

The BEU Bargaining Team has been working hard to represent your interests in bargaining with the School Committee, now through a mediator. By the time we meet on Monday, your bargaining team will have met for almost 40 hours since the end of August.

We intend to bring you either news of an agreement or plans for action. Your continued support is vital.

GENERAL MEETING
MONDAY, SEPTEMBER 25
BHS AUDITORIUM
3:00PM - 4:00PM



ELECTING A NEW GOVERNOR

November 7 is the date we can vote for a new governor who will value education. However, voting is just one step in the process of electing a new governor. The rest is hard work. We each need to work to elect a governor who will respect public education and educators. The BEU is putting together a team to help organize MTA's "100,000 Conversations" campaign, which will start within a few weeks.

We are looking for 4 or 5 coordinators to help facilitate the effort. There is some work, but it's worth the fun, education and chance to affect change. If you are interested or have questions, please contact Eowyn Daly, e-mail or call 617-232-9413 now.

Ready for change? Work for change!

And Plan Ahead for Some Fun!

FRIDAY, OCTOBER 21 AT 3:00
10TH ANNUAL WELCOME PARTY



New and Veteran, Teacher,
Administrator, Aide, EVERYONE
details to follow



REPORT FROM NEA

This July, Johanna Roses and I attended the annual NEA Representational Assembly in Orlando, Florida. The RA is the primary legislative and policy-making body of the NEA.

Each morning (from 7 to 9) we met as a caucus with the 200 delegates from Massachusetts to review and discuss the items that would be voted on during the week and decide if we would take a position on them as a state. 50 people were assigned to be state contacts, to meet with a particular state each day and share strategies and opinions. Most people running for NEA offices would visit each state caucus during the week and speak.

An elaborate system of busses pretty efficiently took us to the convention center each morning where we met (as a group of 9,000) each day from 10 until about 6. Each place was very thoroughly air-conditioned and the enclosed world of hotel, bus and convention center made for a strange environment, quite separate from the world outside for those four days.

A wide range of issues were raised as new business items. These ranged from student delegates speaking out about onerous teacher testing, a proposal to inform and encourage more women to participate in leadership and training by the NEA, several suggestions to support immigration rights (these were given strong support), national health care issues and recent challenges to equal opportunities, to a suggestion that the NEA look into the impact of large scale philanthropy on public education. It was exciting to see the opportunity for the communication of ideas between state and local organizations and the larger group.

It was fascinating to watch so much hands-on participatory democracy in such a large group, and I was impressed by how well it worked, on the whole. There really was the opportunity to be heard and make a difference both in the state caucuses and in the larger group. It was interesting to watch NEA president Reg Weaver manage the flow of this enormous meeting with both skill and personal charm. It was a chance to both learn about and influence decisions made by our largest teachers' organization from how best to influence major government initiatives through the Legislative Program to what articles will be featured in the NEA Today during the coming year.

Several representatives from Massachusetts played prominent roles during the RA. The organist for the meeting was Bob Lague (Stoneham), and Leonard Paolillo (higher ed) as Chair of the Committee on Legislation had a major role. Zach Galvin (Natick) was supported in his last minute and successful campaign for an open position as NEA director at large. Other MA delegates spoke up during debate. The MTA provided a good network of support for new delegates with both formal and informal mentoring opportunities.

During the week there were various distractions and entertainments and a great deal of aggressive fundraising among the delegates to support the NEA political action fund. There were opportunities to learn about and join nationwide caucuses and other groups of interest to educators. It would be great to see more educators from Brookline take advantage of this yearly opportunity to take part in the NEA.

Amie Buchman, Pierce

THE BEU ACTION PLAN FOR 2006-2007

The BEU's Action Plan for this year was approved by the Representative Council on September 18, 2006. If you are interested in participating in any of these activities or would just like to comment, call the BEU office at 617-277-0251.

