



# TVEA ADVOCATE

STANDING TOGETHER

## From the President

Temecula Valley Educators,

TVEA members, this is a Thanksgiving break well deserved. I do not know about you, but we could not get here quickly enough! Every month continues to bring a new set of challenges that tempts us to take the focus on what is most important.

Over the last year TVEA Executive Board adopted a TVEA Plan to Strengthen our Union that focuses on Strong Site Leaders, Developing Strong Functioning Committees, Advocating for Effective and Safe Learning Environments, and Strengthening Relationships between Members and with Admin, Trustees, and the Community. Much of what is included in this issue focuses on the work TVEA leaders and members have focused to reinforce the above priorities. And while some priorities may clash with the priorities of other parties, we continue to engage to develop a working relationship where we can.

Overall I am energized to see our organization thriving by supporting our membership and contributing to the learning environment on every campus. Members are realizing the power we have as we join together to advocate for the priorities that help students be successful.

While the TVEA President has had monthly meetings with the Superintendent and HRD, your area directors in the TVEA Executive Board, in secondary, elementary, special education, and student support positions are meeting with their

horizontal counterparts in TVUSD to engage in conversations to problem solve, gain an understanding of implemented practices, and to contribute your voice to discussions on topics.

Your TVEA officers will periodically meet with the TVUSD Executive Cabinet to discuss larger issues affecting our larger learning community to bring attention and advocate for collaborative solutions.

While TVUSD will be under new leadership with Dr. Gary W. Woods, we expect the same practices to continue. Researching on Dr. Woods' leadership style in his previous experience as a superintendent, he takes on a practice I have seen in neighboring districts by conducting listening sessions over a period of months, to assess the strengths and weaknesses of the organization. Pending a background check, Dr. Woods will be at the helm starting the Monday we return from break. I wish him a welcome to TVUSD and welcome him to meet and have a conversation with as many of you as possible to learn about the superb professional corp of educators in TVUSD.

I wish you a restful and healthy break with loved ones.

EDGAR DIAZ  
TVEA PRESIDENT



**112** New Members

**1324** Total Members



Educators across the state are confronting organized efforts to discredit educators and public schools. It is starting as it did here in Temecula, with seeds of disinformation, launched from anonymous social media channels attacking schools and individual educators and small contingents of people arriving at governing board meetings and taking over the public comments.

Our colleagues from across the state reached out to TVEA to share our story over our experience over the last twelve months, on how we have handled the attacks on our educators and continued to progress on our core initiatives. Along this path there were many uncharted obstacles, yet we continue to organize around effective and safe learning and working environments, safety, and compensation.

President Edgar Diaz participated in an all day session with San Diego East County Presidents and a panel discussion at the CTA State Council of Education with CTA representatives from across the state. Vice President Cyndy Lopez and Middle School Area Director Suzi Stock, joined by our CTA primary contact staff Anthony Saavedra, conducted two sessions with the Moreno Valley Educators Association Leadership Conference sharing our challenges and what we learned through the path we are on.

The message is to remain focused on advocating for our core initiatives. Reach out to the diverse membership groups for feedback and encourage participation within the organization to move forward with one voice. Reach out to each other at sites and engage in difficult conversations that focus on strengthening our site environments for safety and learning efficiency as a way to strengthen our site union power. Continue to advocate for adherence to the bargaining process and protecting the bargained contract.





2023



2024

# TVEA LEADERSHIP

For TVEA to be strong, we need the ability for our sites and employee groups to have a voice in the decision making of our organization. The Leadership Council of the Temecula Valley Educators Association is the vehicle to have discussions and provide direction for the organization. A major component of having union strength at each site, is to have Site Leaders able to represent the voice of membership and the strength of the CBA (collective bargaining agreement) otherwise known as the contract.

This year every single site, including TVEA members at the district office, have active representation! Leadership Council meetings are averaging 60 participants which has increased by about 20 individuals. To encourage increased site representation, LC approved bylaws that lowered the ratio to 1:15: Each school site shall be entitled to at least one (1) Leader and shall have one Leader for each (15) Active members or major fraction thereof.

The change of the ratio increased the number of site reps from 67 to 86. Currently there are 62 Site Leaders and Position Specialists. The Leadership Council is composed of Site Leaders, Position Specialist, Executive Board, and committee chairs (non-voting).

Leadership Council meetings have also incorporated report outs by the many member groups that work in committees to present recommendations to the body for approval or to refer work out to subgroups, committees, or ad-hoc working groups. Out of this effort grew the need to activate committees such as Organizing, Equity and Human Rights, and Local Control and Accountability. We are almost at our goal of having at least four members in each committee with regular meetings and actively contributing to the outcomes of the organization.

## State Council Report - District M -TVEA

In October your three representatives attended CTA's state Council in LA. We are happy to report to you two legislative priorities for CTA: 14 weeks paid maternity leave and the elimination of TPA requirements for credentialing. CTA shared that dues will be increasing by \$3 per month and are eagerly seeking member input as to how all your dues money is spent. Please complete their [budget survey](#) below to make your voice heard. Our district M director suggests requesting more money for the [Association for Better Citizenship \(ABC\) committee](#) as they ran out of funds last year. The ABC Committee recommends funding to the CTA Board of Directors. TVEA could apply for chapter funds for local elections. If you'd like to know more details about state council happenings please feel free to peruse this [State Council report book](#). Respectfully submitted: Rebecca Williams



# TVEA LEADERSHIP ACADEMY

## STRENGTHENING OUR COLLECTIVE VOICE

On Monday, November 6th, TVEA held the second Leadership Academy with 66 participants! With the current sub crisis, which canceled the first one in September, this was a resounding success! While the events to start the year provided training opportunities for our organizational leaders with talking to members and organizing at sites, attendees sharpened their skills. Sessions included conducting one on one meetings, preparing a Contract Action Team at the site, running site meetings and site admin pulse check meetings, member representation and getting to know the contract.



## Know your Contract!

TVEA Site Leaders learned how to access the resources found on [tveducators.org](http://tveducators.org) to advocate at their sites. Not only can you find the current contract language, but you can also access FAQ's on the most used articles. Know Your Contract offers a growing list of commonly requested articles for your use. Contact [tveabarg@gmail.com](mailto:tveabarg@gmail.com) to request additional KYC articles!

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### KNOW YOUR CONTRACT

#### PLCs

**WHAT DOES YOUR CONTRACT SAY?**

Article 23: PLCs or Professional Learning Community is a collaborative process well defined in our contract. PLCs should not be directed by an administrator or even only one teacher, but should be a team approach to help educators make instructional decisions or to address student learning. Educators should feel empowered to add items to the agenda and to guide decision making. Educators are guided by the "four essential questions":

1. What do we want students to learn?
2. How will we know when they have learned it?
3. What will we do for those who do not?
4. What will we do for those who already know it?

**DO WE HAVE TO TAKE A LOT OF NOTICE?**

The contract mentions that members "may be required" to provide a brief statement of progress after each meeting. There is no mandatory form nor mandatory length. We can define a brief statement to have a similar length to a tweet or short social media post. If your administrator provides you something and you would like to use it, go for it, but there is no need to do that.

**THIS SEEMS TO BE GEARED TOWARD THE "CORE" GENERAL EDUCATION TEACHER.**

This PLC model is easier to follow for a General Education teacher, but the PLC language then allow for members and administrators to work together for members like Special Education teachers to build flexible schedules to allow them to work with other Special Education teachers or to collaborate with General Education teachers.

