I'll have more to say about this throughout the year.

In addition, from now on you should expect your union to enforce the provisions of our contract with full vigor. For the past few years we have sometimes made partial deals with administration on contractual issues, with the recognition that times were tough and that we had to continue to pitch in to get to the light at the end of our tunnel. But the district no longer has any financial reason not to follow the contract fully. We will continue to work with administration to resolve issues whenever we can. When informal problem solving fails, however, we will use the grievance process to seek relief. We are currently grieving several related issues regarding elementary prep time, for example, and we expect that all teachers will receive their full prep time every day.

Sometimes administrators tell us that if it costs the district money to stay in compliance with the contract, we'll have less to bargain with next time. My response is that the contract is settled, and we have a duty to uphold it. If we don't, then the contract is meaningless because we're constantly renegotiating what we've already agreed upon.

The most important way you can help us enforce the contract is to tell us promptly when there's a problem. Your first step should be to tell one of your building ARs. They will be able to advise you in most cases. Please remember that you or your ARs must bring the problem to the attention of

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Brighton Education
Association
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Room B- 40
(810) 299 - 4165

[http://
www.iammea.org/bea/](http://www.iammea.org/bea/)

beaupdate@gmail.com

 [brightonteachers](#)

RSVP for the BAS
Holiday Party Page 5



**October 22, 2015
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	KIM DAVIS
<i>JARED JACOBSON</i>	<i>ERICA MATHEW</i>
ANITA MAYNARD	CLIFF KIEFER

SMS

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

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:

administration and attempt to resolve the matter orally with your building principal before filing a written grievance.

Unions, like all organizations, are made of imperfect people. Sometimes we drop the ball. If that happens, please don't hesitate to contact your level VP, Grievance Chair Jen Evans, or me. One of us will be able to help you. Even if your problem isn't a contractual violation, we can sometimes help you work with administration to get you some relief. We're here to help.

Finally, some members are hesitant to come to us with a problem because they're afraid that their principal will be upset with them. It's perfectly natural to feel a little intimidated by your boss. That is the whole reason we have a union. Together, we don't have to cower. Despair is an affliction of the powerless. I want to help you get your power back.

Yours,

Matt

BEA Board of Directors Meeting

Thursday October 22, 2015. BHS room B-36

I. Approval of Minutes - Meeting started at 4:24 pm moved by Barry Goode to move to line item 5. second by Baravik

II. Reports of Officers

a. President: -

Barry, Tim Knittle, and Matt met with Laura Surrey and Jeff Beane last week to discuss the updated evaluation model. I really appreciated their courtesy in meeting with us – they didn't have to, but they recognized that there needs to be a certain level of buy-in and comfort among teachers if they want this to work. We stressed the need to make it clear, with concrete tasks and objectives, and advised administration that evaluations should not be used to threaten teachers if they want the process to produce good results. Laura said that this year, evaluations will be a little like "pass-fail." Admin will be looking for teachers to propose a goal or plan that's ambitious but achievable, to implement that plan, and to bring back data/results of the plan. Most people this year will be rated either "effective" or "minimally effective." They don't want a lot of "highly effective" ratings this year so that next year, when state data enters the mix, we don't see a sudden dip. Laura says Saline is doing the same thing.

The Exec Board looked over the evaluation model Tuesday and our main concern was not with the model itself. Our main concerns are:

1. The fact that administrators are using different observation tools this year.

2. It's not totally clear how those tools will be translated into the final evaluation rating of Highly Effective, etc.

3. The predetermination that all high school teachers will be rated either Effective or Minimally Effective.

4. The length and complexity of the document might be a tad overwhelming for some teachers.

The district has created several new extracurricular positions with stipends: Robotics and two Science Olympiad positions. These are really Schedule B positions in everything but name, and they still aren't fully funding all of the extant positions like curriculum coordinators. At PGC we asked administration to agree to put these new positions in the contract.

We asked administration what the policy is at BHS regarding curriculum communicator positions. Admin said that if someone else is interested in one of those positions, they should let them know.

The elementary prep time issue has gone to grievance.

Be sure to get some feedback after parent-teacher conferences to determine whether the schedule worked for your members. We always have the right to establish conference times. We don't have dates in the school calendar anymore; we get a comp day for 6 hours of conferences. So if your members didn't like the schedule this year, you should seriously consider changing it next year when you vote. Don't feel limited by the dates or times that admin suggests. It is always our individual option to establish the conference schedule.

b. Treasurer - All of the money we borrowed from savings to pay officers dues for the year should be replaced in full when we get our Oct. dues wire in from MEA.

