

HIGHLIGHTS OF BEU BARGAINING PROPOSALS

Here are some highlights of the proposals discussed at the February 11 BEU General Meeting. Members will attend bargaining sessions as silent representatives at 5:30 pm at Town Hall, on February 25, March 4, and March 7. Pizza at 5:00. Please RSVP to your building rep.

Unit A

1. Workload

- a. Make hard cap for class sizes and caseloads, including advisories/tutorial and enforce parity
- c. Limit in-school meetings for classroom teachers
- d. Negotiate all activity falling outside current job functions prior to implementation
- e. Require the administration to compile a bi-annual comprehensive report detailing non-instructional work expectations and include time in the schedule reserved for implementation
- f. Provide all 6-12 teachers with two additional teacher-directed early release days per quarter
- g. Provide Pre-school through Grade 5 teachers a paperwork day per quarter for conferences and reports. Add pre-school and pre-kindergarten teachers to existing IEP paperwork language.
- h. Memorialize HS guidance paperwork days agreement (with special ed) and add elementary guidance.
- i. Have PSB maintain a cash reserve for newly needed hires

2. Weekly Schedule

- a. Schedule all teachers grades 6-12 with "4+1" with classes that meet more than the standard class counted proportionally (e.g. more 4 blocks/week at HS).
- b. All educators shall be provided with a preparation period protected as the individual educator decides.
- c. All specialists (music, art, PE, ELL, world language) shall be provided 5 minutes between classes.
- d. Classroom teachers shall have the autonomy and authority over how standards-based instruction is allocated within their classrooms.

3. Wages:

- a. General increase and reduction in number of steps
- b. Increase tuition reimbursement to \$1000 per person amount and overall pool \$50,000
4. Stipended work: (to be developed within the time of these negotiations)
5. Have librarians' workday be the same length as colleagues'
6. Traveling Teachers
 - a. Limits on sections per day and student load and/or duty reduction, and meeting with supervisor granting teacher input into schedules.
 - b. Easy access to rooms for those with cumbersome equipment.

Unit B

1. Wages:

- a. General increase and reduction in number of steps
- b. Provide a minimum of 195 days paid per year

BEU CALENDAR

Grievance Team Meeting

February 25, 3:15—5pm

BHS

Executive Board Meeting

March 4, 3:15 – 5pm

BHS, Room 258

Race Reels: Slanted Screen

March 7

Pizza: 5:45, Film: 6 p.m.

c. Include all Unit B positions in evaluation load differential amount.

d. Early Childhood Extension Stipend: increase to per diem if continues to be required.

e. All administrators shall be paid the per diem rate (pro-rated) for evening events beyond 3 events.

2. Communication and Procedures with Central Office

a. Ensure 3 business days turnaround for all emails, phone calls, budget requests, vacancy postings, and other inquiries and other procedural items.

b. Provide clear written procedures for all non-supervisory tasks.

c. The appropriate Unit B administrator must be consulted 30 days

before any changes in staffing, budget, or expectations within departments are made. Upon request of the member, the impact and scope of these changes shall be bargained.

d. Allow members freedom to choose their days worked beyond the 183 days teachers work days

EVALUATIONS, AGAIN: A FEW FAQs



Why is it important that we have an Educator Evaluation Agreement negotiated between the BEU and the School Committee?

Evaluations should serve to support our ability to grow and improve as professionals, and we all deserve to be evaluated in a transparent, fair, non-arbitrary way. The Educator Evaluation Agreement negotiated and ratified in 2017 by the BEU and the School Committee is designed to provide this clear and fair framework for all Unit A educators.

I get along great with my supervisor, and I know she works really hard. Why shouldn't I be flexible about the deadlines in the Educator Evaluation Agreement?

It's terrific when there's a good relationship between educator and evaluator. We all know relationships matter! But relationships can sometimes be complicated, and it's important to have a fair evaluation process regardless of that relationship. The deadlines and procedures detailed in the Educator Evaluation Agreement provide for transparency, due process, and fairness for everyone.

So, your evaluator is expected to substantially comply with the deadlines. This way, if there's any chance that you might get an Unsatisfactory or Needs Improvement rating, you have the time and support to improve your practice. Here's what to do if you have PTS and get one of these ratings:

"Upon request of any PTS Educator whose overall rating is Unsatisfactory or who has been found to not be making progress by mid-cycle, the Evaluation Advisory Panel will review his/her evaluation. Upon completion of the review, the Evaluation Advisory Panel may make a recommendation to the Superintendent."

If your evaluator misses the deadline for your Summative Evaluation, then you get an automatic extension for your evaluation.

What are those deadlines?

Check out the whole agreement on the BEU website at brookline.massteacher.org. Here are a couple of key deadlines coming up in the second half of this year:

- For pre-PTS teachers: if there's a possibility you might not be reappointed, your evaluator needs to give you a letter, by the Monday before February break, which includes clear and specific information about where you can improve.
- For PTS teachers in the middle of the evaluation cycle: you should get your Formative Assessment report by the last Friday in May for a two-year plan, or by the first Friday in May for a one year plan.
- For PTS teachers at the end of the evaluation cycle: you should get your summative evaluation report by the last Friday in May.