The district will also prioritize explore or elective educators working together as well. We encourage "volunteers" to work with their administrators to provide PLC time with educators at other school sites.

**A TOSA OR ADMINISTRATOR IS DICTATING PLC AGENDAS, WHAT DO I DO?**

Because PLCs are spelled out in your contract, these concepts are protected just like anything else in your contract. If you feel like your PLC does not follow the constraints of the contract, you can start the grievance process. The first step is a problem solving meeting with your site administrator. Contact your site representative if you need help with this.

Temecula Valley Educators Association  
29377 Rancho California Rd #206 Temecula, CA 92591 Tel: 951-699-9970  
[www.tveducators.org](http://www.tveducators.org)

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### KNOW YOUR CONTRACT

#### Personal Illness and Personal Business

**WHAT DOES YOUR CONTRACT SAY?**

Article 10: Members are entitled to 10 days of leave per year. Leave accumulates year-to-year for your use for "personal illness." Members are entitled to use 10 days of that leave per year for "personal business." That leave also comes out of your illness bank. If you go over 10 "personal business" days per year, the district will deduct the cost of your per diem per day past 10 "personal business" days. You can use as many leave days as you have for "personal illness" without a financial cost. Any days of "personal illness" taken beyond your leave, the district will deduct the cost of the substitute.

**DO I NEED PERMISSION?**

You do not need permission to take your personal illness days. For personal business you do not need permission unless it extends a holiday or vacation break. There is a form to fill out to request that time off. The district may require a doctor's note to verify the illness or injury if your illness lasts longer than five consecutive days.

**DO MY DAYS ROLL OVER?**

Personal business days do not rollover to future years. Unused personal illness days are "banked" for future use for a longer term medical leave or maternity leave. Unused personal illness days may be converted to additional service time at retirement.

**WHAT ARE MY OPTIONS IF I RUN OUT OF LEAVE?**

Unit members who exhaust their personal illness leave are entitled to partially paid medical leave for up to 5 months. By law, this leave will cover your regular salary minus the cost of the substitute.

If you take a "personal illness" day and you are out of leave, the district will deduct the cost of the substitute needed to cover your absence.





# TVEA COMMITTEE WORKSHOP

► **2023-2024** Strengthening Our Union through Strong Functioning Committees

On November 2nd during the Leadership Academy the TVEA Committee Chairs split off from the rest of the Leadership Council after lunch and met with Organizational Director Lisa Sisco who held a TVEA Committee Workshop. The purpose of the workshop was to discuss Strengthening Our Union through Strong Functioning Committees. Each Committee Chair introduced themselves and shared why and how they came about leading their respective Committee. It was interesting to hear from first time leaders to leaders who have held their position for 10 years! The workshop covered everything from the governance of TVEA Committees to discussing the benefits of building the foundation of a solid committee structure.

Committee Chairs also learned about Running Effective Committee Meetings, Communicating Internally with members and Externally with TVEA membership, Preparing for Leadership Council Meetings, Committee Organization and Administration and Resources available to leaders.

In the next pages you will learn what our committees have been working on this year and find opportunities for you to get involved, connect and engage with our active TVEA Committees.

## TVEA COMMITTEES

<b>Ad-Hoc Budget</b>	<b>EQUITY &amp; HUMAN RIGHTS</b>	<b>MEMBER ENGAGEMENT</b>
<b>BARGAINING</b>	<b>GRIEVANCE</b>	<b>ORGANIZING</b>
<b>BYLAWS</b>	<b>INSTRUCTION &amp; PROF DEVELOPMENT</b>	<b>POLITICAL ACTION</b>
<b>ELECTIONS</b>	<b>INSURANCE ADVISORY</b>	<b>SPECIAL EDUCATION</b>
	<b>LCAP CONSULT</b>	

**ADVOCATE. ENGAGE. COMMUNICATE. ORGANIZE.**



# **ADHOC BUDGET**

## **8% on 1.5% off - How Did We Get There?**

The TVEA Adhoc Budget Committee collaborates with the District in an effort to reach consensus regarding a recommendation for compensation to the TVEA/District negotiations teams each year. In order to achieve this goal, the Committee collaboratively analyzes the budget. The result of the Committee meetings are reported to the negotiations teams irrespective of whether consensus is reached. Additionally, the TVEA Ad Hoc Budget Committee collaborates with the Executive Board, the Bargaining Team, and other TVEA groups as needed to determine needs in terms of compensation.

The Committee is composed of four District members and four TVEA members. The District members are the Assistant Superintendent of Business Support Services; Assistant Superintendent of Human Resources, as well as one Director of Business and one Director of Human Resources. The TVEA team consists of the Adhoc Budget Chair (Lowena Manzano), Bargaining Chair (Brian Balaris), three others members (Chris Meglio, Stephan Stamatalatos, Mark Mitchell). It is expected that members will serve in an ongoing, year-to-year capacity.

Both TVEA and the District appoint a "lead" Committee member to collaborate prior to meetings to ensure that the meeting is productive. Additionally, the Director of Fiscal Services is responsible for logistics, i.e. notifying Committee members of meetings, sending out information, soliciting information to form an agenda, and soliciting questions from Committee members. Meeting attendance is limited to Committee members and alternates unless the Committee mutually agrees to allow a guest.

The Committee meets regarding the following budget milestones, unless mutually agreed otherwise:

1. District approval of the Unaudited Actuals (prior year's actuals)
2. District adoption of the First Interim Budget
3. Governor's January State Budget proposal
4. District adoption of the Second Interim Budget
5. Governor's May revision to the State Budget
6. District adoption of the Budget

Committee members attend designated fiscal workshops, including, but not limited to, the School Services January Proposal Workshop and the May Revision Workshop.

The Adhoc Budget Teams presented their final recommendations to their Negotiations Teams and then Bargaining on compensation began.





# Bargaining UPDATE

Compensation. Benefits. Working Conditions

## Your TVEA Bargaining Team

Brian Balaris (Chair), Lowena Manzano (Adhoc Budget Chair/High), Christina Fenney (AES/Elementary), Mike Brewer (RHES/Elementary), Shannon Hughes (Alternate/Elementary), Rebecca Williams (BVMS/Middle), Anastasia Lewis (TVHS/High), Nicole Paino (Counselor/Specialist), and Drew Williams (Special Education/Specialist) have been hard at work meeting with the District Negotiations team this year. Below is an update from your TVEA Bargaining Team.

## During the Summer

The TVEA Bargaining team was able to finalize MOU's to start an Agricultural program at TVHS created by the dynamic Meghan Manion, settled an Academic Calendar for Rancho Vista HS, added an opportunity to save money by waiving health insurance if you are already covered by a family member!

## Compensation Settlement finalized in October:

There are many moving parts for Fiscal Services to adjust all components of the ratified Tentative Agreement for compensation. Here is the latest update:

On the October 31st paycheck, salaries, 6/5ths assignments, and extra duty timesheets for September hours were updated to reflect the 8% increase.

On the November 30th paycheck, the 1.5% off schedule payment will be paid, and stipends will be updated. Please note that only High School Department Chair, Extra Duty Stipends, and Coaching stipends are affected by the 8% increase. Other stipends such as Induction, SLP, Intern Support Provider, etc. are flat dollar amounts and not indexed to rate increases. Those will remain the same amounts.

