



TVEA ADVOCATE

BUILDING CAPACITY

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Issue 02

November/December
2015

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TVEA MEMBER ENGAGEMENT AND ACTION IS AN ONGOING ESSENTIAL PRESIDENT'S MESSAGE, JEFF KINGSBERG

As the holiday season approaches, I am sure we are all looking forward to some well-deserved time off. Many working outside of education have not experienced the energy and intensity of starting a school year in early August and trekking up the hill to holiday recess time.

In my last President's message I shared with you our initial Executive Board Member Engagement plan to start the year. We have executed all three goals mentioned in the August/September Advocate (Member Benefits Open House, Member Surveys, and TVEA Football Night). The TVEA Member Engagement Plan will move forward with the participation of more stakeholders in the coming weeks. On Thursday November 12th we will hold a Member Engagement Strategic Plan Meeting. This group will look at developing a comprehensive strategy on how we can best communicate with and engage members over the rest of the 2015-16 year.

Why is TVEA so immersed in member engagement? This is an essential ongoing task to provide organizational strength and to maintain strength and parity with the district. Heightened member awareness goes beyond simply belonging to TVEA. We need our members to be familiar with critical information we share through blasts and newsletters. We need you to attend face to face meetings offered by your site leaders. We need you to know when negotiations are scheduled and how we can support our bargaining team at the table.

I believe we have made much progress in building capacity in TVEA (We have sixty two members currently participating on one or more committees), yet our capacity has not been maximized. For example, we need to rebuild our Organizing Committee personnel as many have moved on to other TVEA roles. Organizing is a critical ongoing process, not just during a negotiations crisis. We are seeking members for a new Member Engagement Committee to educate membership on critical issues and promote two way communication. We will need to build our Political Action Committee with the November 2016 election less than a year away.

Many of us are tapped out with a heavy teaching load, family obligations, outside commitments, and are understandably unable to participate. Yet there are a few who find a way to contribute above and beyond. Our two Vice-Presidents, Edgar Diaz and Rob Clause joined me in preparing and delivering public comments at the October 20th Board Meeting. The three of us delivered a strong, unified message in regard to TVEA's disappointment with the lack of progress in TVEA negotiations. We have Committee Chairs such as Melissa Young (PVES), Peter Ricchio (DMS), Tammy Iverson (LES), Lynn Breen (TLES), and Alan Underwood (CHS) who play multiple roles for TVEA. There are a group of current Site Leaders who continue to serve their site year after year. Examples include Scott Wrisley (RVHS), Dan Madera (CHS), Heather Smith (PVES), David Cook (RES), Pamela Moore (RHES), Susan Wedertz (TLES), Cheryl Bryant



STAY CONNECTED...





(TTES), and Karie Shorack (VHES).

While I am thankful for the contributions of the aforementioned individuals and many others, we need to continue to build our capacity. We need new faces, both young and old in our elected and appointed positions. Some sites currently have Site Leader positions open using the 20/1 ratio for representation.

I share this because I believe a culture can develop at sites and within TVEA as an organization that "Someone else will do it". We cannot expect a small group of our members to carry that load on an infinite basis. Yes, as elected president of a larger local, I am on release from my teaching assignment. I understand that I will be called on to hear member concerns, advocate for our positions, and problem solve. However, my sole ability to shape the expectations of our relationship with TVUSD is limited when one considers how many staff TVUSD has at their disposal to form and execute policy.

Is it easy to ask our hardworking, overextended, and overcommitted educators and members to give even more? No, yet I strongly believe both the short term and long term success of TVEA is dependent on doing so.



TVEA President Jeff Kingsberg

2015-16 PRESIDENT'S BARGAINING UPDATE

TVEA ratified a new contract last spring effective from July 1, 2015 to June 30, 2017. The parties agreed to a 3% compensation increase effective July 2015 and as stated in Article 7.1: "By October 1, 2015 the parties will reopen Article 7 for the 2015-16 school year to negotiate regarding any increased GAP funding". TVEA and TVUSD formally met on September 17th, October 7th, and October 20th with little progress. Future negotiations sessions are scheduled for November 6th and 16th. The TVEA Executive Board approved an Organizing plan for the month of November which includes wearing black to support the TVEA negotiations team on bargaining days and are requesting a mass showing on November 10th, the only board meeting date for that month.

