



BIRMINGHAM EDUCATION ASSOCIATION

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WHAT WOULD AN END TO COLLECTIVE BARGAINING MEAN TO BPS TEACHERS?

- Duties such as **lunch** and bus supervision are **assigned to teachers**.
- **Class sizes can be whatever the district decides** which reduces the number of teachers needed.
- Probationary educators are hired with the provision that they **take on extra duty responsibilities** such as coaching.
- **Extra duties** such as coaching, being a mentor, working at games and musicals, student council, school plays, newspaper, yearbook are assigned and **not compensated**.
- **All teaching salaries are reduced with no salary schedule, no health/dental insurance, no long term disability, no sick days, personal days, bereavement days, maternity or child rearing leave.** Only FMLA requirements are utilized.
- You are **docked pay when you have to take time** off for illness, personal business or family emergencies.
- If you had accumulated **sick days** and/or some kind of early retirement plan, they **are gone**.
- **No additional money** will be added to your salary for **additional education**.
- No additional money will be added to your salary for your longevity with the district.
- Your teaching **assignment is at the discretion of the administration** – building, grade level, classes, number of classes, etc.
- Your **district lays-off teachers with less than a week's notice** and hires others to take the job at less pay. There is **no process or right to filling openings**.
- **No say in the days you work**, the length of the day, and **start and end times**.
- **No limit to the number of meetings** or the length of meetings the district wants you to attend.
- There are **no restrictions to your work week**, no timelines for notices in changes to your work week; **holidays and snow days don't exist**.
- **Preparation periods are eliminated** which saves the district 20% in salaries.
- **You just lost your job because** you didn't give enough play time or gave an "F" to a student. The parent complains to the district and they let you go.

Just some of the impacts that no collective bargaining agreement can have on you

Seen enough? Had enough, yet? Stand for yourself and your family!!

