



# TVEA ADVOCATE



# TIME FOR ACTION!

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## Issue 04

MARCH  
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## Upcoming Events

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## TVEA STRONG! ELEMENTARY ORGANIZING MAKES ITS CASE TO GOVERNING BOARD

On March 5, an estimated two-hundred (200) TVEA members attended the TVUSD Governing Board meeting at the remodeled TVUSD Conference Center. Elementary teachers had been attending and speaking at board meetings since November speaking to the themes of “Time” and “Safety.”

On this night there were multiple Public Comments participants at the March 5 meeting, bolstered by a large group attending behind them. Many were wearing Red as part of the “Red for Ed” (Public Education) movement. As TVEA President Jeff Kingsberg explained during the TVEA Spotlight prior to Public Comments, public educators have been standing up across the country for a quality public education for every student, class size concerns, and fair teacher pay. Kingsberg went on to suggest to the Governing Board and District that it was time to move from listening to ACTION! Our elementary students and staff deserve a safe classroom environment free of aggressive adverse student behaviors and our teachers need the autonomy to have quality individual planning time. In terms of a weekly PLC mandate he stated. “What may have seemed convincingly correct seven or eight years ago may not yield the same benefit today”.

Other TVEA members who spoke during March 5 Public Comments on elementary time and safety issues (listed in speaking order): Kristi Robinson (FVES), Carolyn Thomas (RES), TVEA Executive Board Elementary Area Rep Karie Shorack (VHES), Chris Jones (VHES), Kathleen Papadopolous (PVES), Donna Perinich (TVHS, formerly of PES), Susan Laliberte (JES), and TVEA Vice-President Edgar Diaz (GMS). In addition, a second- grade student from Vintage Hills Elementary spoke about how a single student’s aggression had caused their class to evacuate the classroom up to ten times this year and the loss of instructional time.

At the end of the meeting, during Board and Superintendent comments the Governing Board and Superintendent Ritter addressed the concerns brought



STAY CONNECTED...



forth by the speakers. All three board members recommended and elected by TVEA in the November 2018 election acknowledged the need for the district to respond. Superintendent Ritter spoke to some initiatives funded for 2019-20 through the Low Performing Student Block Grant (LPSBG) in which TVUSD will receive \$1.8 million



in funding which will support TVUSD addressing adverse behaviors. He suggested some actions and services such as an increase in PE Specialists could yield more planning time, yet also conceded there were actions TVUSD could take “immediately” in relation to “Time”.

## **PRESIDENTS MESSAGE “SEEKING PARITY WITH TVUSD IS AN ONGOING TVEA GOAL”.**

How do we measure our success as we evolve and seek continuous improvement as an association? “Achieving and Maintaining Parity” is one of five suggested constant organizing goals for local associations by our parent group CTA. Parity is joined by Identifying New Leaders, Communications, Evolving Programs and Objectives, and Developing Alliances in a CTA training publication.



While parity of voice may be difficult to precisely measure, it seems clear TVEA is at a better place than in recent memory. Our teacher and specialist salaries may never be equivalent to top district office jobs, yet I believe our TVEA voice is stronger than ever!

Certainly, a TVEA President cannot do this alone. Our collective ability to organize and apply pressure must be clear to district policymakers. It has been encouraging to see groups of Elementary Teachers and Speech and Language Pathologists attend and speak at board meetings. These member groups have showed both determination and persistence to be heard. Successful organizing can carry over to the bargaining table. Visibility at Governing Board meetings, letter and e-mail writing, and face to face communication all can make a critical difference in making gains on the policy agenda.

I recall before the 2014 Governing Board Election it seemed as though we had a passive TVUSD Governing Board who at best deferred and at worst “rubber-stamped” the aims of the TVUSD cabinet. A massive member organizing effort in 2014 led to our first salary increase since 2006, breaking a lengthy stalemated contract negotiation. One of our two TVEA recommended candidates was elected to the TVUSD Board.

Since 2014 we have achieved subsequent increases and there are structures in place to facilitate TVEA leader and member communication with the TVUSD. TVUSD leadership has increasingly been very receptive to working with TVEA leadership and recognize us a critical representative stakeholder voice. Our Bargaining Committee has worked successfully with TVUSD and adding the arm of the Joint Ad Hoc Budget Committee has given TVEA more understanding and information on the TVUSD budget. Our participation in developing the Local Control and Accountability Program (LCAP) has grown with surveys along with regional and site meetings. The Superintendent’s Council provides interested members at sites an opportunity to participate in district wide and instructional area discussions. This Spring, we started a “TVEA/TVUSD Meet and Confer”, expanding TVEA/TVUSD Superintendent meetings into TVEA and District leader groups on pre-determined topics. In November of 2018, all three TVUSD Governing Board candidates we recommended won their district seats. The Governing Board now seems more than ever to be a community representative rather than simply an extension of the TVUSD cabinet.