To date, TVUSD has only offered one-time monies to close out 2015-16 negotiations. This lump sum amount on a single paycheck would not count as STRS earnings for retirement and would disappear in future years. TVEA Leadership expressed its deep disappointment at the October 20th school board meeting. In separate speeches by Vice-Presidents Rob Clause and Edgar Diaz along with President Jeff Kingsberg TVEA shared its expectations for a smoother negotiations process which values our bargaining unit as a priority. It is clear that the district did not make us a priority when the new monies flowed into district coffers for 2015-2016.

TVEA expects compensation comparative to our neighboring districts. Our teachers and specialists have performed at a high level, resulting in impressive student achievement. The salary of a twenty eight year teacher in Murrieta is now more than \$108,000 in comparison to \$99,600 for a Temecula teacher with the same experience.

TVEA will seek a process that will facilitate clear mutual bargaining expectations that go beyond contract language. We expect to be a key stakeholder in district fiscal decision from the beginning of the process just as we are in the arenas of LCAP, Insurance, New State Standards, etc.

On a positive note, TVEA has conducted a survey at TVUSD's request related to a Medical Bridge Insurance Program. The two sides have made progress on a conceptual model that would provide an insurance plan for members over five years between ages 55-65. We will update you as this moves forward.

THE CASE FOR FAIR SHARE: FRIEDRICHS V.CTA LAWSUIT JEOPARDIZES OUR COLLECTIVE VOICE

The United States Supreme Court will hear oral arguments in Friedrichs v. California Teachers Association in its 2015-2016 term with a decision expected in June 2016. The suit challenges CTA's right to collect agency fees from non-members to cover the costs of representation such as the negotiation and enforcement of contracts. Agency fees are considered "Fair Share fees" by TVEA and CTA. Members who choose not to join pay their fair share (about two-thirds of CTA dues) to receive the compensation and benefits of the contract. This principle ensures that members do not get a "free ride" at the expense of others. The court will consider whether the First Amendment prohibits fair share fees in public sector unions and, if not, whether these fees may be collected through an opt-out procedure. If agency fees/fair share fees are found unconstitutional, the court may rule on a structure which allows educators to opt fully in or fully out of paying dues. We will keep you updated as this case progresses.

Our Union. Our Voice.

SUPPORT OUR TVEA BARGAINING TEAM!

BLACK OUT DAYS

Wear
BLACK
on
BARGAINING
days



FRIDAY 11/6
MONDAY 11/16

Help us send a message to the District, they need to make TVEA an

ONGOING PRIORITY in their budget!

What: Attend the School Board Meeting
When: Tuesday, November 10th
Where: Temecula Valley Unified School District
31350 Rancho Vista Rd, Temecula 92592
Wear: Black
Time: 6:00pm - Arrive by 5:45pm
Email: If you aren't happy with the District's priorities,
email our Superintendent and Governing Board

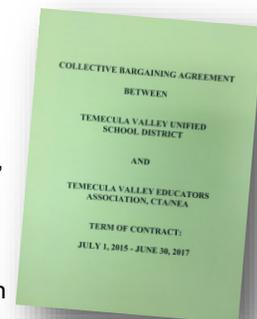
Let's not let TVUSD
BLACK OUT
of Budget Priorities!



