

NEWS & VIEWS

Blood Drive—GREAT SUCCESS



David Pulis, *United Blood Services Donor Recruitment Representative*, reported that the *BEA/Lincoln Center Blood Drive* had 19 scheduled appointments, 2 walk-ins, and 3 donors for double unit procedures.

A total of 18 units of blood were collected! The Bloodmobile workers remarked on how pleasant all the donors were and how smoothly the donations went.

At the November 15th Representative Council meeting, *BEA* president Allan Audet announced, based upon percentage of staff members who donated, Senior Academy won the Pizza Lunch from Main Street Papa Johns. Though not a part of the *BEA* bargaining unit, the Lincoln Center Payroll Department deserves an honorable mention. Four of the six in the Payroll Dept. donated on November 8.

be your
own hero

Way to go Senior Academy & Payroll!

Another blood drive has been scheduled for March 7, 2006. David Pulis is also scheduling blood drives at each Billings school. Information will be provided as soon as it becomes available. Thank you to all who donated! You are our heroes!



'05 Scholarship Event Begins

Last February over \$6600 was raised for the *BEA Karen Cox Scholarship Fund*: \$4300 from raffle ticket sales and \$2275 in donations. The highly successful fundraising event of last year is being repeated. Raffle tickets will be available from November 14 to December 19 and can be purchased from *BEA* Building Representatives at each of the schools or at the *BEA* office. Tickets are \$1 each or six for \$5 and each ticket has a chance of winning one of the weekly drawings and the final drawing for the Grand Prize.

Prizes include cash, gift certificates, jewelry, and food baskets in the four weekly drawings for 1st, 2nd, 3rd, and 4th places and the Grand Prize drawing. For a list of all prizes go to www.beabillings.org. The prizes have been generously donated by members and local businesses and all proceeds from the ticket sales go to the scholarship fund. Buy lots of tickets and enter often for the drawings on November 28, December 5, December 12, and December 19. Winning tickets will be drawn at 4 p.m. at the *BEA* office and the winners will be announced via email to the Building Representatives.

(For the list of contributors and raffle prizes, see page 3.)

What Is the BEA Karen Cox Scholarship?



Each year the *BEA* awards scholarships to at least at three high school seniors. The scholarship program was renamed the *BEA Karen Cox Scholarship Fund* in May 2004 in honor of former *BEA* Board member Karen Cox.

Scholarship applications are available each January at the counselors' offices at Senior High, West High, Skyview High and the Career Center. Completed applications, accompanied by all required documentation, are due the first Tuesday in March.

Eligibility for the scholarship is limited to:

- ✓ Students whose parents has been *BEA* members for five continuous years
- ✓ Students whose parents have retired from the Billings Public Schools and were *BEA* members for five years prior to retirement
- ✓ Seniors who have attended a Billings Public High School for at least two years and whose parents are not eligible for *BEA* membership.

For more information about the *BEA Karen Cox Scholarship Fund* email shaunabea1@aol.com or call 248-9812.

Contributions to the *BEA Karen Cox Scholarship Fund* may be mailed to:

BEA Karen Cox Scholarship Fund
510 North 29th Street
Billings, MT 59101



Eligibility & Application Process



IMPORTANT DATES

What's Happening?



November 28

1st Scholarship Raffle Drawing

Dec. 1-2

Minority Affairs Conference

Dec. 5

2nd Scholarship Raffle Drawing

Dec. 12

3rd Scholarship Raffle Drawing

Dec. 19

4th Scholarship Raffle Drawing

Grand Prize

Dec. 23 - Jan. 1

Christmas Break



Allan Audet
BEA President

“Attacks on our Profession”

Under Attack

or

Lack of Communication?



Last month’s article focused on the *E-learning* consortium the School Board recently joined. Following the Board’s approval, the Association requested to bargain over the impact it would have on our teachers’ wages, benefits and conditions of employment. Within the request, it was noted that everything would remain status quo until bargaining was complete. It is common for this to be part of a request to bargain based upon many *National Labor Relations Board (NLRB)* case rulings.

A week passed and the District responded that they wanted to negotiate the impacts of the *E-learning* Consortium when we negotiate for our contract. The proposal would have been considered but the Association discovered the District had already implemented the *E-learning* program by providing a Spanish I class for a home school student who lives in Billings. This violation could be considered an Unfair Labor Practice. After notifying the District, we are now scheduling a date to negotiate the terms of the *E-Learning* program.

Around the same time, the Association became aware of a class being provided to a home school student. We discovered the District was also developing a plan of implementation for *WW-IDEA*, another *E-Learning* program that was twice rejected by the School Board last year. *WW-IDEA* would directly infringe on our bargaining unit work since the instructors are not part of the *BEA*. Again, this is violation of our contract because we are the recognized bargaining unit for School District #2. It is the Association’s view any instruction provided to students in our District is our work and those individuals providing the instruction must become part of our bargaining unit. They must follow the terms of our master agreement.