Parity. While never secure and hard to measure precisely, it is exciting to see our TVEA structures and members provide assurance our voices our heard as stakeholders. Parity is a constant goal and when are compelled to advocate for teaching and learning, we are more likely to sense we are achieving it.

Have a great Spring Break,

Jeff

## TVEA SPRINGS INTO CONTRACT NEGOTIATIONS WITH TVUSD

The TVEA Bargaining Committee officially entered 2019-20 Negotiations with TVUSD by announcing through a Joint Successor Proposal at the February 5, 2019 TVUSD Governing Board Meeting. TVEA's opening articles for 2019-20 were: Article 2: Unit Rights, Article 3: District Rights, Article 4: Organizational Membership, Article 5: Hours, Article 7: Compensation and Benefits, Article 11: Class Size, Article 16: Grievance and Arbitration Procedure, Article 17: Due Process/Just Cause, Article 23: Collaboration Model to Foster Student Learning, and Article 24: Safety. The teams met on Monday February 11<sup>th</sup> and then again on Thursday February 28<sup>th</sup>. On February 11, the teams signed a Memorandum of Understanding- MOU (Temporary or Trial Language) on Retiree Medical Bridge – Article 7.5. The date to retire and claim the Medical Bridge Benefit has been granted an extension window from March 6, 2019 to March 22, 2019.



The following members will be eligible for Medical Bridge Benefits under this MOU:

- Any bargaining unit member eligible for benefits under existing Article 7.5.
- Any bargaining unit member who is at least fifty-five (55) years of age with twelve (12) years of full-time service in the District as of the date of retirement.
- Bargaining unit members do not need to have been enrolled in benefits prior to their retirement from the District.

TVEA will supplement the district costs toward Medical Bridge for those now eligible under the MOU by activating our Insurance Reserve Fund. The TVEA Leadership Council unanimously consented to this trial for 2019 to help assist more of our members gain eligibility for this critical benefit. Both TVEA's Insurance Advisory Chair Lynn Breen and Bargaining Chair consulted with the District and our Ad Hoc Budget Committee discussed the fiscal impacts with the District that same morning. The teams will meet again after the March window and review their potential mutual interest in continuing this model to expand Medical Bridge eligibility.

On February 28 the teams met at TVEA and discussed Bargaining impacts of Special Education including Mainstreaming Models and Case Management for Elementary. Committees will be formed involving site personnel to further study these issues. The teams also began discussion on the timelines and steps involved in Article 16: Grievance.

Two other items were signed on February 28: 1) A Tentative Proposal which will roll into the 2019-20 school year on Article 4: Organizational Membership and 2) An MOU allowing for the hiring of RCOE Career Technical and Education instructors and the ability to absorb them as district employees and bargaining unit members. The Article 4 language is a technical update related to the ending of agency fee payers and the collection of member dues. The CTE MOU creates salary schedule columns considering educational and industry experience. The teams will next meet on Monday March 18.

The Bargaining Process is a methodical and thorough sequence of meetings, subcommittees and then actual negotiations. For those who are curious about potential 2019-20 Compensation and Benefits, TVEA and the District will continue to discuss potential scenarios through the Ad Hoc Budget teams. Both parties seem to agree that it is best to wait after the "May Revise" to determine the shape of Governor Newsom's first budget for the California legislature to approve in June. The parties will discuss compensation and benefits late in the school year and a tentative agreement ratification vote may not come until we return for 2019-2020.

### **DID YOU KNOW? ARTICLE 12 VOLUNTARY TRANSFER WINDOW IS OPEN**

The March 2019 Transfer Window officially opened on Friday, March 1, 2019, and closes on Monday, April 8, 2019. This is under a Memorandum of Understanding signed between TVEA and TVUSD on November 1, 2018 and is in effect through December 31, 2019. As a reminder, to be considered for open positions effective April 9, 2019 – December 31, 2019, you may submit any applicable Transfer Requests during the March 2019 Transfer Window. Once the March 2019 Transfer Window closes on Monday, April 8, 2019, at 5:00 PM the next opportunity to be added to the Voluntary Transfer List will be Tuesday, September 3, 2019 – Tuesday, October 3, 2019.