ADVOCATING ON YOUR BEHALF

One of the primary functions of a local teacher's association is to provide full and fair representation to members. This includes formal representation in meetings and being visible and accessible to member concerns. In September and October TVEA has:

- Met or addressed members at twelve site visits including: VRMS, TTES, GMS, RHES, CHS, MMS, TVHS, VES, GMS, TES, LES, TLES
- Met individually with three school board members to advocate for TVEA's concerns
- Represented members in district and site administration meetings concerning district investigations, employee performance of contractual job duties, employee assignment, and development and implementation of an assistance plan.
- Facilitated the scheduling of a Special Governing Board meeting to force TVUSD to further review its budget related to negotiations
- Met with TVUSD to discuss elementary concerns related to PLC and Prep
- Scheduled and held two Level I Grievance Problem Solving meetings with the district related to Article 11.2- Class Size including mainstreamed students. Filed grievances at Levels Two and Three when no solution or district action occurred.
- Presented a Level IV Grievance to the School Board on Article 12.5.4 related to "Capricious or Arbitrary Reassignments" Although the board denied the grievance by a vote of 3-2, TVEA was able to present repeated site concerns regarding this issue.
- Achieved a Grievance Settlement on Article 5.9 from a Grievance first filed in October 2014, relating to two fifth grade elementary teachers receiving sixteen extra students each creating a class size of forty-eight each for the day. TVEA not only achieved new language under Article 5.9.1 Temporary Expanded Class Compensation, but got the teachers paid at a rate supported by this language although it did not take effect until July 1, 2015.



COMMON CORE ADVISORY COMMITTEE UPDATE, TAMMY IVERSON (LES), CHAIR

The committee met with district administrators, Jody McClay, Andrea Gray, and Joe Balleweg. Elementary, middle, and high school were represented by Sina Albertoni (TLES), Tammy Iverson (LES), Cary Pyle (CHES), Alisha Vandervoort (TMS), Rebecca Scarfone (CHS), Kim Preite (CHS). President Jeff Kingsberg was also present representing TVEA.



The purpose of the meeting was to give our input on how best to use the budget for Common Core. Everyone present collaborated on a list of things that were of most importance to the members they represented. Afterward, we looked for commonalities and chose the top 3 priorities that would serve the most people.

The 3 items that were given top priority were buying more technology, training sessions for technology, and more grade level planning time.

This committee will not meet on a regular basis as the previous Common Core Committee did, but rather, we will meet when we feel the need arises.

*Note about feedback forms for UPO's. Some administrators have instructed that team leaders would be the only ones to send in feedback forms to the cleanup crew. However, by doing this, Andrea sees this as only one person at one site that sees the need for a correction. It is important that if your team sees a need to change something on a UPO, an assessment, or a pacing guide, that every person on that team sends in a feedback form.

RETIREMENT COMMITTEE, LIZ COOKE (CHS), CHAIR

The TVEA Retirement Committee met on October 21st for its first meeting of the year.

This committee is well represented with two members from each instructional level: Sally Krefft (ARES) and Marcia Varner (FVES) from elementary, Chris McLeod (GMS) and Peter Ricchio (DMS) from middle school, and Chair Liz Cooke and Doug Thorne, both from CHS representing high school.

The group developed a goal statement of "Creating and Offering a Broad Base of Ideas for Our Members to Support Their Knowledge of Retirement". Ideas to support this include creating links on the TVEA website, supporting the bargaining team with information, and bringing in retirement related workshops such as STRS trainings.



The team reviewed and made suggestions to the Medical Bridge Medical Survey and will be reviewing the results at their November 5th meeting. With hundreds of our members age 55 and over, retirement is much closer than it is further away. This committee looks forward to providing support for those preparing for the "Golden Years".

SPECIAL EDUCATION STEERING COMMITTEE, LISA FUEHRER (TVHS), CHAIR

The newly formed TVEA Special Education Steering Committee has met twice as a group this year and held the first of three 2015-16 Joint Meetings with the TVUSD District Office leadership here at TVEA on Tuesday October 27th.

Representing TVEA were Sheila Watson (TLES), Annette Cortese (BVMS), Theresa Richins (GMS), Erin Morrin (LES), TVEA President Jeff Kingsberg, and Chair Lisa Fuehrer. Attending for TVUSD were: Kimberly Velez, Executive Director; Ami Paradise, Assistant Director; and Jess Caponigro, Program Specialist.



Three major topics were discussed:

#1 Clarifying Job Titles such as RSP/SDC and duties/responsibilities for each. How should caseloads for these titles be determined? Who is to deliver Specialized Academic Instruction (SAI)?

