

# NEWS & VIEWS



## Awards Season Is Here

Two fantastic awards programs start on February the **Golden Apple Awards** and the **BEA Awards**. Nomination forms for each are available now and the deadline to submit a nomination for each is February 29. The award recipients for each will be honored at the Educator Appreciation Awards Banquet on April 26 at the Crowne Plaza. But that is where the similarities end. Here are the differences:

### BEA Awards

There are two categories for the **BEA Awards**: *BEA Teacher of the Year* and *BEA Friend of Education*. Only **BEA** members can make nominations. The nomination form is on the **BEA** web site at <http://www.beabillings.org/beawebforms/AwardsNominationForm2012.pdf> and has been distributed to **BEA** Building Representatives at each **SD2** school. The *BEA Teacher of the Year* will receive \$500! The Awards Committee will review the nominations and select the winners who meet the following criteria:

#### BEA Teacher of the Year

- Membership in the **BEA**
- Excellence in education performance
- Active advocacy for children
- Commitment to ongoing professional development
- Community service

#### BEA Friend of Education

- Support for education in Billings Public Schools
- Active advocacy for children in Billings
- Service to the educational community in Billings



### Golden Apple Awards

Anyone in the community can nominate educators in any accredited school in the greater Billings area for these Golden Apple award categories:

- Two elementary teachers
- One middle school teacher
- One high school teacher
- One specialist or administrator
- One support professional (i.e., secretary, aide, custodian)



**N**ow is the time to share your thoughts about that special person in education that makes a difference in our profession and our students! Complete that nomination form now.

Each Golden Apple recipient is given \$500. The Golden Apple nomination form is available on the District's web site: <http://www.billingschools.org/site/default.aspx?PageType=3&ModuleInstanceID=9&ViewID=047E6BE3-6D87-4130-8424-D8E4E9ED6C2A&RenderLoc=0&FlexDataID=659&PageID=1> and has been distributed to all schools.

## Retirement Notification Dates Set



**F**ebruary 29 is a very important date for teachers planning to retire at the end of this school year. Since this year is a leap year, this is the last date to give notice to the District of your intent to retire and to maximize your service and sick leave credit at 105% of its value.



## MEA-MFT Trainings Scheduled



**M**EA-MFT's regional training is coming to Billings! Members statewide have given these sessions rave reviews, as they learn skills in contracts and collective bargaining, dealing with disputes in the workplace, communicating, and much more.

The training will be held at the Hilton Garden Inn on March 2-3, 2012. The registration deadline is February 24 and the form is on the **MEA-MFT** web site at: <http://www.mea-mft.org/Uploads/files/News%20Issues%20Actions/Billingsregionaltraining12.pdf>

The event begins at 5 p.m. on Friday, March 2, with a welcoming dinner for all participants. Choose the all day Saturday session or one morning session and one afternoon session.

#### The session topics are:

- ◀ Strengthening Your Local & Techniques
- ◀ Treasurers' Training
- ◀ Budget Analysis in Montana Schools
- ◀ Member Rights, Grievances, & Conflict Resolution
- ◀ Montana's Collective Bargaining Act
- ◀ Negotiation Strategies

There is no charge for the sessions, Friday's dinner, Saturday's breakfast and lunch are provided, and **OPI** renewal units are available. Don't miss this one! Sign up now!

## WANTED NEA RA Delegates

**T**he 2012 **NEA** Representative Assembly will take place June 30-July 5 in Washington, D.C. The **BEA** will send five delegates. Three **BEA** officers will attend. The two remaining delegate seats will be elected by the membership on February 21.

Members interested in getting their names on the ballot must complete a nomination form by February 6. A short biography and photograph must accompany the nomination form. The form is on the **BEA** web site at: <http://www.beabillings.org/beawebforms/NEARANominationform.pdf>. The **BEA** pays for airfare, lodging and some meals.