Fiscal Services then has to return and calculate paid time for retroactive salary, extra duty, and stipends paid prior to the increases in the system. Due to the intensive labor this takes, it is projected to be around spring break. The month this will land in paychecks is yet to be determined.

## Medical Bridge

7.5 Retiree Health and Welfare Benefits incorporates new MOU language and improves readability. The base benefit includes insurance coverage up to 5 years or to age 65, whichever factor comes first. The most recent MOU changes to Medical Bridge incorporated into the contract include:

*A reduction of eligibility requirements from 15 years of service to 12 years of service.*

*Removing the need to be under the insurance policy for at least 10 years.*

*The benefit was changed from a fixed value each year to a guarantee of a minimum retiree medical coverage including vision and dental each year.*



# Bargaining UPDATE

Compensation. Benefits. Working Conditions

## **TVEA's Bargaining Team Responses to Board Policies, Administrative Regulation changes, and following the contract:**

Unilaterally imposing changes to working conditions without bargaining is illegal. TVEA filed PERB Unfair Practice Charges on unilateral changes to the contract by TVUSD without the bargaining process. Previous PERB UPC charges were brought when TVUSD Governing Board passed a Board Policy and Administrative Regulation in August and September.

On October 23, TVUSD brought forward the majority board's illegally sunshined Article 2 proposal to eliminate TVUSD's contribution to the fairly bargained TVEA Presidential release in the TVEA Collective Bargaining Agreement (CBA). TVUSD along with the retained attorney Dean Adams initiated to bargain the impacts and effects.

Your TVEA Bargaining Team heard the request and TVEA immediately moved forward with filling a Public Employment Relations Board Unfair Practice Charge. The District illegally opened an article of the contract outside the contracted schedule. They then unilaterally proposed to change the contract. Since the CBA is a legal document, anything in the contract must be bargained and agreed to by both parties (including items that the District and the Association really want).

### **Athletic Stipends**

Prior to the Covid Pandemic, TVEA and TVUSD initiated a process to revise stipends. This was reconvened by a subcommittee composed of Brian Balaris, Bargaining Chair, along with Eric Morton (GOHS), Richard Mey (TVHS), and Don Forhane (CHS) and TVUSD representatives. This subcommittee will develop a recommendation to bring to bargaining.

**In January, TVEA will sunshine articles of the contract for a full reopening. These will be communicated to members in December.**



# GOVERNANCE

## TVEA BYLAWS & STANDING RULES



TVEA Secretary Amy Eytchinson initiated a process to develop a TVEA Mission Statement to our TVEA Bylaws and brought the text for a first read to the Leadership Council of TVEA for adoption in December. The Mission Statement will come to a vote for discussion and adoption at the December LC meeting.

# MISSION STATEMENT

**Through the strength of our collective voice,  
Temecula Valley Educators Association  
advocates for the continuous advancement and  
improvement of teaching and working conditions  
for the educators and support professionals  
of the Temecula Valley Unified School District,  
fostering personal and professional growth for members  
and increasing opportunities for student success.**





## TREASURER REPORT

# BALANCED BUDGET

Article IV. Dues, Fees and Assessments in the TVEA Bylaws states, " The basic annual dues level for Active members shall be sufficient to cover the operating expenses of the Association, dues of CTA, and the dues of NEA."

Due to the increase in compensation over 14% the last 2 years, the TVEA member dues need to increase to keep pace with the amount that TVUSD needs to be reimbursed for the TVEA President release and increased cost of carrying out TVEA business.

Executive Board recommended and Leadership Council approved a TVEA monthly dues increase of \$5 for the general fund, and \$2 for the TVEA PAC Fund.

The additional \$5 will not only cover the increase to the president release due to the recent bargained wage increases, but also support TVEA initiatives such as supporting new educators and organizing around member and site issues. TVEA also prioritized developing leaders in curriculum, leadership, and advocacy through professional development opportunities, the increase will continue to support increased opportunities for our members.

The TVEA PAC pass through dues will fund the budget on an ongoing basis to allow TVEA to respond to political pressures moving forward. The pass through dues will generate an estimated \$22,000 each year to support initiatives and candidates that are public education friendly.

Members have the opportunity to Opt-Out of your dues dollars going to the TVEA PAC Fund and designate the \$2 dollars to stay in the TVEA general fund. Click here to access the [TVEA Political Action Committee Fund Opt Out](#).







# EQUITY

## *and Human Rights*

The Equity and Human Rights Committee met for the first time in 10 years. The last committee met in 2013 and this new committee came together with a shared passion for raising awareness for equity and human rights within TVUSD. Kelly Ortiz, the Equity and Human Rights Chair, along with Derek Heid, Executive Board Liaison to the Committee, called the first meeting on 11/13/23 with Rafael Loza and Stevie Collins in attendance.

This was a great introductory meeting which allowed them to get to know each other better and move forward with the purpose and history of the committee. They discussed the committee's purpose and set some goals for the year. One of the first goals is to grow the committee by establishing subgroups of members to reach a diverse representation of our community. They are looking for members of all grade levels and those who work with clubs on campus that focus on underrepresented and marginalized communities. A survey from the EHR Committee will be going out to membership after the Thanksgiving Break, please be sure to keep your eye out for this survey and complete it prior to their next meeting.

They also discussed how to apply for upcoming CTA conferences which would benefit the organization. The committee will be updating the Equity and Human Rights Committee description since it has not been done in at least 10 years. They established action items for moving forward for the committee.

## Join Our Committee!

The Equity and Human Rights Committee is meeting on December 18, 2023 at the TVEA office. We are looking to build capacity within our committee in order to better advocate for the diverse representation of our community of members and students. If you are interested in bringing awareness and advocacy for equity and human rights in TVUSD please please contact [tveaequity@gmail.com](mailto:tveaequity@gmail.com) for details.

## Do you identify with or support this population of individuals?

*Ethnic Minorities*

**English Learners**

**LGBTQ+**

**FOSTER YOUTH**

**LOW SOCIOECONOMIC**

**homeless**

**Individuals with disabilities**



## Flag Banning & Outing of Transgender Students

In recent events of the board majority, the adoption of BP 5020.1 (which mandates that school employees notify the parents of any student who wishes to be identified by a name other than their legal name; who wishes to be identified using pronouns that do not align with the biological sex or gender listed on their birth certificate or official records; who wish to access sex-segregated school programs that do not align with their biological sex; or who wish to change any information in their official or unofficial records) goes against Ed Code AB 1266 which, in part, affords students the right to privacy and the right to require school districts to treat the student in the manner consistent with their gender identity for all purposes. This has left educators with the decision to go against district policy or against CA Ed Code, which could jeopardize their credentials. It is irresponsible of a school board to put educators in this position, hence the initiation of a cease and desist order bringing to light the liability and detrimental impacts this could have on students and staff.

Additionally, AR 6115 which, in part, states "No flag other than the United States of America and State of California may be displayed on school grounds, including classrooms, unless it is a country, state, or United States military flag used solely for educational purposes within the adopted curriculum. Any other flag must be approved by the Superintendent or designee prior to displaying, if and only if, it is used for educational purposes and only during the related instructional period." Again, TVEA communicated that this "would likely be deemed an improper infringement on important rights under the Educational Employment Relations Act (EERA) and the U.S. Constitution." This leaves educators with questions regarding exercising their First Amendment Rights, creating meaningful relationships with students, and district liability to infringement on such rights.