#2 State Education Codes and calculating caseloads for Special Education Teachers, School Psychologists, and Speech and Language Pathologists

#3 Support and Training for general education teachers related to IEP compliance. Utilization of a district-wide IEP vocabulary for all stakeholders.

The TVEA Special Education Committee will next meet on Tuesday December 1st 4pm @ the TVEA office.



TVEA MEMBER EVENTS

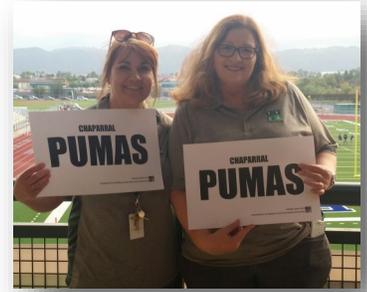
October

TVEA Football Night October 16th

TVEA held its inaugural "Football Night" on Friday October 16th at Chaparral High School featuring a Southwestern League matchup between our own TVUSD teams: The Great Oak Wolfpack and the Chaparral Pumas. For the record, Great Oak won the game 34-28 in an overtime thriller.

TVEA Executive Board members were on hand to serve pizza and drinks in the TVEA hospitality room for attending members and family. We also distributed 500 rooster cards to arriving Wolfpack and Puma fans to cheer their team on. TVEA donated a Dick's Sporting Goods gift card to the 90/10 raffle held at the end of the third quarter.

It was great to see TVEA members come out from a variety of school sites to support our student athletes and coaches. TVEA hopes to make this an annual event with the game being hosted by another high school next year.



November

Veteran's Day Hike on the Santa Rosa Plateau November 11th 9am

Join fellow TVEA Members for a morning hike on the beautiful Santa Rosa Plateau on Wednesday November 11th. The TVEA group will leave the Vernal Pools Trail parking area at 9am. This will be a beautiful, easy, and family friendly hike on the pristine Santa Rosa Plateau off of the 1-15 Clinton Keith Road exit in Murrieta. For specific directions see the map on the Riverside County Parks Santa Rosa Plateau website.

This is a 3.4 mile roundtrip hike to the Historic Adobes. With a snack stop and relax at the adobes the hike will conclude by 11am. People are welcome to explore the plateau and its many other trails at their own discretion and pace.

There is no sign-up or reservation necessary. For your information the county has a drop box requesting a \$4.00 fee for ages 13 and older and \$3.00 for ages 2-12. Hope you will join fellow colleagues and their families for some inexpensive and healthy entertainment on the mid-week holiday!



Ontario Reign Hockey Night Saturday November 28th 6pm

Hockey is a great spectator game and TVEA was able to get a bundle of discounted tickets for this matchup over Thanksgiving weekend between the San Diego Gulls and the Ontario Reign. We hope you were able to purchase the advance tickets through your Site Representative. It's sure to be a fantastic night on the ice!



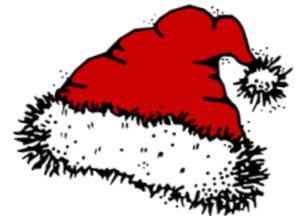
DECEMBER

All Member Happy Hour December 17th 3:30pm

TVEA Is hosting an All Member Happy Hour December 17th! Stay tuned to find out the location!

TVEA Holiday Parade December 4th 7pm

Join TVEA and Students in the Temecula Holiday Parade Friday December 4th. All TVEA members and one Student Stand Out chosen from each site will be showcased in this year's parade. We are going to show our unity and positive presence in our community by participating in this year's event. Let's have fun and step out into the community not only in difficult times but in times of celebration as well. Wear green and a Santa hat and meet your colleagues in the staging area. The parade begins at 7pm.



TVEA 2015 STUDENT STAND OUT

TVEA would like to recognize outstanding students in our community and would like your participation. Please consider nominating a student with outstanding character who contributes to their school environment positively-making their school a better place. Criteria for recognition may include, outstanding school activity participation, community service, leadership, citizenship or any other unique and deserving reasons. Any TVUSD employee may nominate a student. Site Representatives have the nomination forms.

