



## A Year in Review of TVEA Highlights

# WE ARE...

## Dedicated, Com mitted Advocates For Teaching and Learning

**2016-2017**

## COMMUNITY Involvement



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TVEA President Jeff Kingsberg attended the Temecula Valley Chamber of Commerce August Networking Breakfast at BJ's Restaurant. Groundwork was laid for TVEA to join the chamber as a member in September, expanding TVEA's community connections.

TVEA participated as a community stakeholder at the Temecula Dollars for Scholars Ribbon Cutting Event at Temecula Valley Unified District Office. TVEA President Jeff Kingsberg was asked to speak and share TVEA's long standing support of our high school seniors by providing scholarships.

On April 13<sup>th</sup>, TVEA participated in a Temecula Chamber of Commerce Ribbon Cutting Ceremony in the courtyard downstairs from our TVEA office. Speakers included Superintendent Tim Ritter and Mayor of Temecula Maryann Edwards who presented TVEA with a proclamation recognizing our 40<sup>th</sup> anniversary in representing Temecula's teachers.

TVEA enjoyed another year of disseminating scholarships through the Temecula Dollars for Scholars (DFS) Foundation to graduating seniors. This year TVEA gave out 13 scholarships based on criteria that the student is a dependent of a TVEA member and/or they have expressed a career interest in the field of education. There was an unprecedented amount of well deserving students which made it a difficult decision to select recipients this year. Congratulations to all the award winners.

In the inaugural Temecula Dollars for Scholars Golf Tournament TVEA sponsored members Mike Brewer, Anthony Mendez and Bill Moyer along with Tyler Miller took 1<sup>st</sup> place and received two extra student scholarships of \$500 to give out at the DFS Awards night.

## VICTORIES

TVEA joined Educators, Health Care Providers, and others in supporting and helping to pass Proposition 55, The Children's Education and Health Care Protection Act. TVEA conducted phone banks for five nights in October for Proposition 55. Our association contributed to the statewide effort by having thirty-two volunteers make 3,743 phone calls. Calls were made first locally and then into Orange County and into Northern California as far north as Redding.

## PROFESSIONAL Development

This year TVEA sent 24 members to conferences this year. The Political Academy, New Educator, Good Teaching, Issues, GLBT, Fall leadership were just a few they attended!

TVEA members Michele Osinski, Rosalinda Jaimes, and Michelle Voya held a "Pub PD" Professional Development at the Shamrock on Nov 3. About a dozen members attend and enjoy the collaboration while preparing for the TVUSD Google Summit the upcoming weekend.

a message  
from our  
president



If your actions  
inspire others to  
dream more,  
learn more, do more  
and become more,  
you are a leader.  
- John Quincy Adams

## Plan the Work, Work the Plan

This year TVEA welcomed 16 new site leaders and 30 returning site leaders to its Leadership Council.

Vice-President Edgar Diaz lead TVEA Committee Chairs in a half day planning workshop at TVEA on October 5th. Committee Chairs reflected and discussed how TVEA's branding message could be supported by the work of their committee. Various forms of updating members on the work of individual committees were reviewed including member blasts, newsletter, and website pages.

On October 18<sup>th</sup>, TVEA held a half day training for new Site Leaders. Ten new 2016-17 Site Leaders invested in their new role by attending and participating. Topics included conducting ten-minute meetings as well as one-on-one meetings at sites and nuances in representing members in meetings with site administration.

The TVEA Executive Board held its Spring Board Workshop on February 10<sup>th</sup> at the Corner Bakery on Highway 79 South. The regular February Executive Board meeting was embedded in this workshop which examined updating governance documents such as By-Laws and Standing Rules, developing a budget process for the 2017-18 year, and creating a calendar extending into December 2017.