The combination of both of these board policies is in opposition with the direction the district has been moving toward which is to support students in their unique ways as they navigate through their own self identity. Students have expressed their discomfort in these new board policies and educators are left with less direction and freedom to support these students. The Equity and Human Rights Committee would like to help in bridging these gaps to learning so students can focus on the dynamic and engaging content in their classrooms!





# GRIEVANCE

## COMMITTEE NEWS

### CIVILITY PROCESS

Your TVEA Grievance Committee, chaired by Kim de la Cruz, sent out a process to ensure civility, which is in the Board Policies. Conversations about a student's educational experience should not be happening in tense and hostile situations. All parties deserve the respect they bring through their capacity. If a situation gets out of hand, be sure to file a civility report to begin to address the situation.

You can read the [Civility Process here](#).

Your Grievance Committee

Kimberly De La Cruz (Chair/Middle), Michelle Conrad (Elementary), Amber Kott (Elementary), Michelle Stevens (Middle) and Ashley Vella (High) are looking for a Middle School/High School member to join our Committee. If you are interested please email [tveagrievance@gmail.com](mailto:tveagrievance@gmail.com)

Grievance Level III Mediation:

A settlement with the district was reached  
on November 3, 2023

Grievance Team is currently collecting information on Safety through the "Injured at Work" QR code.

Grievance Team is hoping to work with the District Safety Team and Jason Vickory to address Collective Bargaining Agreement Article 24: Safety, and Ed Code 49079

Next Grievance Team meeting is scheduled for  
December 12, 2023 at 4:15.

### Injured at Work?



**TVEA Members: Have you ever been injured by a student at work?**

**SCAN THE QR CODE**  
TO REPORT ALL STUDENT RELATED INJURIES OR "NEAR MISS" EVENTS, WHICH COULD HAVE CAUSED AN INJURY, NO MATTER HOW MINOR.



<https://bit.ly/injuredattvUSD>

THIS WILL HELP TVEA GATHER DATA on injuries and developing appropriate student supports to foster safe teaching and learning environments.

### Report your Injury

We appreciate your input on this!  
[Report your Injury Here!](#)

**Have an Issue you want to Discuss?**

**[tveagrievance@gmail.com](mailto:tveagrievance@gmail.com)**





# Instruction and Professional Development

TVEA dues dollars supports leadership and professional development. CTA offers a variety of conferences throughout the year for individuals to learn strategies for classroom management and lesson delivery, strengthening our contract, developing an organizing culture, opportunities to network with colleagues from TVEA and across the region, skills for leadership in a local association like TVEA.

Registration priority is given to members who are first time attendees, in need of training, in active committees and subject to the TVEA budget allocation.

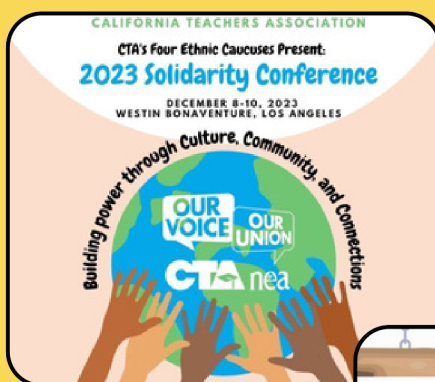
Upon TVEA's approval to attend, members are responsible for registration for the conference and hotel reservations. Upon return from the conference TVEA will reimburse member expenses. TVEA will reimburse registration (this usually includes most meals), half the lodging costs and mileage.

CTA Incentive grants are available to new and BIPOC members, and other categories based on the particular conference. This helps alleviate the cost and allows TVEA to send more members to conferences. See details about grants below.

If you are interested in attending an conference, please complete one application form for each conference.

Conference Details: <https://www.cta.org/conferences>

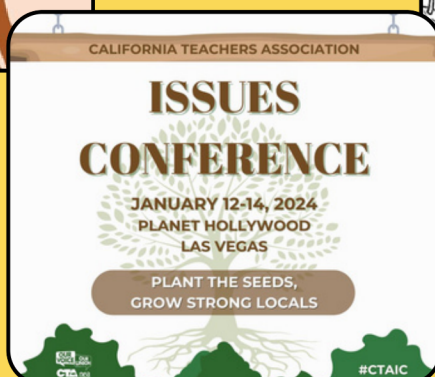
[Apply Here!](#)



Interested in  
Empowering our  
Community?  
Registration  
ends Soon!



Great for  
Brand New  
Educators!



Learn, Discuss,  
and Strategize  
Issues impacting  
Education!

Looking for  
New Inspiration  
for your  
Classroom?





# CTA CONFERENCES

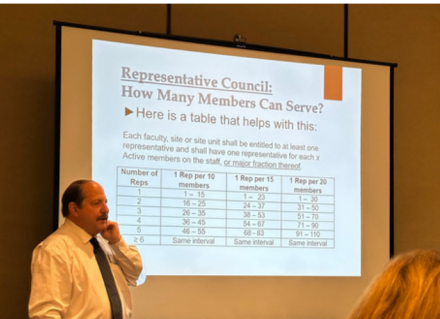
## WHY ATTEND?

### RECAPS FROM FALL CONFERENCE ATTENDEES

On September 15th-17th, TVEA leaders attended the San Gorgonio Leadership Conference. TVEA Executive Board and Committee Chairs attended to learn how to advocate and organize around our local issues. The theme was Standing Strong Together and Sessions included the California Budget, Membership Engagement, supporting site leaders, organizational bylaws, Robert's Rules of Order, and dancing. Ok, dancing was in the evening but it was great to spend casual time learning about what matters to each of us and planning on how to incorporate what we learned to TVEA.



Being a newcomer to the San Gorgonio Fall Leadership I frankly didn't know what to expect. All I knew is there would be a ton of workshops to attend and lounging poolside in the late afternoon taking in views of majestic Mt. San Jacinto would be the reward. Little did I know that the biggest payday would be a woman who has devoted most of her career to help teachers maximize their retirement. I had no problem there.



When Rose Luna speaks everyone should listen. Her opening salvo to engage the audience certainly grabbed my attention 1) the average teacher in California works for 22 years and 2) there have been over 30 teachers that lived over 100 years and received a paycheck each month. On one hand I thought teachers worked far more years than what she stated while on the other hand to learn how robust, safe and steady our retirement fund was quite impressive.



A caveat she mentioned was pre-retirement counseling. When we reach the 55 year threshold, she quipped, we should strongly consider our pre-elect option for a beneficiary. The earlier we declare a survivor designee the impact can be substantial. For instance, the difference by designating at the age of 55 rather than 60 is a difference of \$38.26 a month. That might not be an eyebrow raiser, but when you consider your designee could receive benefits beyond 100 years that seems impressive. So if you are approaching AARP age, be sure to contact a CalSTRS counselor and make sure your payday is a long-lasting legacy. *Doug VomSteeg, High School Area Director*





# CTA CONFERENCES

RECAPS FROM FALL CONFERENCE ATTENDEES



The welcoming and collaborative energy at this conference is positively mind-blowing. From the equity-powered organizational booths to the informationally powerful sessions and even to just simple groups of educators sitting in the lounge chairs under the trees, the air was filled with positivity, inclusion, acceptance, support, collaboration, and encouragement. Being at this conference makes me feel whole and welcomed and I have made some lifelong friendships here. We ended the conference with a special guest appearance by renowned author and trans-rights activist Raquel Willis, who had some amazing insights on how to balance beliefs, power, and justice.