## EXECUTIVE BOARD HOLDS 4<sup>TH</sup> ANNUAL SPRING PLANNING WORKSHOP

Your TVEA Executive Board held its February Meeting and 4<sup>th</sup> Annual Spring Planning Workshop on February 14<sup>th</sup>. This is an opportunity for our elected leaders to take a mid-term pulse on the current school year and plan into the fall of the next year. The board reviewed progress on maintaining identified strengths and addressing growth areas from our August planning meeting. Subcommittees were established to update our Governance Documents (By-Laws and Standing Rules) and to develop the TVEA Budget for 2019-20. The board also intends to develop a more clear and systematic way for members to express their intent to attend a conference or training.

The board also decided to not disseminate the TVEA Principals Survey in 2019 yet intends to return it in 2020. There appears to be member fatigue in completing the survey each spring as participation has dropped each of the last four years. TVEA has had the opportunity to recognize several principals for the first time the last couple of years and has witnessed the district willing to rotate principals to provide leaders and members a fresh start. We look forward to robust member participation next year.

The following TVEA Calendar Events were approved at the February 14 Workshop:

- Friday March 22: NCAA March Madness Gathering (Complimentary Appetizers) Location: 230-600pm Burgers and Beer
- Tuesday April 30: New Educator/New Member Wine and Cheese Reception @ TVEA 330-530
- Thursday May 23: TVEA Member Retirement Recognition (Location to be Determined)
- Friday May 31: TVEA Lake Elsinore Storm Baseball Night @ Diamond in Lake Elsinore
- September 2019: TVEA Executive Board will visit all Sites for Feedback in our "Site Visit Blitz"

## TVEA UPCOMING EVENTS

**Friday March 22: March Madness Member Gathering @ Burgers and Beer (Between Promenade Mall and Costco 230-600pm)** Join us at the end of your workday as we spring into Spring Break with our first ever NCAA March Madness event. Whether or not you are a college basketball fan or not, come on by and enjoy the camaraderie and complimentary appetizers from TVEA! Weather permitting, we have the patio reserved to the right of the entrance.



**Tuesday April 30<sup>th</sup> TVEA New Member and Educator Discussion Roundtable and Wine and Cheese Event @ the TVEA Office (330-530pm)**

Calling all New Educators (First 3 Years in Public Education) and especially New TVEA Members. Stop by the TVEA Office at 29377 Rancho California Road #206 (Across from Temecula Target) to participate in a roundtable discussion with fellow new members/educators and TVEA leaders about the 2018-19 school year and share with us how we can best serve you in 2019-20. Refreshments will be served for those who would rather snack than talk and we will be offering a wine and cheese station in recognition of your April pay day! An RSVP invite will be sent out as we return from Spring Break.



**Friday May 3<sup>rd</sup> TVEA "We Made to May" and California Day of the Teacher Celebration @ Cougar Winery (De Portola Wine Trail 330-630pm)**

Calling all members to our 3<sup>rd</sup> Annual Winery Event! TVEA has reserved the Barrel Room at Cougar for our association and we will be providing complimentary sandwiches and salad for members. Wine Tasting will be available at a charge to members. We will conduct a short program at approximately 430 in which we will announce our TVEA Super Site Leaders and Committee Person of the Year for 2018-19. We will also be acknowledging our We Honor Ours (WHO) recipients who will be officially honored May 17 at a CTA Regional Event. Our guest will be CTA Secretary-Treasurer David Goldberg who will speak for a few moments. Temecula wineries are a great place to spend a Friday afternoon and celebrate the hard work and achievements of TVEA and its members. Please stop by and join us!



## SUMMARY OF INITIAL TVEA/TVUSD “MEET AND CONFER” FEBRUARY 4, 2019

TVEA and TVUSD held a first “Meet and Confer” session on Monday February 4. The purpose of the meeting was to have TVEA and District leaders exchange information about critical issues impacting the District and TVEA members.

Representing TVEA: Jeff Kingsberg (President), Edgar Diaz (Vice-President), Karie Shorack (Elementary Executive Board Representative), and Alan Underwood (Executive Board/CTA State Council). Representing TVUSD: Tim Ritter (Superintendent), Jess Caponigro and Donna Lione (Student Welfare and Success), Jason Osborn (Executive Director-Maintenance, Operations, and Transportation), and Kimberly Velez (Executive Director- Special Education/Student Welfare and Success).