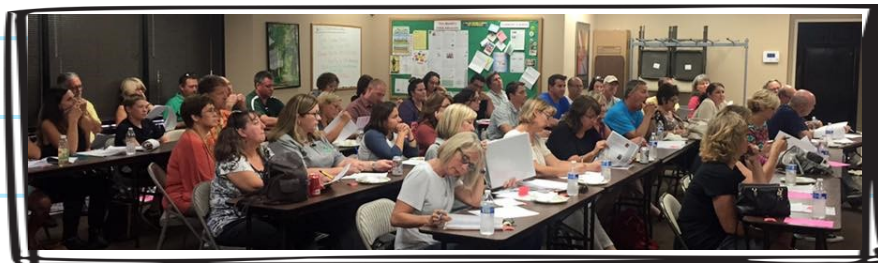
Over the year TVEA conducted multiple surveys generating critical member feedback in the areas of Bargaining and Contract Language, Retirement, TVEA and TVUSD Leadership, Special Education Administration, and Principal Performances.

## TVEA LEADERSHIP

TRANSPARENCY. INTEGRITY. AUTHENTICITY



TVEA held its Fall Executive Board Retreat at Pala Resort in September. In the Executive Board Meeting portion, Committee Chairs and Members were approved and a Member Engagement Plan and Event Calendar was finalized. During the planning workshop piece the board developed a branding message **TVEA Members are Proven Leaders of Student Success who are Dedicated, Committed Advocates.** We are Dedicated to Supporting All Students and our Community. Committed to Providing a Quality Education. Advocates for Improving Teaching and Learning Conditions. This is a message we want to make sure every member in our community understands. TVEA will always stand up and speak up to make sure our teachers have the best working conditions to ensure our students receive the world class education they deserve!



# MEMBER Engagement



## FOOTBALL

TVEA held its 2<sup>nd</sup> Annual Football Night on October 7<sup>th</sup> at Great Oak High School. In a rematch of last year's game the Great Oak Wolf-pack defeat the Chaparral Pumas. TVEA provided pizza and snacks to Great Oak staff and members attending the game. The balloons given out to the little ones during the second half are a big hit!



## MIXERS

Rodrigo's is the venue for the TVEA Back to School Member Engagement Mixer Event held on August 24<sup>th</sup>. Special Guest, Riverside County Supervisor Chuck Washington addressed attendees about how we can all work together to build strong networks within our local region and maintain a high quality of life.

At the November 17<sup>th</sup> TVEA Holiday Member Mixer at Islands Restaurant, thirty-five members come for appetizers and camaraderie to get a jump on the Thanksgiving week off.

## Sporting Events

### Bowling

TVEA's first member Bowling Event on April 27 was a good time had by all. Nearly twenty-five members attended at Temecula Lanes. It was fun bowling with colleagues across sites and developing a sense of camaraderie rooting for each other on the lanes. Strike!!

### Hockey

Under the direction of Elementary Area Representative Tammy Iverson, TVEA sells more than sixty tickets to members and families for our 2<sup>nd</sup> Annual Hockey Event at Citizens Bank Arena in Ontario. TVEA members participate in the pre-game flag ceremony by unveiling the American flag on the ice!

### Baseball

TVEA held a TVEA Day at Petco Park for members to enjoy the San Diego Padres taking on the Arizona Diamondbacks on Sunday May 21. TVEA had a block of seats in The Landing which included unlimited food and beverages. The attendees had a great time on a beautiful Sunday afternoon in San Diego.



**SOCIALIZE NETWORK SUPPORT ENCOURAGE CAMARADERIE**

## HOLIDAY PARADE

TVEA participated in the annual City of Temecula Holiday Parade in Old Town Temecula with our "Student Standouts" selected by teachers from various elementary schools as well as Vail Ranch Middle School and Susan Nelson High School. Under the guidance of Elementary Area Director Melissa Young a good time was had by all as they marched the route through Old Town behind the TVEA banner.