There were many powerful sessions at this conference. We learned more about how to support students and staff pressured by unfair and illegal school board policies. We learned how to engage in healthy, supportive conversations with all people. We learned more about history's impact on the here and now, including state and federal policies and laws affecting LGBTQ+ youth today. We learned how to help students advocate for themselves and how staff can advocate for them. We learned why people don't feel safe at school, how to "move" people from certain beliefs/thoughts to more inclusive ones, how to organize activism and empower student activists, and how to create brave and open spaces for all students. And most importantly, in addition to including staff in all of these (not just students), we also learned how to better listen to, include, and support people who identify with many marginalized groups, such as people with disabilities/diverse abilities, BIPOC, women, who are also part of the LGBTQ+ community. *Stevie Collins, TVHS Site Rep, Equity & Human Rights Committee Member*





# CTA CONFERENCES

RECAPS FROM FALL CONFERENCE ATTENDEES



As a general ed math teacher for the past 9 years at GMS, I have sometimes felt unsure as to whether I was interpreting an IEP correctly. This is why I chose to attend the CTA Conference on Special Education in October 2023. For instance, when a student is guaranteed a separate setting in their IEP for assessments, but teachers are not supplemented with an instructional assistant, how do I meet that obligation? I realize TVUSD is a relatively younger district than some of our surrounding areas, but I feel that the language used in IEPs needs to be more explicit and more standardized across all sites, regardless of which particular teacher is writing the IEP. I left the conference with more confidence in my ability to support my special education students, as well as a better understanding of how to meet my legal obligations. *Kristi Gin, Gardner Middle School Teacher*

I recently had the opportunity to attend the CTA Special Education Conference in Anaheim on October 6-8. I attended many wonderful and insightful sessions and look forward to sharing what I learned with my colleagues and students. I attended a session on HyperDocs. The presenters explained how to use a HyperDoc to differentiate instruction for special needs students. I learned that a HyperDoc can be used to help students communicate, collaborate, critically think and create all while learning complex content. Super Cool! I also attended a session by a psychologist who explained the process for students to qualify for special education and the various processing disabilities and how they relate to academics in the classroom. *Kerri Bodemer, TVEA Special Education Area Director*

It was nice meeting other sped teachers and learning we have so many of the same issues. I realized that I don't have it as bad as some teachers in other districts. I attended several sessions and wished I could have joined in on others.

One was on APE and was surprised to see one of our very own APE teachers doing the presentation! Her and her team helped me see in better detail what APE is, how it benefits our students, how services can be provided, and the laws for APE.



Kerri Bodemer & Suzanne Kurtz

As a teacher, we can all be guilty of forgetting to take care of ourselves as well stress out during difficult situations in meeting, in class, etc. So, I decided to take a session on taking care of me where I learned strategies that can be done in a few minutes to help me get back to baseline plus daily activities to help promote an overall well being.

Another session was on optimizing use of IAs in SDC classrooms. I was hoping to learn something new and found out I'm already doing it! The presenter provided a list of things IA's wish teachers knew or did, so when I came back from the conference, the IAs and I sat down and went through the list to see how they felt and where I could improve. It was reassuring to hear from them how they already believe we are an amazing team and am doing my best to make sure they can do their best!

If you were not sure this year about attending, I highly recommend going. I hope to attend again next year. *Suzanne Kurtz, TVEA Special Education Position Specialist*



# INSURANCE ADVISORY

Medical. Dental. Vision. Benefits

Hi! My name is Lynn Breen and I am the Insurance Advisory Committee (IAC) Chairperson. This is my 31st year with TVUSD. I currently teach Kindergarten at TLES. The IAC is a five member committee. The other members are Frank Bantle and Nancy Bryson. We currently have two open positions on our committee. If you are interested in joining our committee please email [tveaiac@gmail.com](mailto:tveaiac@gmail.com) for more details!

The IAC Committee meets several times a year to bring the most affordable health care plans to our membership. Last year we added the WABE premium plan. This plan allows you to decline the SISC Medical, dental and vision coverage while the WABE premium is paid to SISC on your behalf. This option allows you to maintain your membership in SISC as a full-time employee without enrollment in a SISC medical plan.

Our first IAC meeting this year will be on Monday, December 11.

## TVUSD Certificated Health Insurance Information

TVUSD offers many plans to help meet your specific healthcare needs. Health benefits are available for all employees who have a 50% contract or more, and are mandatory for employees with a 100% contract. Links to plan and cost information is above.

## SISC Added Health Benefits Program

- SISC is the health care provider used for Certificated, Management and Confidential employees. There are additional services you can access as a member. Take full advantage of all SISC has to offer by using these benefits to help you get and stay healthy.
- The Added Benefits flyer will let you know which SISC plan (PPO, HMO, Kaiser, etc.) you need to be enrolled in to access each added benefit. The additional flyers provide specific information on some of the added benefits provided by SISC. The Employee Assistance Program (EAP) is available to all Certificated, Management and Confidential employees and family members.



# Membership Matters

**Whether you're a veteran or a brand new educator coming to TVUSD, we're all in it together, united in our commitment to strengthen public education for all students.**

Our Membership is what matters to us. We all contribute in many ways, and the acts of solidarity throughout the district is powerful. Together our collective voice can effectively advocate for our rights, safe & effective learning & teaching environments and public education issues. Let's encourage all employees to participate in our organization to realize the BIG power our union has. TVEA member voice is instrumental in building a unified platform as we move forward. Reach out to members to learn and assist them in becoming part of what we can accomplish together. TVEA members contribute financially to the success of our organization to achieve our goals. Let's reach out to involve non-members for an opportunity to participate and contribute to our advocacy.

## TVEA Membership at a Glance

Members 1324 (93%)  
New Members 113  
Potential/Non Members 64  
Terminations 39 (13 this year)  
Certificated Employees 1427

## Thank you to our Members!

Site Leaders posted the list of Members at your site thanking them for making the TA Settlement Happen!

### TVEA MEMBERS

#### MEMBERSHIP MATTERS

Heidi Ackerman  
Susan Amoroso  
Brandon Archie  
Daniel Ashman  
Melissa Batluk  
Ashley Bishop  
Corey Bishop  
John Bray  
Lori Brooks  
Douglas Burgess  
Kiana Casey  
Darren Castan  
Carolyn Crouch  
Estee Davison  
Eric Davison  
Evan Elliott  
Jeanine Fitzgerald  
Angeline Gonzales  
Jeanine Hamilton  
Sharon Harvey  
Dana Hayes  
Karen Hoskins  
Makayla Jacob  
Shayna Johnson  
Travis Johnson  
Douglas Kossak  
Robin Langston  
Katherine Larson  
Wendy Lesage-Burgess  
Robert Lopez Jr  
Gail Lundgren  
Kathryn McGinnis  
Paula Mead

**Bella Vista Members Making our Settlement Happen!**

October '23

IF YOU ARE NOT ON THIS LIST AND WOULD LIKE TO JOIN USE THIS QR CODE



## TVEA Leadership

Leadership Council 82 Members  
Officers 4  
Directors 7  
Membership Coordinator 1  
Site Leaders 62  
Position Specialists 6  
Committee Chairs 12  
State Council Reps 3

## Probationary and Tenured Contracts

85 Employees received Tenured Contracts

40 Employees converted from Temporary to Probationary Contracts

## 5 Sites with 100% Membership

Rancho Elementary  
Red Hawk Elementary  
Temecula Elementary  
Temecula Luiseno Elementary  
Sparkman Alternative Education Center



# Welcome

## NEW MEMBER

This year was kicked off meeting an amazing group of newly employed TVUSD educators and support professionals at their Orientation in August. We signed up 60 new members that day! Since then we have been continuously onboarding new members at the district and at individual sites. As of today we have signed up 113 New Members to TVEA!!