One student nominee will be randomly drawn by November 13th to represent your school. The Stand Out Student from your site will receive a certificate, and be an honored participant featured in the Temecula Santa Parade taking place in downtown Temecula on Friday, December 4, 2015 at 7pm.

Please take a few minutes of your busy day to honor a student, based on the above description, whom you feel best fits this criteria. All student participants in the parade will need to be accompanied by at least one representative from your site.

TVEA RECOGNIZES FOUR STANDOUT PRINCIPALS FROM 2014-15

The Temecula Valley Educators Association (TVEA) honored TVUSD Principals based on the results of last spring's survey results. Each spring TVEA seeks input from members at each site in terms of principal effectiveness. Principals are scored and provided feedback in such areas as instructional leadership, school culture, and collaboration. The TVEA Executive Board elected to recognize the honorees at a 2015-16 fall school board meeting. Keith Moore, who is a first time honoree is highly respected by those he leads at Great Oak. A teacher commented: "Keith rolls with emotional stability and stays focused on what is best for students and staff. He is genius in his approach to school culture".

Anna Tapley, who received her second consecutive award from TVEA gained the admiration of her staff at French Valley. As one staff member stated, "You make each of us feel valued and we know you respect and support us. You point out qualities in me that I may not see or pay attention to. Thank you for turning our school into a family".

Kevin Groepper earned his sixth recognition from his staff since the survey was first conducted in 2006-07. A Vail Ranch Middle staff member commented: "He is an excellent administrator who encourages me to be the best I can be and keep growing. He is approachable, always remains calm, and helps us figure out a solution to our problem".

Chris Dixon of Barnett Elementary received his seventh award on behalf of his staff. He creates a positive learning and working environment as an instructional leader. One staff member gave Dixon the highest praise: "He leads by example- the morale at Barnett is sky high. Move over Disneyland. Barnett Elementary is the happiest place on earth for children".

TVEA congratulates the honorees and looks forward to recognizing a new group of honorees at the end of the 2015-16 year!



Pictured from left to right with TVEA President Jeff Kingsberg are Keith Moore (Great Oak High School), Anna Tapley (French Valley Elementary School), Kevin Groepper (Vail Ranch Middle School), and Chris Dixon (Ysabel Barnett Elementary School).

TVEA MEMBERS CONTRIBUTE TO SUPERINTENDENT'S COUNCIL

Last spring Superintendent Ritter formed the Superintendent's Council to facilitate discussion of critical issues facing our district and employees. This proved to another way to facilitate communication, collaboration, and change.

This year the council is meeting four times over October to May. The new piloted format at the first meeting on October 22nd was Secondary Concerns from 330-4, Secondary and Elementary from 400-500 (a discussion of LCAP), and Elementary Concerns from 500-530.

All sites are represented so far except Gardner Middle, and Margarita Middle. TVEA President Jeff Kingsberg and TVUSD School Board Member Sandy Hinkson normally sit in on the council as well.

At the secondary only session topics included: Leadership structures and decision making across the three comprehensive high schools, NGSS Science Standards and the need for resources, Substitute shortages, and Interview scheduling for current employees.

At the elementary only session discussion centered around PLC minutes, especially for kindergarten teachers and staff development days including PLC cohorts. Participants reported the stress of preparing substitute plans, students losing out on continuity of instruction with their regular teacher, and the large group centralized format.

SCHOOL BOARD SITE ASSIGNMENTS AND CONTACTS

The TVUSD Governing Board is a five member board who approves district regulations and policies. They also have the duty to hire and evaluate the superintendent. Board members are assigned sites each school year that they are the primary liaison for.

The five board members and their year of term expiration are: Allen Pulsipher, President (2016), Kristi Rutz-Robbins, Clerk (2016), Julie Farnbach (2018), Kevin Hill (2018), and Sandy Hinkson (2018).