Here is the outline of this year's items:

1. Negotiations and Grievances
 - a. Negotiate Contracts
 - b. Advocate for full-time and steady positions
 - c. Advocate for improved technology systems and training
 - d. Maintain Health Care Benefit Plan
 - e. Help with strategic direction (and KEYS survey)
2. Community Relations and Educational Policy
 - a. Elect an Education-Friendly Governor
 - b. Get policies written and implemented appropriately
 - c. Work to bring diversity to staff and BEU leadership
 - d. Investigate organizing service event
 - e. Organize Educator for a Day (tent. Mar 2)
 - f. Advocate for improved mandated training
 - g. Advocate for more and better training for Paras
 - h. Help shape policy changes discussed at opening including: tracking, assessments, standards
3. Membership, Organizing and Benefits
 - a. Continue organizing membership
 - b. Recruit new members, esp. Paras
 - c. Recruit more BEU activists and leaders
 - d. Investigate joining the AFL-CIO



BEU's 2006-2007 BUDGET

The following is our budget for the 2006 fiscal year, approved by the Representative Council on September 18, 2006.

	last year's budget	last year's actual (unaudited)	this year's budget	% over last year's budget		last year's budget	this year's budget	% over last year's budget	
INCOME:					Honoraria/Stipends				
1 Dues Revenue	153,700	178,897	159,500	3.8	President (25% of salary)	17,544	18,210	3.8	
Agency Fee	2,534	9,989	5,370	112	Vice-President	3,000	3,100	3.3	
MTA Local Support	18,125	17,472	18,125	0	Secretary	1,875	1,950	4.0	
Interest Income	1,800	2,056	2,000	11	Treasurer	7,750	8,000	3.2	
Fund-Raising	1,000	255	300	-70	Past President	0	0	0	
Grants	1,000	0	0	-100	Grievance Co-Chair	8,500	8,800	3.5	
					Grievance Vice Chair	1,500	1,550	3.3	
TOTAL INCOME	178,159	208,670	185,295	4.0	Negotiations Chair	3,000	2,200*	-27	
EXPENSES:					Communications Chair	1,475	1,525	3.4	
Accounting	4,200	3,915	4,000	-4.8	Community Relations	1,475	1,525	3.4	
Community Relations	1,200	1,130	1,200	0	Educational Policy	1,475	1,525	3.4	
Contract Maintenance	2,000	0	2,000	0	Health and Safety Chair	1,475	1,525	3.4	
Contingency	891	-	926	3.9	Member/Benefits Chair	1,475	1,525	3.4	
2 Donations	1,000	1,155	1,000	0	Unit Representative to EBoard	1,475	1,525	3.4	
Disability Insurance reserve	0	1,072	0	0	Negotiation Teams	17,280	0*	-100	
Gifts	2,000	2,600	2,000	0	Grievance Team	5,400	5,400	0	
Insurance	650	650	650	0	Sick Leave Bank	2,300	2,400	4.4	
Maintenance/Repairs	250	0	250	0	Health Care Chair	1,050	1,150	9.5	
Meetings/Seminars/etc	9,330	3,682	8,080	-13.4	Representatives	6,400	6,600	3.1	
Membership/Subscriptions	450	0	450	0	Diversity Chair	600	620	3.3	
Miscellaneous	100	0	100	0	Web Master	1,000	1,050	5.0	
Negotiations/Facilitation	2,000	0	5,000	150	Associate Treasurer	1,500	1,600	6.7	
Office Equipment/Supplies	1,000	2,929	500	-50	Discretionary	600	600	0	
Office Support	1,000	1,291	1,500	50	Total Stipends	88,149	72,380	-18%	
Paper/Printing	2,100	1,803	2,500	19					
Postage	900	1,427	1,100	22					
President's Expense Account	500	329	500	0					
Professional Development	400	0	400	0					
3 Salary, President's Repl	69,604	70,514	73,500	5.6					
Scholarship Fund	3,354	3,000	2,000	-40					
Socials	4,500	3,967	4,000	-11					
Stipends (see back)	88,149	86,888	72,380	-18					
Telephone	2,200	2,181	2,200	0					
Transportation	1,500	727	1,000	-33					
TOTAL EXPENSES	199,278	189,260	187,236	-6.0					
Surplus/Deficit	-21,119	19,410	-1,941	-90.81%					

* to be finalized after negotiations

2006-2007 BEU DUES

The 2006-2007 dues for the BEU, MTA and NEA combined are as follows:

	Professional	ESP*
FTE > .5	\$759.00	\$256.50
.5 ≥ FTE > .25	\$383.00	\$136.50
.25 ≥ FTE	\$226.75 or \$134.25	\$118.25

Dues can be paid by check by December 1 or in equal installments by payroll deduction (the BEU prefers the latter). Dues are deducted starting on the second paycheck of the school year (leaving deductions to the remaining 20 pay periods) or the pay period after joining.