Our Member Engagement committee composed of Committee Chair Vivi Souvanlasy, Executive Board Liaison Claudia Candray and New Educator leader Annalisa Bujas have been busy planning opportunities to connect with our membership. They held their first Newmembersgiving last week for our newest members. A questionnaire has been sent to our New Members, so if you have a chance please fill it out! More events from this committee are coming soon!



### New Membersgiving

TVEA NEW MEMBERS PLEASE JOIN US FOR A  
*Light Thanksgiving Inspired Meal*

Wednesday, 11/8  
4:00 - 5:30  
At the TVEA Office  
29377 Rancho California Rd.  
Suite 206  
Temecula, CA 92591

NETWORK WITH COLLEAGUES AND  
UTILIZE THE POWER OF OUR TVEA!

LEARN ABOUT YOUR RIGHTS AND  
RESPONSIBILITIES IN THE TVUSD  
EVALUATION PROCEDURE AND  
YOUR CONTRACTUAL DUTIES.

Please  
RSVP  
by 11/5

<https://bit.ly/newmembersgiving>

### JOIN TVEA TODAY

**FREE GIFT!**  
\$25  
Oncore

COMPLETE YOUR ENROLLMENT FORM  
ONLINE [HTTPS://JOIN.CTA.ORG/](https://join.cta.org/)

NEW MEMBERS  
**PERSONAL EMAIL ADDRESS**

PREVIOUS CTA MEMBERS  
**CTA ID# OR  
PERSONAL EMAIL ADDRESS**

### FIRST YEAR CALIFORNIA EDUCATOR

**\$300 GRANT**  
QUALIFICATIONS

- NEW TEACHER TO CALIFORNIA
- JOIN CTA
- SUBMIT APPLICATION WITHIN 12 MONTHS

COMPLETE YOUR ENROLLMENT FORM ONLINE  
[HTTPS://JOIN.CTA.ORG/](https://join.cta.org/)

CREATE CTA ACCOUNT  
**CTA.ORG**

APPLY FOR GRANT  
**CTAMEMBERBENEFITS.ORG/  
CLASSROOM**

### FOLLOW US

**TVEA WEBSITE**

**FACEBOOK**

**INSTAGRAM**

**CTA WEBSITE**

### MEMBER BENEFITS

**CTA MEMBER BENEFITS**

**UNIVERSITY CREDIT PROGRAM**

**CTA ENJOY MY DEALS**

**NEA MEMBER BENEFITS**

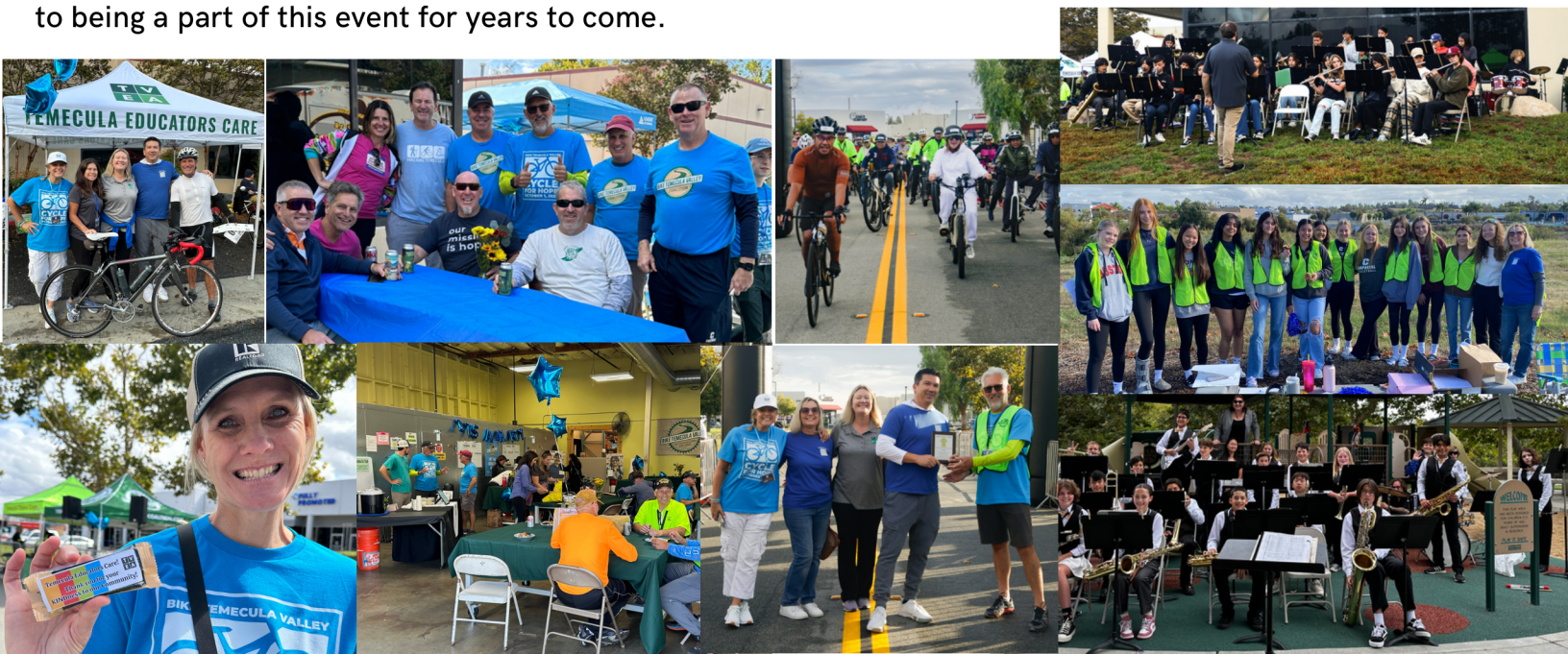


# Temecula Educators CARE



The Second Annual Cycle for Hope put on by our Community Partners Bike Temecula Valley Coalition was a huge success for the community of Temecula raising over \$17,000 to help the homeless and hungry of our great city on October 1st! The support from Sponsors, Donors, Participants and Volunteers meant the world to Community Mission of Hope the benefactors of the event. This year the newly expanded start/finish village was a beacon of energy for all who participated in the event. The TMS, BVMS, GMS and GOHS Band Directors and students volunteered their time playing for the riders at the village or along the course.

