

BROCKTON EDUCATION ASSOCIATION
END OF YEAR REPORT
JUNE 17, 2010

From June 2009 through June 2010 the BEA faced many issues. Among those were:

1. Bargaining a 2-year Contract Extension with the School Committee
2. Sick Bank Depletion
3. New Superintendent
4. Associate Principal Grievance and Arbitration
5. School Reconfiguration
6. Study Committee Issues from the 2008-2011 contract
7. Budget Process (School Department, Mayor's Budget, City Council)
8. Involuntary Transfers
9. Continued Support of Brockton Clean Energy
10. Attacks on Collective Bargaining from all levels of Government (local, state, national) and from groups such as the Massachusetts Municipal Association (MMA)
11. 430 Reduction In Force (RIF) Notices
12. Recall Process

This year the BEA Scholarship Committee awarded \$6,700 in scholarships. The awards were as follows: the BEA/Genevieve Burns scholarship (\$1000/yr. for 4 years), and three BEA/PCEA scholarships (\$900 each).

Many BEA members utilized Article 36 Out-of-State Travel benefits for partial funding (up to \$900 each) for conferences/conventions from the negotiated \$20,000 that is available yearly. The Representative Council of 60 members, elected by building, did an outstanding job of representing the membership. In addition, ten BEA members will attend the MTA Leadership Training Conference at Williams College in August. Twenty-two elected delegates represented us at the MTA Annual Meeting in Boston, and twelve members will represent us at the NEA Representative Assembly in New Orleans, LA from June 30th - July 7th.

Kimberly Gibson (Davis School), BEA Treasurer and MTA Board Member, consistently carried BEA issues to the MTA Board of Directors. Kim demonstrates the importance of two-way communication among associations and their members. Additionally, Kim is to be commended for her efforts as BEA Treasurer. Kim has been proactive in instituting a number of changes recommended by MTA and the BEA auditors that will help update our accounting practices and keep us in conformance with all applicable laws and accounting procedures/regulations. Kim's work in preparing and presenting the BEA Budget for 2010-2011 School Year was outstanding.

My special thanks to our office manager Patricia Hirtle. For those of you who have had to contact the BEA office, you know first-hand how valuable Patty is to the organization. I am happy to announce that she has agreed to a one-year contract extension for the 2010-2011 school year.

Contract enforcement continued through the filing of grievances. Quick action by Beth Keane, Professional Rights and Responsibilities Chair, and building reps avoided many possible grievances by resolving issues at the building level. Beth is to be congratulated for her work on behalf of members during her fourth year as chair.

The BEA Bargaining Team (Susan Anderson - Chair, Kathy Ettinger, Lauren Brown, Gail Manos, Erin Andrews, Beth Keane, Tim Sullivan, Jacqueline McDonough – MTA Uniserv and Colin Confoey-BEA Attorney) successfully negotiated a two-year contract extension through August, 2013. The Memorandum of Agreement (MOA) was overwhelmingly ratified by the membership on June 10, 2010 and unanimously ratified by the School Committee on June 15, 2010. The contract extension is a great example of labor and management working together to meet the needs of everyone (union, administration, students, community) during the most difficult of economic times. The Bargaining Team's work is not done as we are continuing

to deal with the \$40,000 set aside for the Study Committee issues from the 2008-2011 contract. Jacqueline McDonough, MTA/NEA Uniserv, and Colin Confoey, BEA Attorney, continue to be an integral part of our team as we move forward on your behalf.

Last fall, Erin Andrews (SJH), Political Education Chair, kept the membership informed on political issues. Thanks to Erin's leadership the BEA was able to complete a survey of all mayoral, city council and school committee candidates. The survey results were sent to all BEA members and hundreds of MTA members that reside in the City of Brockton. The Committee's focus will now be on next fall's elections for state senate and state representatives. Given the recent anti-worker/anti-labor history of some politicians, it is of the utmost importance for BEA members to be politically active in electing those who support our cause.

I cannot thank the membership enough for doing the right thing on behalf of our members in need. As you know, the Sick Bank was depleted for the sixth time in the BEA's history. Once again the membership demonstrated their solidarity as over 300 members chose to help their colleagues in need by donating an additional Sick Day. Thank you!

The BEA Credentials and Ballots Committee certified the election of the following BEA offices (two-year terms):

Kimberly Gibson – President (Davis K-8 School)
Derek Canavan – 1st Vice President (BHS)
Chris Doherty – 2nd Vice President (East Middle School)
Ellen Culley- Secretary (South Middle School)

There will be an election in the fall for the position of BEA Treasurer.

BEA Summer Hours 2010

8:30 AM - 12:00 PM
June 23 (Tim Sullivan)
July 8-9 (Tim Sullivan)
July 13-14 (Tim Sullivan)
July 28 (Kim Gibson)
August 3-4 (Kim Gibson)
August 13 (Kim Gibson)
August 17-18 (Kim Gibson)
August 25 (Kim Gibson)
August 31 (Kim Gibson)

In addition to the above hours Tim Sullivan will hold office hours on a variety of evenings throughout the summer. Feel free to call the BEA to make an evening appointment.

The hours and dates above are subject to change. Please call ahead for VIP tickets as there is no secretary during the summer months. Please call the BEA office at (508) 588-2440 with any questions/concerns. Messages will be checked on a regular basis.

On a personal note, for the past 16 years it has been my pleasure and honor to serve as an officer of the BEA (12 years VP, 4 years President). On July 15th I will begin my tenure as Vice President of the Massachusetts Teachers Association. I look forward to serving all MTA members at the state level. I know that the BEA will be in good hands with Kim Gibson as President. I wish her and all BEA officers and members the best in the years ahead. Although we faced many challenges during my tenure in the BEA, it was by staying unified that the Association was able to successfully meet every challenge it faced.

The first day for teachers for the 2010-2011 School Year is Wednesday, September 1, 2010. There will be a general membership meeting on September 1, 2010 at 7:30 AM in the Brockton High School

Auditorium. The first payday for the 2010-2011 School Year is Friday, September 3, 2010.

Enjoy the summer!

Respectfully submitted,
Timothy D. Sullivan, Ed.D, President