III. Committee Reports

a. PR - Our 2nd Annual Holiday Party is scheduled for December 5th. Please encourage all BAS employees to attend. Homecoming parade was well attended and loads of fun. We spent half of what we asked for.

b. Grievance - Three grievances have been filed for violation of: bus duty during teacher prep, loss of teacher prep time due to meetings and bus duty, and the loss of teacher prep time as a result of students entering the building during teacher's' morning prep time.

c. Elementary Caucus - Teachers are concerned about the lack of subs and the recent email/comment asking that we avoid taking personal days on Fridays and Monday.

When there are a lack of subs why it is OK to pull EA's, special ed. teachers or other staff to cover a classroom? Isn't it the responsibility of the principal to cover classes without a sub?

Foreign Language at the elem. has no subs. Margaret will inquire at PGC.

Teachers have many questions about the new special ed. model and the new process.

We are concerned that the programs we are currently using are not showing student growth. We are also concerned that our pay and evaluations are being tied to these programs.

Discussion about the first bell ringing at 8:43 a.m. at all buildings. Concern about loss of morning prep.

Hornung concern - new 4th grade section has been waiting for installation of coat hooks for their classroom since school started. Today they were told that they cannot be in the hallways due to fire marshall restrictions. This should have been taken care of before the students started school.

d. Membership - Please contact Melissa Scherdt with dues questions.

e. Elections - Still two open AR spots at Hawkins and Hilton. Remember when voting online to only select ARs candidates that are running at your building. Thank you for voting!

f. Flower and Card

Jessica Brown - get well, Marcia Oates - feel better.

g. Coordinating Council - We talked a lot about evaluation models. Hartland's was developed a lot like ours, with a committee that involved teacher collaboration. Howell's was issued by fiat, and after teachers met with administration over the summer and suggested improvements, the district made no changes. This led to an uproar where teachers demanded to be heard, and this activism met with some success: admin made a few significant changes to their model. This is a good lesson that we would do well to remember.

Fun fact: the State of Michigan has spent \$2 million on charter schools that never opened.

h. Region 8 - MEA has been winning some tenure cases, with members getting their jobs back along with back pay. They've also hired organizers to take members with delinquent accounts to small claims court rather than

sending their accounts to collections, which is expensive. The good thing about court is that if you get a ruling in your favor, you can dock that money from the member's paycheck. MEA does not forgive dues, so falling behind is unwise.

i. MEA/NEA Delegate - We voted on whether to make the Fall RA a biannual event on even-numbered years, and whether to make the Secretary-Treasurer position part time. Both questions failed to pass.

j. PAC - SB 103 passed the state legislature. Assessment scores will now count for 25% rather than 50% of teacher evaluations until 2018. That year, they will rise to 40%, half of which must come from state assessments (where applicable).

As you may know, Livingston County will be voting on November 3rd whether to approve a millage to restore special education funding for LESA. Both MEA and the districts' superintendents are encouraging us to vote yes.

Dr. Gray said in a recent newsletter, "In a nutshell it would mean the school district would receive approximately \$1.8 million dollars in additional revenue each year for ten years." That's general fund money that we could bargain to get a big piece of every year. At the very least, it's general fund money that would serve as a cushion against the district going into deficit again, which nobody wants.

Off-year elections usually see low voter turnout. So by mobilizing just MEA members, we have a real shot at getting this thing passed.

k. Special Education Caucus - None

l. Negotiations - No report.

IV. Unfinished Business - None.

V. New Business - AR training was held by MEA Uniserv director Brad Gibson.

VI. Representative Comments - Hornung - Students are really enjoying the opportunity to explore world languages. The district is not providing a substitute when the world language teacher is away for professional or personal reasons. Classroom teachers are forced to scramble at the last minute when this is cancelled. This has occurred on several occasions at Hornung.

New Special Education Model has shifted from K-2 to K-4. Classroom teachers have not been trained to understand their responsibility regarding students. Some SE students are being pulled during common core instruction.

Hilton - None

Spencer - None

Hawkins - Teachers continue to question the inequity of prep time due to World Language and common planning. Admin's solution has been to assign some teachers other duties so that they don't get more prep time than others. Teachers are hoping to meet with the principal to work through our common concerns together.