The Community Ride was a huge success with the most riders participating sending the number of participants over 200 this year. 300+ TVUSD students, more than triple from last year, volunteered their time with smiles, cheers, music and most importantly keeping our riders safe along the ride! It was fun to cheer on Temecula Educators past and present, Jeff Kingsberg, Ed and Dawn Sibby, Heather Polk, Doug VomSteeg, Chris Newell pictured below. A special thank you to our TVEA members who encouraged so many students to volunteer and Kerri Bodemer, Annalisa Bujas and Claudia Candray who were volunteer leads this year! TVEA was a start line sponsor with President Edgar Diaz, Treasurer Amber Kott and Debra Washko helping riders and volunteers at the village. Organizational Director Lisa Sisco was instrumental in the success of the overall event as she was on the Cycle for Hope Committee volunteering here time as the Volunteer and Village Coordinator. TVEA is proud to have received a plaque during the Opening Ceremonies thanking them for being a Yellow Jacket Sponsor of BTV! It was a great event for the city of Temecula and TVEA looks forward to being a part of this event for years to come.





# RETIREMENT

It's never too soon to think about your future!

## VIRTUAL RETIREMENT WORKSHOP

You're never too young or old to learn about your CalSTRS benefits, programs, and services. There will be materials and discussion of the CalSTRS retirement benefit formula, options, Defined Benefit Supplemental program, survivor benefits, legislative changes, and Social Security Offsets.

Register here for one of the virtual workshops!

[STRS - Overview of the System and How It Works](#)



Check out the flyer for dates!

## TARTS (TEMECULA AREA RETIRED TEACHERS AND STAFF)

Over the summer, retired TVEA member Mark Jones reached out about restarting monthly socials with the TARTS after a long pause initiated by covid. TVEA has not had a traditional role in organizing this group, but when the opportunity came, we welcomed organizing an email database of 400+ retired teachers, collecting an interest list, and sending out communications about their events.

The first session in September drew over 70 individuals to Da Coconut Cafe. It is a happy crowd of recently and long retired individuals. How is it that they are younger now? I was happy to re engage with a large group of retired teachers from my days at Vail Elementary, and so were they as they collected phone numbers from colleagues and friends enjoying retirement. I'm jealous of all the tips and tales shared about travel.

If you know of anyone who might be interested in joining the TARTS send them this form to get added to their mailing list. [Join the Tarts](#) They enjoy raffles! If you would like to donate gift cards or an item contact them at [temecula.tarts@gmail.com](mailto:temecula.tarts@gmail.com).

## Upcoming Lunch Dates

December 14th

January 16th

February 14th

March 14th

April 16th

June 13th

July 16th

August 14th





# EDUCATE ACTIVATE PARTICIPATE

ADVOCATING FOR RIGHTS, WORKING CONDITIONS,  
AND PUBLIC EDUCATION ISSUES



My name is Patrick Yorke and I am the chair of the Organizing Committee. I am proud to be a part of a dedicated group of educators who are investing their personal time to protect our profession and our students' right to learn in a safe, inclusive environment with curriculum that reflects our diverse community.



Our team includes teachers from across the district and in various levels and specialties. Thank you to the following teachers for being vital members of the Organizing Committee: Stephanie Nehrlich, Christine Lindberg, Kelsey Bedoya, Katy Depauw, Kristan Morales, Lisa Balka, Dylan Scharf, Emily Perez, and Shauna Swarthout.

The Organizing Committee has been hard at work creating communication webs to ensure that all teachers receive valuable district and union information in a timely fashion and to maximize teacher engagement in union action plans. We have been working in coordination with TVEA PAC to support the recall through community outreach and signature canvassing. We have scheduled demonstrations on busy Temecula intersections, sent out informational flyers regarding TVUSD board meetings and TVEA events, recruited parents and community members to support our schools and to help safeguard our students' academic rights and spoke out in favor of fair, transparent governance at school board meetings.

Our goals for the 2023-2024 school year are to establish consistent and effective channels of communication among our members, to motivate consistent teacher engagement on issues that impact our profession and to build collaborative partnerships with community members.

While this year has presented our union with incredible obstacles, I have never felt more proud to be a teacher. I am honored to be a small part of TVEA, an association that is committed not only to the health and success of our students but to the unity and well-being of our community. We welcome all members to join our committee, so if you are interested, please email me at [tvea.organize@gmail.com](mailto:tvea.organize@gmail.com).



# TVEA LEADERSHIP 2023-2024



## TVEA Executive Board Officers



Edgar Diaz  
TVEA President  
Insurance Advisory  
Committee Liaison  
[tveapresident@gmail.com](mailto:tveapresident@gmail.com)



Cynthia (Cyndy) Lopez  
Vice President  
Political Action  
Committee Liaison  
[tveavp@gmail.com](mailto:tveavp@gmail.com)



Amy Eytchison  
Secretary  
Elections  
Committee Liaison  
[tveasecretary@gmail.com](mailto:tveasecretary@gmail.com)



Amber Kott  
Treasurer  
Adhoc Budget &  
Grievance Committee Liaison  
[tveatreasurer@gmail.com](mailto:tveatreasurer@gmail.com)

## TVEA Area Directors & Membership Coordinator



Anastasia Bortcosh  
Elementary School Area Rep  
ARES, CHES, JES, PVES, RES RHES,  
TTES, TLES, VES  
Instruction and Professional  
Development Liaison  
[tveaelemareap@gmail.com](mailto:tveaelemareap@gmail.com)



Jamie Vaughn  
Elementary School Area Rep  
AES, BES, FVES, HIIA, LES  
NVES, Summit, PES, TES, VHES  
Organizing  
Committee Liaison  
[tveaesareap@gmail.com](mailto:tveaesareap@gmail.com)



Susi Stock  
Middle School Area Rep  
BVMS, DMS, GMS  
MMS, TMS, VRMS  
Bylaws/Governance  
Committee Liaison  
[tveamsareap@gmail.com](mailto:tveamsareap@gmail.com)



Claudia Candray  
Membership Coordinator  
Member Engagement  
Committee Liaison  
[tveamembership@gmail.com](mailto:tveamembership@gmail.com)



Doug VomSteeg  
High School Area Rep  
CHS, TVHS  
Bargaining  
Committee Liaison  
[tveahsareap@gmail.com](mailto:tveahsareap@gmail.com)



Derek Heid  
High School Area Rep  
GOHS, SEC  
Equity & Human Rights  
Committee Liaison  
[tveahighareap@gmail.com](mailto:tveahighareap@gmail.com)



Tina Mey  
Support Services Area Rep  
SLP, Psychologists, Counselors  
Social Workers, Nurses, LCAP  
LCAP Committee Liaison  
[tveassareap@gmail.com](mailto:tveassareap@gmail.com)















Kerri Bodemer  
Special Education Area Rep  
RSP, Special Education  
Special Education  
Committee Liaison  
[tveaseareap@gmail.com](mailto:tveaseareap@gmail.com)