If the School Board approves this District proposal, the Association will demand to bargain over the impact this could have on our members. In doing so, the status quo will remain in effect and the District will not be able to implement the program until an agreement is approved or both parties reach an impasse.

Association suffers three Attacks

- *Over the course of two weeks, our membership had three attacks on our profession which required action by the Association.*
- *Plans were developed in all three scenarios with no involvement from teachers, counselors, public, or the Association.*
- *If the District wants to be progressive, all interested parties need to be part of the equation if it is to be successful.*
- *It is obvious decisions are being made behind closed doors and the people closest to the schools are being locked out for a reason.*
- *We need to question the university system as to why they are infringing on our work, especially when we are both public entities. Now is not the time for a charter school in our District. That is how I would view MSU-B if the deal is approved.*
- *It is times like these we are fortunate to have a strong Association that will stand together to protect our contractual and statutory rights.*



One would think there had been enough attacks on our profession but that is not the case. On November 15, another unexpected proposal came from the District. High school counselors were called to a meeting where they were told of a new program called *Running Start*. The premise behind the program is to allow 11th and 12th grade students to register for 9 credits a semester at the *COT* and *MSU-B*. The classes at the colleges would be approved for dual credits. Therefore, students could earn both college and high school credit while they attend college. The tuition would also be paid by the District through a land gift/sale to the *COT*.

This seems legitimate on the surface but the reality is much different. The counselors were instructed to prepare registration for the students for next semester. This request was premature since the School Board had not seen the agreement. What we have now is a program developed entirely from Lincoln Center with no input from parents, teachers or, more importantly, the school counselors. Again, this is a plan that is fraught with errors. If 5 percent to 10 percent of high school juniors and seniors take advantage of the program, the District could see approximately 150 to 300 students leave our school buildings to take classes at the college. It does not take long to understand the impact this

could have on our members. Many of the *AP* and elective classes that are currently offered could be at risk. With the elimination of classes, teaching positions will follow. If the School Board should approve this plan, the Association would again demand to bargain.

Gardiner honored in Chicago

Steve Gardiner is a stellar example School District 2's finest! The English and journalism teacher at Billings Senior High was awarded two impressive awards at the JEA/NSPA Journalism Convention in Chicago on November 12. Gardiner was presented the *Medal of Merit* by the Journalism Education Association and the *Special Recognition Adviser Award* given by the Dow Jones Newspaper Fund.

The *Medal of Merit* is awarded to Journalism Education Association members

who have made significant contributions to scholastic journalism. Gardiner was nominated by Senior High's principal, Scott Anderson, and fellow teachers, Vince Long and Carolyn Thayer.

Gardiner also received the *Special Recognition Advisers Award* which is part of the *Dow Jones Newspaper Fund's National High School Journalism Teacher Awards Program*. The award recognizes high school journalism teachers who have made an outstanding contribution to teaching journalism and/or advising a high school newspaper.

Gardiner's accomplishments include the publication of four books, several hundred articles in newspapers and magazines, rewriting the journalism curriculum of the *Bronc Express* and writing a grant to provide new computers and design software for the journalism program. Gardiner's latest book, *Building Student Literacy Through Sustained Silent Reading*, was recently published. Gardiner also coaches cross country at Billings Senior, and advises both the *Bronc Express* and yearbook.



ER&D Courses begin in January

Two classes, *Managing Anti-Social Behavior and Reading Comprehension for Grades K-8*, will be offered again in January 2006. Teachers may register at the Community Education in room 107 at the Lincoln Center or call 247-3700.

Managing Anti-Social Behavior presents research on emotional and behavioral problems of students. Participants learn strategies to reduce and/or prevent the occurrence of disruptive or dangerous outbreaks. This course intends to provide educators with instructional tools to change practice and promote student achievement. The course offers a non-threatening, non-judgmental learning environment, providing opportunities for thoughtful discussion about teaching and learning with colleagues and researchers. Theory and practice leads to meaningful strategies that promote social skills development and academic progress.

Reading Comprehension for Grades K-8 focuses on the research and exemplary practices that help students acquire strong reading comprehension skills. It provides participants with a synthesis of the research base on reading comprehension instruction and vocabulary development. Participants examine, discuss, and evaluate the appropriate application of instructional strategies from explicit to implicit teaching of comprehension skills. Strategies increase student comprehension of both narrative and expository texts—including content area textbooks. Approaches help students monitor comprehension and apply appropriate strategies when comprehension is not achieved. Practice will include techniques to keep all students actively involved in learning.

Managing Anti-Social Behavior
January 9-March 6, 2006, Mondays,
4:15 - 6:45 p.m., at the BEA Office
(no class February 13)

Cost: \$110 + \$10 printing fee

Earn: 2 Step-up Credits, 20 OPI Units or 1 College Credit

Instructors: **Kathy Rumph**, rumphk@billings.k12.mt.us

Julie Seedhouse, seedhousej@billings.k12.mt.us

Reading Comprehension for Grades K-8

January 10-March 28, 2006; Tuesdays,

4:15 - 6:45 p.m., at the BEA Office

(no classes on 3rd Tuesdays)

Cost: \$110 + 10 printing fee

Earn: 2 Step-up Credits, 20 OPI Units

Instructors: **Barb Fettig**, fettigb@billings.k12.mt.us

Linda Bayne, baynel@billings.k12.mt.us



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Prize Contributors— Thank You !