What sort of evidence should I include?

Educators only need to provide one piece of evidence per Standard and Goal. Any single piece of evidence may count for multiple needs. We all want our students to improve! But we also know that many complicated factors go into student performance and outcomes. So, your goals and evidence should focus on the steps you take to improve student learning and your professional practice, rather than on the student outcomes themselves. Your evaluator can discuss student outcomes in the narrative portion of the report, but your evaluation rating can't be based solely on student performance.

My evaluator came in to observe me a while ago. What's the next step?

The point of observations is to provide educators with constructive feedback and to provide a jumping off point for constructive conversations between evaluator and educator. The agreement provides for timely face-to-face conversations between educator and evaluator, so the educator can have a chance to respond promptly to the feedback and the evaluator. If these conversations don't take place within the time frame, then the observation can't be considered as part of the evaluation.

- For an announced observation (which needs to last the whole class), you and your evaluator should have a face-to-face meeting within 10 days.
- For an unannounced observation, targeted and constructive feedback should be given face-to-face within 5 days. "The written feedback [must] explicitly consider the perspective on the class or lesson that the Educator presents during the conversation."

I haven't been observed or evaluated according to any of these guidelines. What should I do?

It's your responsibility to write your self-assessment and goals and upload your evidence. It's your evaluator's responsibility to adhere to the deadlines regarding face-to-face feedback and written reports. If your evaluator misses a deadline, your evaluation should be automatically extended by a year. Contact your rep or a BEU grievance team member right away!

Grievance Team Members:

Deb Allen (Devotion, retired)
Alisa Conner (BHS)
Jody Curran (Driscoll)
Hillary Golden (Lincoln)
Mark Goldner (Heath)
Rich Gorman (BHS)
Noah Gronland-Jacob (BHS)
Jen Hanaghan (BHS)
Cathy Heller (BHS)
Kathy Hitchcock (BHS)
Anna MacIver (Runkle)
David Weinstein (Pierce, retired)
Sue Zobel (Lincoln)
Jessica Wender-Shubow

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Para Unit

1. Wages:

- a. Large increases, especially for lower salary scales while removing the \$1 pay differential
- b. New hires to get same paid holidays as others and increase number
- c. Increase longevity
- d. Full-time definition: reduce to a minimum of 35 hours per week (now 37.5) so more Paraprofessionals are full-time to help with retirement benefit, but will not reduce anyone's hours.

2. Scheduling:

- a. Memorialize the 30 minutes of non-student time to prepare, meet, confer, be trained.
- b. If there is a need for a change in schedule, volunteers shall be sought before requiring someone to change.
- c. Provide one month notice in change of start and end times.
- d. Provide opportunity to flex time to meet with teachers during collaboration time. Time spent past collaboration time will be compensated at regular rate.
- e. Flexibility for what activities are done during early release days with option to leave without pay.
- f. Strengthen language regarding compensation time for lost lunch.
- g. Integration into school community: provide paid opportunities to participate in staff meetings, IEP meetings, ED teams, etc.
- h. Give credit for prior service upon

promotion

- i. Covering for teacher: have paraprofessional cover for teacher and the substitute cover for paraprofessional (with paraprofessional's OK)

3. Job Security:

- a. Reduce probationary period to one year
- b. Timesheets: eliminate until we can negotiate proper electronic form and use

5. better and more meaningful PD that is directly related to position

- a. increase tuition reimbursement

6. Equitable leave benefits (a-days, maternity leave, sick days, sick

All Units

1. Staffing:

- a. Hire a building substitute teacher in each building, one for every 75 FTEs
- b. Provide an aide in every kindergarten classroom
- c. Bring back Library Aides
- d. Hire a Lab Specialist for Unified Arts Programs
- e. Absence in AESOP triggers sub request and tracks pay

2. Affirming Diversity and Teaching the Whole Child:

- a. Negotiate the terms of Restorative Justice that includes protection of

due process, time for training, and time for implementation.

- b. Reduce standardized testing of students in half by the 2020-2021 school year.

- c. Develop recruitment and training programs to hire members of marginalized Brookline communities.

- d. Set minutes for Visual Arts, Performing Arts, and Technical Education in the k-8 schools to at least 90 minutes per week, per grade, for each subject. High School graduation requirements will be increased by 1.0 credit (total) in the areas above. Increase recess and lunch (elementary/middle) to at least 45 minutes.

3. New Positions and Vacancies:

- a. Ensure everyone is given notice of vacancies, a fair opportunity to apply,
- b. Give credit for prior service upon promotion of Paras to Units A & B.
- c. Increase the paid time (through sick leave) of family illness and parental from 12 days to 60 days

5. Facilities:

- a. Every school shall have an employee lounge/lunch room
- b. Educators shall be provided adequate communication equipment
- c. Parking for meetings

6. BEU Rights

- a. Provide employees with 10 minutes for union or other business at each faculty and department meeting
- b. Members under investigation shall receive an update every two weeks.