Topics Discussed:

### School Safety:

TVEA presented common concerns from a December Bargaining Survey which included a Safety Component. About 350 members of the 650 who participated added comments. These concerns included:

- Lack of or Inoperative Blinds or Window Coverings
- Some Doors do not Lock from the Inside
- Accessibility to Campus and Office for Outsiders
- Insufficient Training for Staff and Students Regarding Potential Violent Intruder
- Lack of Keys for Employees to Outside Gates and Some Gates Unlocked During Day

TVUSD Response:

TVUSD stated they are addressing the following in priority order: 1) Visitor Management

System: There will be a soft launch after Spring Break and full implementation by the outset of 2019-20. 2) Locks: Most doors at sites have been adjusted to lock from the inside and the remainder are being addressed. 3) Window Coverings: TVUSD is exploring a solution and total cost here. Window Film is being considered over blinds yet has been estimated at \$12 per square foot.

4) Insufficient Training: The District will approach TVEA about offering a two-hour training to employees over the two return days in August with the protocol of Run, Hide, Fight in the case of a violent intruder.

### Adverse Student Behaviors:

TVEA presented the increase in adverse student behaviors which TVUSD acknowledged has increased exponentially this year. It was shared that a typical PBIS Behavior Plan may work for 85% of students, yet the other 15% may escalate their behavior. This has caused great disruption to the learning environment for both teachers and students. TVEA shared an interest in ensuring members are educated on Education Codes which protect ALL students and the teacher. The parties discussed Ed Code 49079 and how the District could potentially flag a student on Infinite Campus who poses a high risk within the 3 -year mandated notification window.

TVUSD shared their intent to:

- Continue to Utilize Social Workers as a Key Component of Developing Teams to Address Adverse Student Behavior
- Continue to Clinically Train Personnel including Instructional Aides in Adverse Behavior
- Offer Voluntary and Paid Trainings to Staff in Student Trauma Informed Practices
- Focus on Developing Parent Partnerships with Information Nights to Assist Family and Mandate Parents to Attend a Re-Entry Meeting if a Student is Suspended.

A second TVUSD/TVEA Meet and Confer will take place on Thursday April 25th at TVEA. The topics and representatives for each team will be determined.



## CA EDUCATION CODES RELATED TO TEACHER RIGHTS AND STUDENT DISCIPLINE

TVEA believes it is essential for our members to be aware of legal rights which empower them to effectively teach ALL students and maintain a safe classroom environment. Here are three California Education Codes which protect the rights of our members and the students they are charged with supervising:

- **Teacher Rights Related to Violent or Combative Students and Knowledge of a Student's Violent or Criminal History** (*Ed Code References 44807, 49079*) Certificated employees, including teachers may exert physical control over a pupil to maintain order, protect property, or protect the safety of pupils yet it cannot exceed the amount of physical control a parent would be legally privileged to exercise. School Districts must inform in confidence to the teacher of a student who has committed acts which are subject to school suspension or expulsion (*Ed Code 48900*). Information is to be provided from the previous three years and is not to be further disseminated by the teacher.
- **Teachers Rights to Notify Law Enforcement** (*Ed Code Reference 44014*)  
When an employee of a school district is attacked, assaulted, or physically threatened by a student, it is the duty of the employee and their supervisor to promptly report the incident to law enforcement. Governing Boards and Administration may not impede the duty of an employee to make a report nor can they impose sanctions against a person under duty to make such a report
- **Teachers Right to Suspend** (*Ed Code References 48910, 48925*)  
A teacher may suspend ANY pupil from his/her CLASS for that day and the following day. The suspension is to be reported to the principal and student sent to the principal. The teacher is to request a parent conference with the counselor, social worker, or administration as soon as possible. Note that a student suspended shall NOT be placed in another regular class during the suspension. Ed Code does not allow suspension removal from a singular classroom more than once every five school days.  
*\* Note that a K-3 teacher, unlike a school administrator MAY suspend from their own CLASS for (k) "Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers....."*

TVEA members and elected leaders have been sharing concerns with the District and Governing Board since November 2018. As discussions and decisions on addressing student adverse behaviors continue among all stakeholders, it is incumbent upon TVEA members to have knowledge of such codes and implement them to protect both our students and our own safety.