## Day of the Teacher



TVEA held a 2016-17 culminating event at Cougar Winery for members May 19 to celebrate Day of the Teacher a Member Appreciation Event. TVEA had exclusive access to the Barrel Room and sandwiches, salads, and desserts were provided. Member Engagement Co-Chairs Alan Underwood and Melissa Young recognized Site Leaders Pam Moore (RHES), Cary Pyle (CHES), and Darcy Sorensen (PVES), for their work in conducting one on one meetings with their members.

# Member Advocacy

STAND up and SPEAK



TVEA worked with TVUSD Educational Support Services to develop and publish a "PLC Clarifications Chart". This product is a result of several steps over a six-month period in which TVEA advocated for more teacher flexibility in PLC structure and execution.

Under the leadership of Karen Hogan, the Special Education Committee formalized the process to address caseload compliance for RSP teachers. This was added to the TVEA Standing Rules Governance Document by the TVEA Leadership Council in March.

ADVOCACY FOR OTHERS: TVEA lended an assist to the Menifee Teachers Association on October 25 as President Jeff Kingsberg attended and spoke at the Menifee School District Board Meeting on behalf of Menifee Teachers. The Menifee District had not settled on compensation not only for the current year, but 2015-16 as well.

TVEA's Ad Hoc Budget Committee members- Brian Balaris, Edgar Diaz, Lowena Manzano, Chris Meglio, and Mark Mitchell burned the candle well into the dinner hour leading into Winter Break on December 16<sup>th</sup>. They met with the district for over three hours to exchange information and help TVEA develop a plan to communicate with members regarding the \$14 million district budget deficit as shared at the December 13<sup>th</sup> school board meeting.

TVEA Executive Board Members plus auxiliary team members Brian Balaris, Anastasia Bortcosh, Lynn Breen, Chris Newell, Peter Ricchio, and Ricardo Salcedo conducted TVEA's second annual Site Visit Blitz. All twenty-seven sites were visited by the TVEA team and initial feedback was gathered related to district restructuring ideas to address the announced TVUSD budget deficit.



## BARGAINING



### TA's & MOU's

During the summer our Negotiations team reached a Compensation and Benefits Tentative Agreement that was passed by 95% of our members. Members in the bottom far left of our Salary Schedule (approximately 1/2 of our members) received a 3.25% increase putting the top salary for TVEA members at \$103,573. The district also began contributing approximately \$10,287 per member towards medical insurance.

TVEA signed the Middle School Class Size Flexibility Memorandum of Understanding (MOU) last fall. 6<sup>th</sup> Grade classes can go up to 36, 7<sup>th</sup>/8<sup>th</sup> Grade classes can go up to 38 and PE Classes can go up to 62. This MOU helped mitigate the need to hire more teachers and new students have a greater likelihood of staying at their neighborhood school with larger classes.

An MOU signed by TVEA and TVUSD added and defined Illness-Family Care to Article 10.2. Sick leave can now be used for the diagnosis, care, or treatment of an existing health condition as well as preventive care for an employee or family member. The new code "Family Illness" was created.

TVEA signed another MOU and settled a related grievance related to Class Size Limits for Grades 4-5. The grievance stemmed from class size limits exceeding the contractual limit of thirty-two when special education students are mainstreamed for instruction. Grades 4-5 teachers are now compensated for student overages commensurate with secondary teachers.

#### MEDICAL

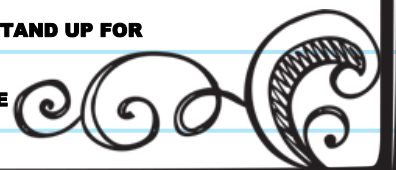
The TVEA Bargaining team met with TVUSD and signed several Memorandum of Understandings (MOU's). They included a distribution of the TVEA Insurance Reserve to nearly 850 members and temporary adjustments to flexibility in qualifying for Medical Bridge Benefits as a retiree.

#### ASSISTANCE

TVEA signed a one year MOU providing for 1 day of release time for teachers who are involuntary moved from one classroom to another at the same site during the school year. The district must provide assistance in moving the member's materials.