OUR HEALTHCARE

The GIC is in the process of preparing and presenting our new healthcare options. We know that there is nothing more important than having access to high-quality affordable healthcare. The GIC is recommending the following for the new fiscal year:

- MEDICARE—No benefit changes
- NON-MEDICARE—All carriers, products, yearly deductibles remain the same.
- ONE BENEFIT DESIGN CHANGE—Two different co-pays to incentivize members to choose freestanding facilities for eye procedures and GI endoscopies (\$150). Co-pays for these procedures at hospital outpatient facilities would remain the same for the new fiscal year (\$250).
- PROVIDER TIERING—Continue to move from individual to group-based tiering for all specialists. (GIC voted to reduce the top specialist tier of \$90 to \$75.)
- PROJECTED YEAR OVER YEAR AGGREGATE INCREASE OF 3.3%

The Commissioners just voted to approve these benefit designs at their February 7th meeting. The Commissioners will vote on new benefit rates on February 28th.

Open Enrollment dates are April 3rd to May 1st 2019. It is during this time ONLY that we can change carriers. It is also the time to review other benefits such as life insurance and dental insurance, as well as enroll or re-enroll in flexible spending.

We should receive our new GIC Benefits Guides by the end of March. During the month of April watch for the following:

- 9 statewide GIC fairs
- Brookline Wellness Fair
- One online resource for retirees based on most commonly asked questions

-Sheila Leach, PEC Rep

As always, your questions and concerns are welcome. Take care....2sheilaleach@gmail.com

FINANCE FOR EDUCATORS

MUCH ADO ABOUT FINANCES IN 2019



Retirement Savings in 2019

- Brookline 403b – The 2019 contribution limit benefits from a \$500.00 increase in from \$18,500 to \$19,000. If you're "fiftysomething" and neglected contributing to your 403b in your 20s, 30s and 40s, you might want to consider taking advantage of the catch-up provision. If you're 50 or above, you're now eligible to contribute an additional \$6,000.00 each year over and above the 2019 limit of \$19,000.00.
- Roth IRA – In the event you didn't happen to read IRS publication notice 2018-83, yet another page turner that I suspect most of you missed, the IRS increased the Roth contribution limit from \$5,500 to \$6,000. If you're over 50, don't overlook the \$1,000.00 catch-up provision.

Market Upheaval in 2018

Yes, 2018 was a tumultuous and volatile year in the stock market that left many an unnerved investor gasping for breath and ready to get off the Wall Street roller coaster. What should you expect in 2019? I'd like to humbly suggest that for the near term you should brace yourself for more market volatility. I'd also like to suggest ignoring the dizzying 1,000 point, daily swings and accept "That is our new reality for a while," according to the renowned economist, Mohammad El-Erian. Finally, I recommend a visit with my go-to financial therapist for difficult times, Rudyard Kipling, and seek some solace in his masterpiece "If":

*If you can keep your head when all about you
Are losing theirs and blaming it on you;
If you can trust yourself when all men doubt you,
But make allowance for their doubting too:*

In short, continue to believe in yourself, ignore the "daily market noise," and "trust" in the long term value of investing in a market with an annual average return of 10% between 1928 and 2017!

Deal with Your Debt!

"By failing to prepare, you are preparing to fail." -Benjamin Franklin

If there's one resolution to make for 2019, it should be to prepare a comprehensive plan to address outstanding debt.

- Student Debt – 1.5 trillion dollars and compounding daily! Hard to believe – except for those of you paying back onerous but necessary loans – but the average student debt load is approximately \$38,000. In 2019 I plan to conduct a student loan road show and explain some overlooked and often misunderstood repayment options that could both reduce your monthly payments and shorten the duration of your loan.
- Credit Card Debt – Once again, and while I can't wave a magic wand to eliminate your credit card debt, there are many strategies for both reducing your interest rate and shortening your loan's duration. (The first step is to leverage your FICO score!)

-Robert Miller, Devotion (Retired)

ELECTIONS UNDERWAY FOR BEU OFFICERS & DELEGATES TO MTA & NEA ANNUAL CONFERENCES

Nominations encouraged for offices of BEU President, Vice-President, Treasurer and Secretary and for delegates. Deadline is March 8. To nominate yourself or others, go to Google Form at: <https://tinyurl.com/2019-BEU-nominations>.

Details on election at brookline.massteacher.org under Documents/BEU elections.

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. While the current right-wing U.S. Supreme Court has recently supported efforts to weaken unions by eliminating fair-share fees, all educators in our district benefit from the contractual protections, bargaining power, and unity of the BEU. So colleagues look to one another to keep the union strong by becoming a member and participating in the work of the union.

THE BROOKLINE EDUCATOR

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*Brookline Educators Union
115 Greenough Street
Brookline, MA 02445
Tel: 617-277-0251
Email: beu-mta@hotmail.com*

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BEU members discuss issues and find additional news at the website: brookline.massteacher.org.

All members are encouraged to join using a personal email address.

Colleen Muldoon, Communications Chair

Jessica Wender-Shubow, President