## TVEA MEMBERS LEAD TEACHER DRIVEN CHANGE MODEL IN SOUTHWEST RIVERSIDE COUNTY THINK TANK

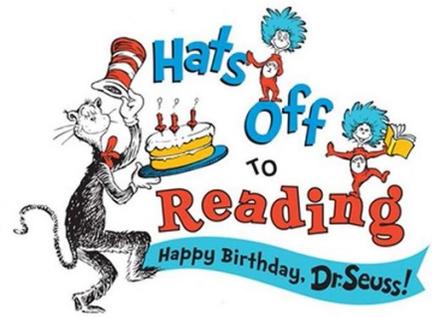
Under the leadership of TVEA Instructional and Professional Development Chair Kristan Morales (CHS), the Southwest Riverside County Think Tank is progressing well. The group has met twice recently, once on February 1<sup>st</sup> and again on March 4<sup>th</sup>. On Friday February 1<sup>st</sup> at the TVEA Office, the group was treated to a presentation by Dr. Yale Wishnick, former CTA Institute for Teaching Director. He shared the tenets of Strength-Based Teacher Driven Change. The central concept is to move from a model focusing on Student Deficits to Student Strengths. He shared copies of his published book: "From a Culture of Dependency to a Culture of Success: Focusing on What's Right About America and the American People". The group followed up on Monday March 4 with a late afternoon meeting and shared their visions for what public education should look like. This information will be compiled and used to develop various options for a project initiative the group will embrace. They also conducted a videoconference and question and answer with the Fullerton Secondary Teachers Association Think Tank which has developed an initiative to embrace and support "New Educators". The group will meet again on Monday April 22. Think Tanks are springing up all over Southern California as the CTA Institute for Teaching (IFT) under manager emeritus and former TVEA President Dick Gale) has encouraged and supported teachers to be 21<sup>st</sup> Century curriculum and program innovators.



## TVEA AND ITS MEMBERS LEAD AND PARTICIPATE IN NEA READ ACROSS AMERICA

Friday March 1<sup>st</sup> marked the annual NEA Read Across America event across the United States. Three TVUSD Sites held events involving guest readers and TVEA members did a fantastic job organizing these efforts.

First, kudos goes to Randy Arnyro, Nicolas Valley Elementary School who has led this program at his site for many years. TVEA President Jeff Kingsberg and Office Manager Lisa Sisco served as guest readers at NVES Friday morning as they have the last five years. Paloma Elementary School under the leadership of Jennifer Janert and Sandy Meyers facilitated visits from district and community members including Governing Board Member Adam Skumawitz and Superintendent Tim Ritter. PES 5<sup>th</sup> grade students served as greeters and coordinators who escorted guest readers from class to class. Temecula Elementary held an impressive event as well with a reported more than fifty (50) guest readers including Riverside County Supervisor Chuck Washington and City of Temecula Council personnel. Among the coordinators were TES Title I teachers and TVEA members Michelle Bushby and Jennifer Schwank. TVEA President Jeff Kingsberg had the opportunity to be a guest reader at both TES and Paloma on Friday afternoon. Credit goes to these teacher leaders and the staffs of NVES, PVES, and TES for building community and promoting literacy on the nationally recognized day of reading.



# **TVEA SURVEY ON PROFESSIONAL DEVELOPMENT SHARES MEMBER INTERESTS IN REFINING AND IMPROVING THEIR INDIVIDUAL CRAFT**

TVEA conducted a Member Survey in late January related to TVUSD Professional Development with over four-hundred members participating. On February 13<sup>th</sup>, TVEA Instructional and Professional Development Committee Chair Kristan Morales and TVEA President Jeff Kingsberg met with Deputy Superintendent Jodi Mc Clay and Secondary Director Joe Balleweg to review. Here are some results in four major areas of the survey:

## **1. Feeling of Voice and Choice in Evaluating TVUSD Professional Development:**

To the question, "I have a Voice in Determining the Nature of my Learning":

A strong majority of respondents in every instructional level stated "NO"- 70% of Middle School 69% of Pre- School/Elementary, and 57% of High School. To the questions, "I am Offered Choices in the Sessions I Attend": High School and Elementary respondents (Both 74% stated "YES" while Middle School respondents were opposite in that 70% stated "NO".

## **2. Release Days:**

TVEA members reported that release days for their teams are mostly beneficial. Some respondents reported their teams do not receive them. In addition, a common concern shared was that site administration has the tendency to interfere with teams' work and may attempt to drive the work of the team.

## **3. Does a TVUSD Regional or Site Based Conference Style Staff Development Day Appeal to You?**

A plurality was unsure at the Elementary (41%) and High School (39%) while at the Middle School level a plurality (42%) reported "Yes". Comments included: Professional Development is perceived as either a waste of the most valuable commodity of time, it feels like overkill in a single day with too many sessions or ideas to digest and implement, we need more outside TVUSD opportunities for Professional Development, there is little offered for specialists such as SPED or subject areas such as VAPA, PE, or CTE, TVUSD needs to be creative with video training/webinars, possibly offer paid trainings outside the school calendar, and professional development is best done in a site based model and smaller as opposed to larger groups.