**STRONG PEOPLE STAND UP FOR THEMSELVES**

**STRONGER PEOPLE STAND UP FOR OTHERS**





# COMMITTEES At Work

## TVUSD Action

### RETIREMENT

The Retirement Committee was very busy this year. They surveyed members to compile numbers on those planning for retirement in 2017, 2018, 2019. They surveyed members on the current Medical Bridge Language which helped create a Bargaining Memorandum of Understanding allowing for temporary flexibility in qualifications for 2016-17. They conducted a How to Plan for Retirement at Any Age Workshop by CTA Staff Trainer Rose Luna which approximately forty members attended. They also held a TVEA Retirement Event at the Bridge on 3<sup>rd</sup> in Old Town Temecula. More than fifty retirees and their guests attended. Each retiree submitted a light-hearted story or favorite memory that was shared. The Retirement Committee chaired by Marcia Varner did a fantastic job this year!



### INSURANCE Advisory

Our IAC committee chaired by Lynn Breen held fall meetings from five vendors to determine if TVEA wished to receive a quote from them for October 2017- September 2018. Members were invited to attend these meetings and provide feedback. They requested quotes from three vendors and held spring meetings to share their quotes. They also received member input about an interest in offering an orthodontia plan as part of dental and now have that as an option for the coming insurance year. On June 6 they will be holding an informational session to provide member education into selecting an insurance plan and introduce our alternate dental plan with orthodontia.

### POLITICAL Action

Our PAC Committee chaired by Peter Ricchio, conducted interviews in late August for the November 2016 elections in District 5 for candidates Ron Prentice and Kristi Rutz-Robbins. The committee decided not to recommend a candidate. Members of the committee attended a weekend academy in San Diego to plan for the 2018 school board election. The first step toward the 2018 campaign was to send out a letter seeking qualified school board candidates to our 103 members in District 3 and 253 members in District 4. TVEA will follow up with our leads over the summer. If you know of someone who would be a great candidate for School Board please contact the TVEA office!

### GRIEVANCE

The Grievance Committee sent a member blast reminding members of the steps and timelines in the grievance process including a Level I Problem Solving Meeting which must be held before a grievance may be filed. They met with a member regarding a harassment/hostility issue and directed them to the Uniform Complaint Process. The committee also facilitated Grievance Resolutions on the following matters: Class Size and 4th and 5th Grade Non-Enrolled Students and Equity of Student Placement and Resources in the Severely Handicapped Program at two middle schools. Another productive year for the Grievance Committee led by Kim Evans.

### LOCAL Control Accountability Plan

It was an extremely busy year for the LCAP Committee led by Ricardo Salcedo. They conducted TVEA's first LCAP Community Forum in December with more than 50 attendees including parents and students. They held Site Meetings in January 2017 and distributed and received feedback forms related to current and future LCAP Actions and Services. The committee consulted with TVUSD in both February and April bringing forward the pulse of membership from our site meetings. Committee members and the rank and file attended special LCAP Budget School Board Workshops in January, April and May to be both watchdogs and advocates.

TVEA members began an impressive record of participation in district budget meetings with a strong showing at the January 23<sup>rd</sup> Budget and LCAP Board Workshop. An estimated seventy (70) members attended and participated.

TVEA made a strong showing at the February 21<sup>st</sup> School Board Meeting. Six different TVEA members spoke to the board sharing their perspective related to the TVUSD Budget Deficit.

TVEA continued to have a presence at the School Board Meetings in March. Tammy Iverson shared a TVEA Spotlight with the many good things happening at her site, Susan LaVorgna elementary. TVEA Members continue to speak during public comments. There is a recognition of the district's intent to eliminate 54.6 positions through an action item termed Particular Kinds of Services Reduction. Members hold up bright yellow placards each time the number 54.6 is stated.

TVEA members made a strong showing at the May 2 and May 16 school board meetings. Members along with parents and students shared their dismay over proposed LCAP staffing cuts to VAPA, PE, and Literacy Specialists as well as PBIS Counselors.