# TVEA LEADERSHIP 2023-2024

## TVEA Committee Chairs

	Adhoc Budget	Lowena Manzano	tveabudget@gmail.com
	Bargaining	Brian Balaris	tveabarg@gmail.com
	Grievance	Kim De La Cruz	tveagrievance@gmail.com
	Elections	Chris Lindberg	tveaelections@gmail.com
	Equity and Human Rights	Kelly Ortiz	tveaequity@gmail.com
	Inst. & Professional Development	Kristan Morales	tveaipd@gmail.com
	Insurance Advisory	Lynn Breen	tveaiac@gmail.com
	LCAP Consult	Julianne Dickinson	tvealcap@gmail.com
	Member Engagement	Vivi Souvanlasy	tveaengage@gmail.com
	Organizing	Patrick Yorke	tvea.organize@gmail.com
	Political Action Chair	Kelly Maxey	tveapac@gmail.com
	Special Education	Wendy Matteson	tveaspecial@gmail.com
	Bylaws/Governance	Open	tveagovernance@gmail.com

## TVEA Site Leaders

### Elementary

AES Jennifer Catalano  
ARES Don Craven, Megan Page  
BES Ken McClellan, Lorelei Garcia  
CHES Beth Mungo, Heather Koser  
FVES Chris Lindberg, Mary Jimenez  
HIIA Kristi Rutz-Robbins  
JES Cindy Younkers, Annalisa Bujas  
LES Katy Depauw, Dana Newton  
NVES Angela Marino, Karen Garner  
PES Michelle Conrad, Robin Orner  
PVES Carrie Downs, Kristie Fuentebella  
RES Anita Shea  
RHES Shannon Hughes, Melissa Salazar  
Summit Academy Cindy Hurley, Donna Kronenfield  
TES Michelle Shaffer  
TLES Lynn Breen, Karen Griffin  
TTES Holly Sorenson, Beth Grant  
VES Sara Luque  
VHES Matt Paulsen  
DO Michelle Loza

### Middle

BVMS Robin Langdon-Hughes,  
Rebecca Williams, Susan Amoroso  
DMS Kurtis Tegman, John Lavin, Jim  
Jackson  
GMS Tammie Schertzer, Kim  
LeRossignol, Terah Nutting Jenkins  
MMS Rafael Loza  
TMS Jessica Byrnes, Ivan Aviles  
VRMS Jake Fabozzi, Frank Bantle

### High

CHS Tony Rossi, Lowena Manzano,  
Kelly Ortiz, Ashley Vella, Teresa  
Pinkerton, Christa Rudd  
GOHS Carrie Burdick-Rutz, Carla  
Bornino, Jeff Maclean, Raul Miranda,  
Jennifer Scharf  
TVHS Jennifer Burlingham, Zach  
Force, Stevie Collins  
Sparkman Alternative Lori Fujioka

# TVEA LEADERSHIP 2023-2024

## TVEA Position Specialists

Student Support Services  
Lilybel Olvera/Tina Marks  
[tvea.sss.leader@gmail.com](mailto:tvea.sss.leader@gmail.com)

1. Counselors
2. LCAP High School Counseling Specialists
3. LCAP Middle School Counseling Specialists
4. Licensed Clinical Social Workers
5. School Social Workers
6. Student Assistance Program Facilitator
7. Lead Nurse
8. Student Nurses

Special Education Teachers/Specialists  
Suzanne Kurtz  
[tvea.specialeducation@gmail.com](mailto:tvea.specialeducation@gmail.com)

1. Special Day Class (SDC): Emotionally Disturbed, Non-Severe, Severely Handicapped
2. Behavioral Analyst/Behavioral Health Support Specialist
3. Autism Specialist
4. Teacher SDC Preschool
5. Teacher Adaptive P.E.
6. Teacher Deaf & Hard of Hearing
7. Teacher Virtual Specialized Academic Instruction

Academic Specialist - Open  
[tvea.academicsspecialist@gmail.com](mailto:tvea.academicsspecialist@gmail.com)

1. Family Engagement Specialist
2. LCAP K-5 Intervention Literacy Specialist
3. LCAP Language Arts Specialist
4. LCAP Supplemental Math Specialist
5. LCAP Intervention Support Specialist
6. LCAP Supplemental Support Specialist
7. K-12 Math Specialist
8. Elementary Intervention Specialist
9. Supplemental Instruction Specialist
10. Educational Coach

School Psychologists  
Mary Huber  
[tvea.psychologist@gmail.com](mailto:tvea.psychologist@gmail.com)

Resource Specialists  
Erika Doyle  
[tvea.rsp@gmail.com](mailto:tvea.rsp@gmail.com)

Speech Language Pathologists  
Deana Viaene-Wick  
[tvea.slp@gmail.com](mailto:tvea.slp@gmail.com)

Position Specialists of the Temecula Valley Educators Association are elected representatives who help make up the Leadership Council, the policy making body of the Association. The term of a Position Specialist is one school year. Position Specialists seek input and gather feedback from the group(s) they represent and express their views during Leadership Council meetings.

To learn more about the responsibilities of the Position Specialists, please read the [Position Specialist Description](#). TVEA is actively seeking an Academic Specialist Position Specialist for the 2023-2024 school year. If you are interested please contact Tina Mey [tveassarearep@gmail.com](mailto:tveassarearep@gmail.com).



# members get more



The Standard provides CTA-endorsed Disability insurance and up to \$100,000 of Life insurance with no health questions asked and guaranteed enrollment during this Special Enrollment Opportunity October 1- November 30th, 2023,

This does not happen often and it is a premium opportunity compared to the products offered by American Fidelity. If you already met with them, you can always cancel and ask for a reimbursement of the term of the policy that was not used.

Schedule an online appointment and compare how you can save and maximize your paycheck protection by switching to The Standard.

<https://sites.standard.com/cta/justforyou>

- Disability insurance can help protect CTA members' paychecks if they're unable to work due to an injury, illness (including mental health conditions or substance abuse), pregnancy or childbirth. They'll receive funds paid directly to them to use for things health insurance doesn't cover. Benefits can be used for rent, mortgage, groceries, student loans and more. Where health insurance pays your doctor, Disability insurance pays you.
- Life insurance helps protect CTA members' loved ones in the event of their passing. They'll also get access to additional features you can use now.

District Transfer? CTA members who previously had coverage with The Standard must re-apply to continue coverage at their new district, as coverage doesn't automatically transfer.

Members must apply within 270 days from starting their new job.

Learn more or apply at [standard.com/cta/newhire](https://standard.com/cta/newhire).

1 Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Offer not available to retirees.

For costs and further details of the coverage and this enrollment opportunity, including the exclusions, benefit waiting periods, and reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0406. GP190-LTD/S399/CTA.1



# Temecula Valley Educators Association

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## WELCOME TO TVEA

The Temecula Valley Educators Association represents the teachers, nurses, counselors, social workers, psychologists and speech pathologists of the Temecula Valley Unified School District. Encompassing 18 elementary, 6 middle, 4 high school sites and 1 adult school, TVEA advocates for over 1,325 public education professionals.

[Visit Us](#)[TVEA - TVUSD CONTRACT](#)[TVEA Advocate](#)

## TVEA OFFICE

29377 Rancho California Rd Suite, 206  
Temecula, CA 92591  
P. 951-699-9970  
[tveducators@gmail.com](mailto:tveducators@gmail.com)  
[www.tveducators.org](http://www.tveducators.org)

The Temecula Valley Educators Association represents the teachers, nurses, counselors, social workers, psychologists and speech pathologists of the Temecula Valley Unified School District. Encompassing 18 elementary, 6 middle, 4 high school sites and 1 adult school, TVEA advocates for over 1,325 public education professionals.



Let us know how we can  
help you!

Your 2023-2024 TVEA  
Executive Board Officers