## **4. Outside Trainings/Conferences:**

When asked about how many outside the district trainings or conferences TVUSD has funded for members in the last three years, a majority of 53% said "NONE". Only 12% of respondents reported the opportunity to attend three (3) or more of such events. In terms of the opportunity to attend such outside trainings in lieu of a team release day, a plurality of High School (45%) and Pre-School Elementary (42%) were interested. This interest was a 15-20% advantage over those responding "NO". Middle School respondents were "UNSURE" at 41% over both "YES" and "NO" at 30%.

Comments included the benefits of established researched based practices along with inspiration and rejuvenation to get a fresh perspective.

## **TVEA WILL BE PARTICIPATING VENDOR AT TASTE OF TEMECULA VALLEY APRIL 26-27**

For the first time in several years TVEA will host an informational booth at the 9<sup>th</sup> Annual Taste of Temecula Valley conducted by the Temecula Educational Foundation. The event will be Friday night April 26<sup>th</sup> and Saturday April 27<sup>th</sup> in Old Town Temecula. This is an opportunity to showcase ourselves as "Dedicated and Committed Advocates for Teaching and Learning".

TVEA will be providing miniature frisbee discs to families and will have a supply of children's books to distribute as well. We will also be sharing a flyer about the work of our association and members as community contributors. TVEA will be seeking member volunteers to staff our booth in two hour shifts and network with parents and the community.

The Taste of Temecula Valley is a fundraiser to supplement educational programs in the Temecula Valley Unified School District such as teacher mini-grants and enrichment summer school classes.

There will be entertainment, both food and drink and informational booths, and activities at this family friendly event. TVEA will be seeking member volunteers to staff our booth in two hour shifts and network with parents and the community.

There will be more information regarding volunteering coming soon. Please contact TVEA Member Engagement Chairs Belisa Guerrero or Kerri Bodemer if you would like to volunteer at the TVEA booth.

## **DECLARE YOUR CANDIDACY FOR TVEA EXECUTIVE BOARD ELECTIONS FOR 2019-21**

TVEA ELECTIONS TO SERVE ON THE TWELVE-MEMBER TVEA EXECUTIVE BOARD ARE UNDER WAY. MAKE A DIFFERENCE FOR YOUR ASSOCIATION AND PLACE YOUR NAME IN FOR CANDIDACY.

Open Positions for July 1, 2019 to June 30, 2021:

Treasurer, 1 Elementary Area Representative, 1 Middle School Area Representative, 1 High School Area Representative, 1 CTA State Council Representative

March 11: Announcement of Election

March 22: Declaration of Candidacy deadline, due no later than 4pm at TVEA office

April 8: Announce Candidates to Membership

April 8-19: Candidate Campaigning

April 22- 25: Member Voting Online thru Outside E-Mail

## **TVEA SPEECH AND LANGUAGE PATHOLOGISTS DEMONSTRATE COMMITMENT TO ORGANIZING ON THEIR OWN BEHALF**

“Don’t Agonize, Organize”. This message has been put into action by a group of our TVEA Speech and Language Pathologists (SLP’s). After the SLP’s met with TVEA Bargaining Chair Brian Balaris and President Jeff Kingsberg in January, they implemented a multi-pronged strategy to call attention to their concerns beginning last month.

SLP’s have stated there is an “Attract and Retain” issue in TVUSD for their position. They have cited that SLP pay is 10-20% below neighboring districts and that TVUSD has 5.5 vacant SLP positions. These spots have been filled by “Contract” employees who are costly as there is a fee paid to the recruiting agency. In addition, these employees are likely to live out of the Temecula area and not have lasting power to remain here.

The SLP’s met with Special Education Executive Director Kimberly Velez and started a letter writing campaign to the TVUSD Governing Board members articulating the need to provide more competitive pay. A group attended the February 5 Governing Board Meeting and TVEA SLP Position Specialist Alexa Ingram-Dupart (TES) spoke in public comments. At the February 19 meeting, a handful of SLP’s spoke in public comments, and a group of more than a dozen SLP’s stayed until the board meeting adjourned and interacted with the board members. The group continued its presence at the March 5 Governing Board meeting which attracted a large crowd. The first three speakers in public comments were Hitasha Mitera (ARES), Laurie Bohannon (CHES), and April Ojendyk (JES).

There are many interests and subgroups within TVEA and the best way to assure that a group’s voice is heard is to go public. Kudos to our SLP’s for not agonizing but ORGANIZING!



