



BIRMINGHAM EDUCATION ASSOCIATION

17500 W. Eleven Mile Road, Suite 100 Lathrup Village, MI 48076

Scott-248-506-3245

Steve-248-559-47780

☒ beawarrow@gmail.com samberg@mea.org

BEA Website- <http://birminghamea.org/>

What The BEA Does For You!

- **THE BEA NEGOTIATES SALARY AND BENEFITS FOR YOU.**

Why does sticking with the BEA improve our salary and benefits? School employees cannot negotiate for themselves without extensive legal knowledge, time and money. If you have difficulty bargaining, the pressure you could exert as an individual would not be sufficient to get your contract settled.

- **THE BEA PROTECTS YOU IF BECOME INVOLVED IN LITIGATION CONNECTED WITH YOUR JOB**

What would you do if an upset parent decided to sue you? You would no doubt find it difficult to afford the legal fees and/or salary losses without union-provide legal representations. Also, MEA/NEA member benefit from \$1,000,000 professional liability insurance coverage that provides the necessary protection if you are involved in a civil suit.

- **THE BEA ENSURES YOU GET COMPENSATED FOR EXTRA DUTIES**

Even if you love coaching and running-after school programs for kids, would you do it for free? Extra duties such as coaching, being a mentor, working at sporting events and musicals, student council, school plays, newspaper, yearbook would be assigned without pay or choice.

- **THE BEA ASSURES YOU GET TIME OFF WHEN YOU OR YOUR FAMILY NEEDS IT.**

What if you didn't have the ability to take a sick day when you or your child was ill? THE BEA Contract provides for sick days, personal days, bereavement days, religious holidays, days by arrangement, and child rearing leave.

- **THE BEA BARGAINS LOWER CLASS SIZES TO BENEFIT KIDS AND KEEP YOUR JOB**

How do lower class sizes help keep jobs? Without the BEA Contract, class sizes can be whatever the district decides. Cost savings in districts often involved increasing class sizes to reduce the number of teachers needed.

- **THE BEA ENSURES YOU A SUITABLE TEACHING ASSIGNMENT AND WORK SCHEDULE**

Who decides what classes you teach and how many? The BEA Contract provides limits on the number of classes, preps, after school meetings, and parent conferences help limit an already strenuous workload.

- **THE BEA NEGOTIATES INCREASED SALARY FOR HIGHER EDUCATION AND LONGEVITY**

Plan on getting a higher education degree or already have one? The BEA Contract mandates a salary schedule with a permanent increase in pay for higher levels of education.

- **THE BEA BARGAINS CALENDAR, HOLIDAY, AND COMPENSATION DAYS**

Have you ever wondered how our district calendar is created? Having holidays off, mid-winter and spring break, snow days, and compensation days for parent teacher conferences are not given to us by the school district; they are bargained by the BEA.

- **THE BEA HELPS YOU SAVE FOR YOUR RETIREMENT**

Been with BPS more than 20 years? Then you will earn an extra \$1000 a year in salary for every year until your retirement. The BEA Contract also provides for substantial severance pay and money toward at TSA.

- **THE BEA ASSURES YOU HAVE ADEQUATE PLANNING TIME TO BE YOUR BEST FOR KIDS**

Do you think planning time is a necessity to be a good teacher? Without the BEA Contract duties such as lunch, hallway supervision, or an extra class could be assigned to teachers without just compensation and in lieu of planning time.