# AWARDS Recognition

SERVICE. DEDICATION. COMMITMENT



TVEA provided lunch and met and greeted nearly seventy new members at the TVUSD New Employee Orientation August 5<sup>th</sup>. Fourteen of the new teachers and specialists are TVUSD graduates.

More than sixty of our members were recognized by the Veteran's Services Support Network (VSSN) at their annual Salute to Heroes event at the Promenade Mall. Our members stand side by side with local police, fire, and veterans as local heroes.

At the November 10<sup>th</sup> TVEA Leadership Council Meeting, five Site Leaders/Position Specialists were recognized for their advocacy and communication at their site: Kerri Bodemer (TES), Anastasia Bortcosh (AES), Cheryl Bryant (TTES), Chris Meglio (GOHS), and Vera Whitfield (ARES).

TVEA and CTA delivered complimentary lunch November 15<sup>th</sup> and 17<sup>th</sup> at six sites for their members completing 95% or more of their Prop 55 feedback cards toward the passage of the statewide ballot measure. Thanks to BES, FVES, LES, PVES, Sparkman Alternative HS, and TES.

Site Leaders Belisa Guerrero (TLES) and Bill Moyer (CHS) were recognized at the December 8<sup>th</sup> Leadership Council meeting for their regular attendance at TVUSD Governing Board Meetings. It is critical that district officials and board members know our members are stakeholders in district policy.

The Bridge on 3rd Street in Old Town was the site for the annual TVEA Retirement Recognition Reception on May 10<sup>th</sup>. More than fifty retirees and their guests enjoyed a pleasant afternoon on the patio sharing old stories and celebrating the retirees preparing to step into their next exciting life journey.

TVEA conducted its annual Principal Recognition Ceremony on May 24<sup>th</sup> at Margarita Middle School. President Jeff Kingsberg and Vice-President Edgar Diaz emceed the event which recognized six TVUSD Principals who make their site a better place for teachers and students. The principals were: Lisa Brown (LES), Jon Cole (ARES), Kevin Groepper (VRMS), Sandy McKay (TES), Mike McTasney (GMS), Leilani Russi (RHES).



TVEA coordinated an Alumni Recognition Event prior to the November 15<sup>th</sup> TVUSD School Board Meeting. Nearly fifty members who graduated from a TVUSD high school attend and are recognized by the Governing Board for "Paying it Forward" and giving back by teaching in our TVUSD schools.



## AND THE Winner goes to...

TVEA received two statewide recognitions from our parent group CTA: First, we were recognized with a Recognition of Merit for our TVEA Advocate Newsletter. We were one of three association chapters in the state in or size grouping of 500-2999 members to be recognized. Second, our TVEA website at [tveducators.org](http://tveducators.org) won the CTA Ralph J. Flynn Memorial Award for best website in the state in the 500 to 2999 group.

More than one hundred TVEA high school members were recognized by the Church of Jesus Christ of Latter Day Saints for their guidance and support of the church's TVUSD students. The winners of the Crystal Apple Awards- the highest recognition were Gayle Trout (CHS), Steve Maxey (GOHS), and Toby Brannon (TVHS).

Three major contributors to TVEA were honored at the CTA San Geronio Service Center We Honor Ours (WHO) Awards Friday May 12<sup>th</sup> at the Fox Theatre in Redlands. Recognized were Lynn Breen (TLES), Peter Ricchio (DMS), and Alan Underwood (VRMS).

Every year TVEA honors leaders whose service and commitment to TVEA goes above and beyond. This year's recipients of the Super Site Leader award went to Jamie Vaughn and Anastasia Bortcosh- Alamos Elementary School, Tammy Schertzer- Gardner Middle School and Chris Meglio- Great Oak High School. Our Committee Person of the Year went to Marcia Varner, Retirement Chair - French Valley Elem School and a Special Recognition: TVEA Longevity of Service went to Mitch Brown - Susan Nelson High School

## Congratulations to all our award winners!!