**TVEA Specialist Executive Board Member and SLP Melissa Gibson ( TVHS/MMS) addresses the Governing Board February 19**



**SLP’s show solidarity at newly renovated Conference Center for School Board Meetings**

## EIGHTEEN TVEA MEMBERS RECOGNIZED AT FIRST TVUSD “SUPERSTARS” EMPLOYEE RECOGNITION EVENT

On March 5, TVUSD held its first “TVUSD Superstars” Employee Recognition Event at the TVUSD Conference Center before the Governing Board Meeting. Eighteen (18) of the twenty-six recipients are TVEA teacher and specialist members.

Employees and Parents district-wide had the opportunity to make nominations and share stories about why colleagues make a positive impact at their site and/or across the district. The TVUSD Employee Recognition Committee reviewed more than two-hundred nominations and made twenty-six (26) selections. TVEA President Jeff Kingsberg is a member of the District Employee Recognition Committee and served as a presenter of six of the recipients on March 5.

The TVEA members recognized as TVUSD Superstars on March 5 were:

Kelley Armstrong (PES), Edward Avedissan (TVHS), Annalisa Bujas (JES), George Elias (VHES), Michelle Golec (AES), Jennifer Guinn (TVHS), Veronica Kubes (TVHS), Anita Martinez (RHES), Kelly Maxey (VRMS), Steven Maxey (GOHS), Carrie Moore (VHES), Amy Orth (CHES), Cynthia Salazar (CHS), Melissa Salazar (RHES), Meagan Townley (TLES), Shelby Walton (DMS), Timothy Woods (VRMS), and Byron Wright (TTES). Congratulations to all! \*Photos Courtesy of TVUSD



## TWO TVEA LEADERSHIP COUNCIL MEMBERS WILL REPRESENT TVEA AT NEA 2019 REPRESENTATIVE ASSEMBLY

Site Leader Randy Arnyro (NVES) and CTA State Council Executive Board Member Steve Campos (VRMS) will serve as Local Delegates for TVEA at the National Education Association Representative Assembly to be held in Houston, Texas from July 4-7.

The NEA Representative Assembly is the largest democratic deliberative assembly in the world. California sends more than 1,000 delegates to the NEA RA each summer. During this annual meeting, CTA members help set policy and chart the direction of NEA business through participation on various committees, constituencies, caucuses, and leadership groups.



TVEA held a nomination period from January 22- February 4, 2019. Two members, Randy and Steve stated their interest to attend through the formal nomination process. TVEA governance allows for up to two (2) local delegates to be supported by the association. On February 21<sup>st</sup>, the TVEA Leadership Council voted unanimously to adopt a policy “Allowing the practice for waiving the NEA RA Local Delegates’ elections secret ballot when the number of candidates is equal to or less than the number of delegate positions to be filled”. Therefore, no formal election through electronic voting was conducted.

Thanks to Randy and Steve for representing TVEA at the national level.



# MUSIC+ ARTS GRANT

from California Casualty

Enrich your students' learning with a Music & Arts Grant. Apply to receive

**\$250.00**

for your school's program.

The California Casualty Music & Arts Grant was established to provide support for K-12 public schools negatively impacted by reduced budgets.

California Casualty has partnered with education associations for nearly 70 years. We understand the importance of music and arts education for children. As a member of one of our partnering education associations, you can apply for a \$250 grant award for a music or art need at your school.

Keep the creativity flowing with a music or art grant from us! Apply today!

[CalCasMusicArtsGrant.com](http://CalCasMusicArtsGrant.com)



Valued at \$7,500

SCHOOL LOUNGE Makeover

ENTER TO WIN!



**EDUCATORS GIVE SO MUCH. WE'RE GIVING SOMETHING BACK.**

We've seen your remarkable dedication firsthand and we're proud to show our appreciation. So we would like to help you transform your school lounge from ordinary to extraordinary.

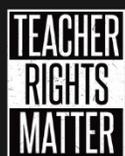
Create a cheerful, restful environment where you can collaborate with colleagues, nurture your creativity, or just plain catch your breath.