## Alternate Delegates Needed to Attend RA

**E**ach year **MEA-MFT**'s local affiliates elect local delegates to attend Representative Assembly (**RA**). At **RA**, delegates discuss, debate, and vote on dues, constitutional amendments, legislative program, elect officers, and much more. This year's **RA** will be held on March 30 and 31 in Missoula.

Recently, the **BEA** By-Laws governing the election of **BEA** members as **MEA-MFT** **RA** delegates were changed. Instead of an annual all member vote to elect delegates to a 3-year term, members elected as Building Representatives are also elected to serve as delegates. If additional delegates are needed alternates are nominated and elected by Representative Council.

This year there are up to 10 open seats in our delegation. If you are interested in attending **MEA-MFT** **RA** in March please notify the **BEA** office. The alternates will be elected at the February 21 Representative Council meeting. If you have questions about attending **RA** give **BEA** a call!





Jeff Greenfield  
BEA President

## The President's Message

# BEA = The Source



## No Rumors

February 2012

*I hope your second semester has begun well!*

**H**ere at the BEA office I continue to hear rumors about negotiations and all of the things the District is going to cut. I do understand that people are anxious about the future, but negotiations have not begun yet. I do anticipate that negotiations will begin by March and you will definitely be notified when a date is actually set.

▶▶ **Since I have mentioned negotiations**, here are some basics of contract negotiations. *The Montana Collective Bargaining Act* was enacted in 1973. The Act calls for employers to meet with the recognized employee group or groups to “arrive at friendly adjustment of all disputes” and to “bargain collectively through representatives of their own choosing on questions of wages, hours, fringe benefits, and other conditions of employment.” The terms just mentioned are considered mandatory subjects of bargaining.

▶▶ **This requires the District to identify individuals** who will act as District representatives. Those individuals will then meet with representatives of BEA’s choosing to determine the process which will be used for bargaining which is mutually agreeable. Once the process has been agreed upon, any issue currently addressed in the Master Agreement or those considered mandatory subjects of bargaining can be addressed by either party in the bargaining process. Certain subjects are permissive and can only be bargained if both parties agree to bring them to the table.

▶▶ **When process has been determined**, the two parties then work to find meeting times which are agreeable. The parties can then either exchange written proposals for changes in the Master Agreement or work through the agreed process to reach an agreement on all issues pertaining to wages, hours, benefits and conditions of employment. The process will likely require a number of meeting dates and ideally will end with mutual agreement between the District and the Bargaining Unit. If the parties reach a point where no movement or progress is taking place then it is possible to ask for mediation.

▶▶ **Mediation is a process** where a neutral third party, a mediator, is provided by the state. The mediator’s purpose is to meet with the parties to attempt to effectuate a compromise. Mediators lack power to make binding decisions and are only advisors to the parties. If mediation does not produce an agreement another possible step is to go to fact-finding. In fact-finding, an individual is selected to analyze the facts of the bargaining process to suggest a potential compromise solution. The parties involved are again not bound by the recommendations of the fact-finder. A final possible step would be interest arbitration. An arbitrator is a third party who performs functions similar to a fact-finder, yet the arbitrator’s conclusions would be binding on both parties. The parties must mutually agree to binding interest arbitration.

**S**o what does this mean, short and sweet, to BEA members? It does mean the District can ask for changes in any current language or additions to the contract, but they cannot just implement the change. Just because they want to reduce a benefit, it doesn’t mean they can do it without bargaining with the BEA. The reverse is also true, we need agreement in bargaining for changes the BEA would like to see.

▶▶ **Please consider information** you receive about negotiations carefully before you repeat what you have heard to someone else. The only real source of information regarding negotiations is me, your BEA President. Ask your building representatives or contact me if you have questions about what is taking place. Please don’t perpetuate rumors; I will keep you informed as bargaining takes place.



# BEA Karen Cox Scholarship Winners Awarded

Last year's BEA Karen Cox Scholarship recipients received their scholarship awards last month. **Alex Wilson**, former student at Senior High, **Nicholas Clark**, former student at West High, and **John Carroll**, former student at Senior High, each were mailed checks for \$500 to help with their college costs.