*** ESP is Educational Support Personnel or Educational Support Professional, and includes all members of the Para Unit and the Library Assistants and Lab Specialists in Unit A.**

Notations

- 1 Includes a Dues Deduction payment of \$24,465 found from last year
- 2 Donations include payment from fund-raising
- 3 Also had to pay ~67,000 from 04-05, due to Town losing check

Reserves

Previous Cash Surplus (8/31/05 audit)	151,372
Unaudited Surplus (Deficit) on 8/31/05	19,410
Expected Surplus on 8/31/06	170,782

IMPORTANT SEPTEMBER NOTES

Sick Leave Bank Deadline Oct 15

The Sick Leave Bank is a negotiated benefit for all units (Paraprofessionals only if employed five years or more). Like any bank, accumulated deposits are available to loan to needy members. If you choose to be a member, you deposit into the bank one day of your allotted sick leave each year. As a member, if you use all of your own sick leave time, you are entitled to apply for a "loan" from the bank.

The deadline for applying to join the Bank (or removing yourself) is October 15. If you were a member of the bank last year and wish to stay in it, you do not have to do anything. If you have any questions regarding the Sick Leave Bank, please e-mail or call one of the BEU Sick Leave Bank Co-Chairs, Dominique Aumiller (617-277-0251) or Sheila Leach (730-2491).

Disability Insurance for New Members

Long Term Disability Insurance is available for all BEU members. Our program gives excellent rates for the insurance that is often called the most important to get after health insurance. It provides 60% of your salary tax-free after 6 months of disability. The deadline for new employees to join is October 15. After this, we have open enrollment period for everyone in the spring. If you have any questions, or when to join, please contact Ed Wisner via e-mail or at 617-277-0251.

Going to Have a Baby? Yea!!

Be sure to make an appointment with someone from the BEU and receive the BEU's "Adoption and Pregnancy Guide." You may have to fill in paperwork 5 months before birth, or when you are certified for adoption!

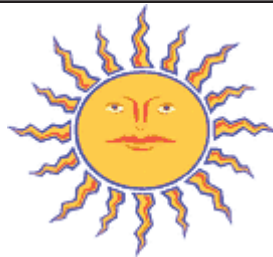
Have You Changed Your Name, Address or Phone Number?

If so, please call the BEU office at 617-277-0251 or e-mail Phil Katz. We will also inform the MTA and NEA of the change so you can receive the mailings from our affiliate associations (and your union card, which you should have received by now).

The President's Hours for June, Summer

Negotiations - 78.5, 63.5
Grievances/Complaints - 65.5, 90
Internal Meetings - 25, 2
Work with MTA & NEA - 19.5, 40.5
Organizing Members - 16.5, 50
Internal communications - 18, 10
Community Relations - 8.5, 11
Other Meetings with Management - 7.5, 3
Doing paperwork, staying organized - 5.5, 14
Membership Work/Finances - 4.5, 42
Benefits - 3, 6.5
Health & Safety - 3, 2
Professional Development - 2.5, 5

**This totals 255.5 hours for the 5 weeks starting May 29 and
339.5 hours for the 9 weeks starting July 3**



BEU CALENDAR

BEU General Meeting

Sept 25

Yom Kippur (No School)

Oct 2

Columbus Day (No School)

Oct 9

Deadline for October Articles

Oct 10

Executive Board Meeting

Oct 16 BHS Room 250 2:45pm

October Brookline Educator

Oct 19

BEU Welcome Party

Oct 20 Location TBA 3:00pm

Reps Council Meeting

Oct 23 BHS MLKing 2:45pm

BEU Committee Meetings

Oct 30 various locals 3:00pm

We hope you enjoy this newsletter and find it informative. If you are represented by the BEU but are not a member, we ask you to join us.

Please note: Non-members represented in Units A and B and non-members employed more than 3 years in the Para Unit are responsible for paying an agency service fee, about 75% of the dues and billed late spring or summer.

THE BROOKLINE EDUCATOR


Published monthly by the Brookline Educators Union, affiliated with the Massachusetts Teachers Association and the National Education Association. Send letters, comments, inquiries, and articles to:

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Amie Buchman, Communications Chair
Philip Katz, President

This issue went to press on 6/9/06

 Printed on recycled paper