 **ENTER TODAY**  
[YourSchoolLounge.com](http://YourSchoolLounge.com)



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# SAFETY FIRST



## TVEA/CTA SCHOOL SAFETY AND TEACHER RIGHTS WORKSHOP

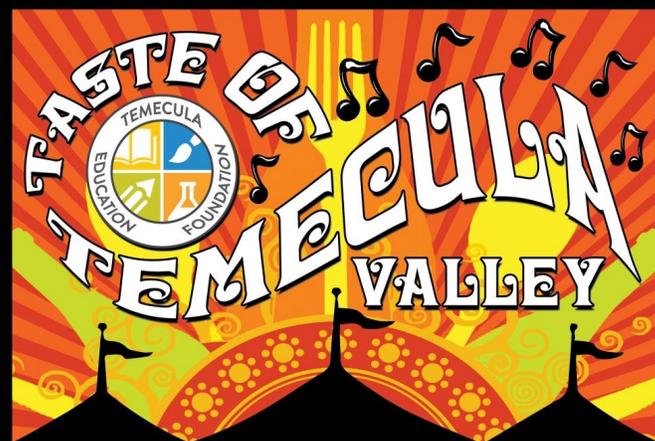
MONDAY MAY 6TH 415-545PM  
TVEA OFFICE  
29377 RANCHO CALIFORNIA ROAD  
SUITE 206

This workshop will cover:

- School Safety Plans
- Ed Code and Contractual Provisions Regarding Teacher Rights
- Discipline Policy Including Grounds for Suspension and Expulsion

This workshop is first come, first served with a capacity of 60-70

## SUPPORTING TVUSD GRADES K-12



OLD TOWN TEMECULA, CALIFORNIA

# "FOR THE KIDS"

# TVEA OVATION! PEER MEMBER RECOGNITION PROGRAM RECOGNIZES A RECORD SIXTEEN FOR SPRING 2019 SEMESTER

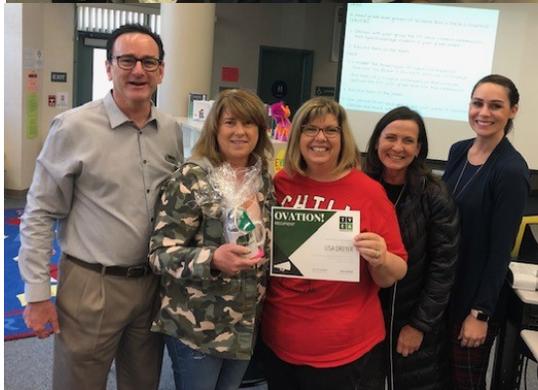
TVEA is pleased to once again present our OVATION! Recognition program for the fourth consecutive semester. The TVEA member recognition committee will present a record sixteen (16) TVEA OVATION! recipients with a gift mug and card and a colorful certificate suitable for framing. Recipients are nominated by colleagues for their efforts in such areas as Inspiration, Overcoming Adversity, Leadership/ Professionalism, Support/Team Player, and "Going the Extra Mile". In addition, another fifteen (15) members will be recognized as nominees. They will get a congratulations letter from TVEA notifying them of the specific nomination and also receive a nominee certificate.

This semesters' TVEA OVATION recipients are:

Ashley Capehart (RES)  
 Karen Dillion (Nurse- Itinerant)  
 Jessica English (VHES)  
 Sarah Gibbs (ARES)  
 Neisha Mc Namara (TTES)  
 Alan Mills (TLES)  
 Cheryl Stark (GMS)  
 Michelle Triggs (DMS)

Wayne Cook (GMS)  
 Lisa Dreyer (FVES)  
 Kathy Fink (TES)  
 Mary Jimenez (NVES)  
 Katrina Miles (TMS)  
 Libby Puls (RHES)  
 Theresa Thompson (PVES)  
 Sara Wardak (Sparkman- SNHS)

In our fourth semester of TVEA OVATION! we have now had a recipient at each of our twenty-eight (28) school sites. TVEA OVATION! is considered a model program throughout our four county CTA region of 146 local associations.



## Temecula Valley Educators Association

29377 Rancho California Rd. #206

Temecula, CA 92591

(951) 699-9970

(951) 699-4771

[www.tveducators.org](http://www.tveducators.org)

### EXECUTIVE BOARD

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Jeff Kingsberg, President

Edgar Diaz, GMS, Vice President

Mike Wassan, Treasurer

Amy Eytchison, Secretary

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OPEN, HS

Kim Evans (GMS), MS

Anastasia Bortcosh (JES) ES

Karre Shorack (VHES) ES

Melissa Gibson (TVHS) PS

#### CTA State Council

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Steve Campos

Raul Miranda

#### NEA State Delegate

Dawn Murray-Sibby

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Lynn Breen (LES) Insurance

Kerri Bodemer (TES),

Belisa Guerrero (TES) Membership

Engagement

Lowena Manzano (CHS)

Adhoc Budget

Chris Jones (VHES) & Traci Pawlak

(VHES) Elections

Bill Moyer (CHS) PAC

Kim Evans (GMS) Grievance

Marcia Varner (FVES) Retirement

Kristan Morales (CHS) IPD

J



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