The first bell is ringing at 8:43, but students are being allowed in the building a couple of minutes before the first bell rings. Students have begun entering our rooms at 8:41.

There are continued concerns about iPads. Kindergarten has not received their promised iPads. As of the middle of October, iPads were not updated yet.

Maltby - temperature issues in 5th grade and 6th grade classrooms.

Scranton - None. Head Custodian put in her two week notice.

High School - The cleanliness of the building is concerning. It's time for administration and the board to recognize that outsourcing custodial services has been a failure.

Meeting adjourned at 7:00 p.m.



BRIGHTON HIGH SCHOOL PRESENTS



PREVIOUS SHOWS HAVE SOLD OUT
ORDER YOUR TICKETS TODAY!

SHOW TIMES:

- Friday, December 4th - 7:30 pm
- Saturday, December 5th - 7:30 pm
- Sunday, December 6th - 4:30 pm
- Thursday, December 10th - 7:30 pm
- Friday, December 11th - 7:30 pm
- Saturday, December 12th - 7:30 pm
- Sunday, December 13th - 4:30 pm

Tickets are available at
www.brightonmusical.com

You're invited!
2nd annual
Brighton Difference Holiday
Party Saturday, Dec. 5th at Chemung
Hills Country Club in Howell
6:00 - Midnight

Use the link below to sign up!

[2nd Annual Brighton Difference Holiday
Party RSVP SIGN UP](#)

\$35 per person includes:
three entree buffet dinner of chicken
Piccata, beef tenderloin & baked salmon
Roasted red skins, green beans, fresh fruit
salad, Michigan salad & Italian pasta salad.
Dessert, coffee, iced tea,
lemonade & soft drinks
DJ dancing with
Scottie Alexander Entertainment
cash bar

Send your checks
made out to BEA to
Elaine French @ BHS

GET READY TO
PARTY!!



CARD CORNER

Speedy Recovery to:

Jessica Brown (Hornung)

Marcia Oates (Hornung)



School Board email addresses

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
burchfieldda@brightonk12.com

2015 Brighton Area Schools School Board Meeting Dates Meetings start at 7:00 p.m. at BECC.

November 9	November 23
December 14	

Below is the link to all Brighton school board meetings compliments of Brighton parents.

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

ATTENTION TEACHERS!!

*EFFECTIVE IMMEDIATELY
To earn state continuing education clock
hours(SCECHS) your personal ID Code
(PIC) is now MANDATORY.*

Go to the following web site:
<http://www.michigan.gov/mde>

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"I hear she likes apples so much she has core standards!"



"Of course you have problems! You're a math teacher."

Monthly BEA Budget

BUDGET SUMMARY AS OF: 10/17/201					
Credit Union Balances (Projected):					
Checking:	\$10,822.25				
Savings:	\$3,993.06				
CD:	\$24,764.46				
Total:	\$39,579.77				
Budget Category	FY Budget	Spent to Date	%	Remaining	%
Compensation	\$27,190.00	\$7,221.90	27%	\$19,968.10	73%
Office Support	\$13,000.00	\$729.78	6%	\$12,270.22	94%
Conferences	\$2,500.00	\$0.00	0%	\$2,500.00	100%
Taxes	\$2,000.00	\$200.32	10%	\$1,799.68	90%
P.R.	\$4,000.00	\$786.48	20%	\$3,213.52	80%
Card/Gift	\$500.00	\$0.00	0%	\$500.00	100%
Payroll	\$650.00	\$50.00	8%	\$600.00	92%
Office Supplies	\$500.00	\$104.24	21%	\$395.76	79%
Travel	\$300.00	\$0.00	0%	\$300.00	100%
Miscellaneous	\$500.00	\$174.00	35%	\$326.00	65%
Postage	\$150.00	\$0.00	0%	\$150.00	100%
Technology	\$250.00	\$0.00	0%	\$250.00	100%
Refreshments	\$400.00	\$43.34	11%	\$356.66	89%
Spring Art	\$200.00	\$0.00	0%	\$200.00	100%
Angel Tree Fund	\$100.00	\$0.00	0%	\$100.00	100%
P.A.C.	\$600.00	\$0.00	0%	\$600.00	100%
Negotiations	\$3,000.00	\$970.00	32%	\$2,030.00	68%
Total	\$77,278.85	\$10,280.06	13%	\$66,998.79	87%

Your Association working for you!