Lou Taubert
Fischer Design
Rock This World
Tiny's
Red Robin
Perkins
Cherchie's
P. Ching Designs
Mustard Seed
Caramel Cookie Waffle
1st Interstate Bank
Crystal Creations
Linda Lemire, Massage Therapist
Summit Credit Union

THANK
YOU!

Cellular Plus
Maynard Jones
Roth's Shoes
Poet's Street Market
Touch of Santa Fe
Billings Hotel & Convention Center
Gainan's
EBMS
Joan Sleeth
Allan Audet
Susan Dolan
Cindi Kanvick
Becky Schelle

Thank You!

Grand Prize

\$100 Montague's Gift Certificate

\$100 Savings Bond from 1st Interstate Bank

\$200 Cash from Joan Sleeth

Suite at the Billings Hotel and Convention Center

24" Decorative Plush Santa by Susan Dolan

Hand-painted Santa Plaque

Rock this World Travel Kit





NOVEMBER —2005 EDITION

BEA Member = Bennies

Insurance for free?







Yes, that's right! Just for being a member! And not only do you get one free insurance, you get two!

All members can take advantage of the valuable, automatic term life insurance coverage provided by *NEA DUES-TAB®*. This insurance is provided at no cost to Active, Staff, Reserve and Life members by the *NEA Members Insurance Trust®*.

Your coverage is automatic but you must register your beneficiary. To register your beneficiary or to change your beneficiary, go to www.neamb.com/insurance/linall.jsp or call *NEA Member Benefits* at 1-800-637-4636.

NEA DUES-TAB® coverage includes:




-  Up to \$1,000 of term life insurance
-  Up to \$5,000 of accidental death and dismemberment coverage
-  Up to \$50,000 of *AD&D* insurance for any covered accident that occurs while on the job or serving as an Association leader
-  Up to \$150,000 of life insurance for unlawful homicide while on the job



Go to www.neamb.com/insurance/spd.jsp for summary plan description.

NEA Professional Liability Insurance

Would your personal liability insurance protect you . . .

-  —if you were sued by a student's parents for disciplining their child at school
-  —cover you for administering non-prescription medicine at the request of your supervisor
-  —for giving emergency first-aid when no medically trained person is available?

For years the *NEA* has recognized the importance of having professional liability insurance. *Educators Employment Liability (EEL)* is another valuable insurance provided at no cost to members. This policy protects members in most instances if a student or a student's parents sue. It also reimburses you if your personal property is damaged in assault-related incidents. The education activities must be directly related to the member's school/institution. The four types of coverage are provided by *EEL: Educators Liability (Civil), Reimbursement of Attorney Fees for Defense of a Criminal Proceeding, Bail Bond Reimbursement, and Assault-Related Personal Property Damage Reimbursement*. More details are available at www.nea.org/esphome/nearesources/eel-benefits.html. To receive this insurance, do nothing! Members are automatically enrolled!

If you are involved in any situation where you may be sued for something that happened while you were performing your job, contact the *BEA* President or an *MEA-MFT* Field Consultant immediately. Do not contact an attorney to represent you before contacting the *BEA*. Your union will help you with the procedures to follow under the *EEL* Program.



November/December Calendar

Nov. 23-25	Thanksgiving Break
Nov. 28	1st Scholarship Raffle Drawing
Dec. 1-2	Minority Affairs Conference
Dec. 3-4	Committee Weekend
Dec. 5	2nd Scholarship Raffle Drawing
Dec. 12	Scholarship Raffle Drawing
Dec. 14	BEA Board of Directors
Dec. 19	4th Scholarship Raffle/Grand Prize Drawing
Dec. 20	Representative Council
Dec. 23-Jan. 1	Christmas Break



Association & Teacher Rights

Know Your Master Agreement . . .

Teachers have rights that are protected by law! Did you know teachers cannot be coerced, interfered with, or restrained from actively supporting issues related to their teaching positions? State statute 39-31-201 MCA, and *Articles III and IV* of the Master Agreement protects these rights. When teachers are instructed by administrators or others to refrain from

opposing an issue that could directly impact conditions of employment, state law and educator's contractual rights are violated. Attending School Board meetings, discussing employment conditions, or speaking in opposition to District decisions that directly relate to employment conditions are protected rights.

Remember, members have the right to speak and take action. Don't let it be denied!



— Severance Notification Deadlines —

- Notification before March 1: 105% *
 - Notification after March 1: 100% *
 - Notification after April 1: 95% *
 - Notification after the last day of school: 90% *
- * % of Service Credit & Sick Leave Credit to be received



BEA President, ALLAN AUDET
1st Vice President, JEFF GREENFIELD
2nd Vice President, DIANE WELHAVEN
Secretary, JOAN SLEETH

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