Applications for this year's scholarships are now available at the counselors' offices at West, Senior, Skyview and the Career Center. The application is also posted on the BEA web site at: <http://www.beabilings.org/beawebforms/scholarshipApp2012.pdf>. The application lists the eligibility requirements and the deadline to submit the application and required letters and transcripts is March 6.

## HOW BEA MAKES SCHOLARSHIPS POSSIBLE

BEA members and local business friends really pulled through for us again – donating lots of great prizes for the BEA Karen Cox Scholarship Raffle. There are four weekly drawings and a Grand Prize drawing. At press time, **Week #1 and #2 winners** have already been drawn but there is still time to buy more raffle tickets and multiple chances to win some awesome stuff! See your BEA Building Rep, BEA Board member or come to the BEA office to buy tickets! All proceeds go to the BEA Karen Cox Scholarship Fund!

- Week #1 - Jan. 23**
- 1st Place**
- ♥ **Candlelight Dinner for 2**, delivered, by *Moonlight Catering* (\$50)
  - ♥ **Floor Pillow** made by *Jo Dell Beeler's Mom* (\$55)
  - ♥ **\$100 Savings Bond** donated by *First Interstate Bank*
  - ♥ **\$100 CASH** donated by *Phil Cox*
  - ♥ **Red multi-colored dichroic glass necklace & earrings** donated by *Diane Bertrand* (\$149)
- 2nd Place**
- ♥ **Vinyl Wall Expressions "Welcome"** donated by *Amy Leffler* (\$16)
  - ♥ **The Soup Place Gift Certificate** (\$25)
  - ♥ **Scentsy Plug-in Warmer & 2 Fragrance Bars** donated by *Amy Leffler* (\$30)
  - ♥ **Applebee's Gift Card** donated by *EBMS* (\$50)
  - ♥ **\$50 Visa Debit Card** donated by *Altana Federal Credit Union*
- 3rd Place**
- ♥ **Haircut & Style** by *John Reichelt at Park Place Salon* (\$35)
  - ♥ **Bracelet/Earring set w/silver, turquoise, blue beads** made by *Wendy Johnson*, Senior High student (\$35)
- 4th Place**
- ♥ **Perkins Gift Certificate** (\$10) ♥ **Poets Gift Certificate** (\$25)

- Week #2 - Jan. 30**
- 1st Place**
- ♥ **Flowers & Field (pink & lime) dichroic glass pendant w/matching earrings** donated by *Diane Bertrand* (\$51)
  - ♥ **Shimmering (red, turquoise & gold) Dichroic Glass Pendant on red ribbon cord w/Matching Earrings w/Swarosdki crystals** donated by *Diane Bertrand* (\$70)
  - ♥ **\$100 CASH** donated by *Jim Soft*
  - ♥ **Athletic Training Session** (4 week JH or 3 week Mini-Session) donated by *AMP-Athletic Medicine & Performance* (\$150)
- 2nd Place**
- ♥ **Vinyl Wall Expressions "Welcome"** donated by *Amy Leffler* (\$16)
  - ♥ **The Soup Place Gift Certificate** (\$25)
  - ♥ **LED Streamlight Flashlight & 2012 Calendar** donated by *Batteries Plus* (\$30)
  - ♥ **Enzo's Gift Certificate** (\$50)
  - ♥ **\$50 Visa Debit Card** donated by *Altana Federal Credit Union*
- 3rd Place**
- ♥ **Haircut & Style** by *John Reichelt at Park Place Salon* (\$35)
  - ♥ **Mocha Latte Dichroic Glass Pendant on brown ribbon cord with Copper Earrings** donated by *Diane Bertrand* (\$49)
- 4th Place**
- ♥ **Perkins Gift Certificate** (\$10) ♥ **Poets Gift Certificate** (\$25)

- Week #3 - Feb. 6**
- 1st Place**
- ♥ **Tropical Reef (pink, turquoise & lime) Dichroic Glass Pendant w/ matching Earrings** donated by *Diane Bertrand* (\$53)
  - ♥ **Hand-crocheted Green Throw** made by *Sandy Greenfield* (\$75)
  - ♥ **\$100 CASH** donated by *Charlie Bokum & Poly Dr. Elementary*
  - ♥ **Cinzia Sport Designer Sunglasses** donated by *McBride & McBride Optometrists* (\$150)
- 2nd Place**
- ♥ **Vinyl Wall Expressions "Be kind, Be silly, Be honest"** donated by *Amy Leffler* (\$17)
  - ♥ **The Soup Place Gift Card** (\$25)
  - ♥ **Ceramic Nativity** made by *Dennis Cox* (\$30)
  - ♥ **Granary Gift Card** (\$50)
  - ♥ **\$50 CASH** donated by *Joan Sleeth*
- 3rd Place**
- ♥ **3 Ceramic Christmas Ornaments** made by *Dennis Cox* (\$18)
  - ♥ **Tiny's Tavern Gift Certificate** (\$30)
  - ♥ **Haircut & Style** by *John Reichelt at Park Place Salon* (\$35)
- 4th Place**
- ♥ **Perkins Gift Certificate** (\$10) ♥ **Poets Gift Certificate** (\$25)

- Week #4 - Feb. 13**
- 1st Place**
- ♥ **Manicure & Pedicure** by *Jan Kuykendall at Park Place Salon* (\$67)
  - ♥ **Basket of Handmade Hair Pretties** by *Tanya Kirschman* (\$30)
  - ♥ **Haircut & Style** by *John Reichelt at Park Place Salon* (\$35)
  - ♥ **One Hour Massage** by *Linda Lemire* (\$60)
  - ♥ **'Chanel Coco' Fragrance Set** donated by *Herberger's* (\$165)
  - ♥ **Clyde Aspevig print 'Avalanche Lake'** donated by *Darell Tunnicliff* (\$190)
- 2nd Place**
- ♥ **Yule Log handcrafted** by *Karen Tanner* (\$20)
  - ♥ **Cedar/Barbwire Candle Holder & Candles handcrafted** by *Steve Pomroy* (\$30)
  - ♥ **Spa Pedicure & Manicure Gift Certificate** by *Blanco Blanco Cosmetology School* (\$45)
  - ♥ **Facial** with *Hilary at Violet Beauty Boutique* (\$45)
  - ♥ **The Vig Gift Certificate** (\$50)
- 3rd Place**
- ♥ **Haircut & Style** by *John Reichelt at Park Place Salon* (\$35)
  - ♥ **Scentsy Deluxe Warmer & 2 Fragrance Bars** by *Amy Leffler* (\$40)
- 4th Place**
- ♥ **Perkins Gift Certificate** (\$10) ♥ **Poets Gift Certificate** (\$25)

**GRAND PRIZE**  
**February 13**

- ♥ **Outback Steakhouse Gift Card** donated by *EBMS* (\$50)
- ♥ **Retro FYSH Designer Sunglasses** donated by *McBride & McBride Optometrist* (\$125)
- ♥ **One Night's Stay with Breakfast for 2** at the *Hilton Garden Inn* (\$169)
- ♥ **\$50 CASH** donated by *Jeff Greenfield*
- ♥ **Gainan's Blooming Garden** (\$50)
- ♥ **Wine Tasting Party for Six** by *Simply Wine* (\$150)



**Know Your Master Agreement**

**Teacher Evaluation Article XIV Sections 1-6**

Evaluations are an important part of our growth as professionals. Many administrators help out by visiting classrooms on a regular basis and discussing when formal evaluations will take place.

*The following are important factors to be aware of as you are evaluated*

- A single uniform instrument shall be used at all times; do not allow an evaluator to use multiple instruments throughout the school year.
- Each teacher is to have a single administrator designated as evaluator throughout the year.
- The formal evaluation shall be in writing.
- Non-tenure teachers are to be evaluated at least twice a year with the final evaluation being complete by March 15.
- Tenure teachers will be evaluated at the discretion of the administrator or at the teacher's request. A tenure teacher's evaluation must be completed by May 15. This date can be extended if it is agreed upon by the teacher and administrator before the May 15 deadline. If no evaluation occurs, it is considered a positive evaluation for that school year.
- Evaluators can not use hearsay as a basis for formal evaluations.
- Each formal evaluation must be followed within 10 working days by a personal conference between the teacher and evaluator. A written evaluation shall then be provided to the teacher and a copy shall be placed in the teacher's personnel file.
- Teachers have 20 working days to respond in writing if they believe the evaluation is incomplete or inaccurate. The response will be attached to the evaluation in their personnel file and a copy is given to the evaluator.

**BEA Meeting Highlights**

**WHAT'S HAPPENING**

**BEA Board of Directors**

- ✓ Discussed PAC Letters
- ✓ Discussed *Read Across America* and voted to fund printing
- ✓ Voted to contribute to the *All City Graduation Celebration*

**BEA Representative Council**

- ✓ Discussed Spring Officer and Board elections
- ✓ Discussed *BEA/BCEA* joint community engagement training, January 28
- ✓ Discussed *MEA-MFT Regional Training* in Billings, March 2-3
- ✓ Discussed *MEA-MFT RA* attendance

**Billings Education Association**



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**February BEA Calendar**



- Feb. 3 *Read Across America* Bookmarks/ Certificates orders due
- Feb. 6 *NEA RA Delegate* nominations close
- Feb. 6 **Week #3 Prize Drawing**
- Feb. 8 *BEA Board of Directors Meeting*
- Feb. 13 **Week #4 Prize Drawing & Grand Prize Drawing**
- Feb. 20 **School Board Meeting**
- Feb. 20 *BEA General Election— nominations open*
- Feb. 21 **Representative Council/NEA RA Delegates & MEA-MFT RA Alternate Delegate Elections**
- Feb. 24 **Registration deadline for MEA-MFT Regional Training, Billings**
- Feb. 24-26 *NEA Pacific Regional Leadership Conference, San Diego*
- Feb. 29 **Notification Deadline for 105% Service Credit & Sick Leave**
- March 2-3 *MEA-MFT Regional Training - Billings*
- March 6 *BEA Karen Cox Scholarship* application deadline

**Classroom Grants Available**



The Education Foundation is offering Classroom Grants and Educator Scholarships to teachers in School District 2. Classroom Grants are awarded up to \$1000. Several Educator Scholarships range from \$500 to \$1000.

The Education Foundation Classroom Grants applications opened December 7 and are due March 9. The Educator Scholarships are due March 23. You

may only receive money for an innovative project if you write the grant!

The application is on-line on the Education Foundation website at <http://www.billings.k12.mt.us/bpef/>. Apply on-line today!

For more information, email the Education Foundation at [hertzka@billingschools.org](mailto:hertzka@billingschools.org) or call 245-4133.



**Retirement Deadlines**

The *BEA Master Agreement* defines early notice bonus and late notice penalty dates:



- ▶ **Notification before March 1:**  
105% of the service credit and sick leave credit.
- ▶ **Notification after March 1:**  
100% of the service credit and sick leave credit.
- ▶ **Notification after April 1:**  
95% of the service credit and sick leave credit.
- ▶ **Notification after the last day of school:**  
90% of the service credit and sick leave credit.

Additionally, completing a **Termination Pay—Irrevocable Election Form** will impact your retirement pay and your tax liability. Without the form, termination pay will be subject to taxation before it can be transferred to a *TRS* account. The form must be completed no less than 90 days before your last day of work. If retiring on the last day of the 2011/12 school year, the form must be completed before Feb. 27. Joanie Peterson in the Human Resources office, 281-5040, can assist you with the form.