Here are the primary sites for the TVUSD Governing Board Members:

AP	JF	KRR	KH	SH
TVHS	CHS	TVHS	RVHS/	GOHS
DMS	GMS	MMS	NHS	TMS
CHES	FVES	JES	BVMS	VRMS
PES	TES	RES	AES	ARES
VES	TTES	RHES	BES	NEVES
VHES			LES	TLES
			PVES	



MEMBER NOTIFICATIONS FROM TVUSD

TVEA has urged the district to be more proactive in communicating certain matters with our members. Their intent is to send out a regular electronic newsletter. Below are two of the features related to your contract. One is a caution against extending over ten personal business days in a school year (Article 10.2) and also an update related to Article 11.2.2 on Maximum Daily Classroom Contacts for Grades 9-12 teachers, a new contractual gain for TVEA.

Maximum Daily Student Classroom Contacts for 9th – 12th Grade

Teachers As of July 1, 2015 the Collective Bargaining Agreement (CBA) contains new language outlining the high school Maximum Daily Student Contacts to 185. The specific details of this new contract language can be found in Article 11.2 of the CBA. Consistent with Article 11.2.2.5 and 11.2.2.4, and having been unable to resolve overages using any of the other prescribed methods in Article 11.2.2.6, teachers who have been assigned more than 185 daily student contacts will receive \$2.25 per day for each student exceeding the maximum daily student classroom contacts. Payment for any daily student classroom contact overages will be calculated on the 15th of each month and compensation will be in the rear. For the months of September and October, compensation will be calculated from September 9th (21st day of semester) to October 14th. Unit members meeting the criteria outlined in Article 11 will receive applicable compensation in their October pay warrants on October 30th.

Personal Business Leave Time

Reminder for all Certificated Staff This is a reminder that the CBA provides you with up to ten (10) personal business days each school year. Personal business leave is deducted from your sick leave balance. In the event that you exceed your allowance for personal business leave each year, the additional time taken for personal business is considered unpaid time off. In this instance, your regular salary amount will be reduced accordingly. Of course, there are a multitude of different situations that can result in other payroll reductions. If you are going to be absent for an extended period of time or exceed your leave balances, be sure to communicate with the Human Resources Development and Payroll departments accordingly. It is the employee's responsibility to track their leave balances. If you would like to know your balance at any time, please contact your site secretary and/or your payroll specialist.



JUST WHAT IS AN LCAP MATH SPECIALIST?

Hi. My name is Andrea Cadman and I am a middle school LCAP Math Specialist working at Gardner and Vail Ranch. I am incredibly lucky to get to team with two great ladies, Lori McNeill (Margarita/Temecula) and Sherrie Ferns (Day/Bella Vista).

Because Middle School Math Specialist is a new position in our district, there is some confusion regarding what this job is all about. What specifically do we do? Other than teaching one class a day, what are the three of us doing with all the other hours between 8:00 and 3:00?

A sample of the duties of a person in the LCAP Math Specialist position are listed as follows:

- Deliver strategic and targeted direct instruction to students as well as supplemental intervention support.
- Deliver uniform staff development specific to at-risk students.
- Model effective instructional strategies for students and staff.
- Provide in classroom coaching, modeling/ demonstrations, elbow coaching, consulting, observation/non-evaluative feedback and other assistance to site staff.
- Actively participate in PLCs & Provide support for planning and collaboration.
- Assist with data analysis and the resulting instructional planning.
- Attend district & site professional development and trainings.
- With site administration and supplemental coordination, plan and hold parent workshops.

The three middle school math specialists are working through the requirements and realities of the actual needs in the middle schools, and we, along with administrators, are refining the position to best suit the needs of our teachers and students.

There seem to be some misconceptions out there about the Math Specialist position. We are proud of the work we are doing and would like to clarify any questions you may have. Send any questions about our role to TVEA and they will forward them to us to answer for you. Thank you.



**November
12th 4-5:30**

**Special Ed Issues Professional
Development Workshop @TVEA**

**For General Ed and
Special Ed Teachers
and Specialists**

*RSVP by November 9th
lstvea@verizon.net*

*Special Ed Issues- a closer look
into IEP rights and responsibilities,
Ed Code, instructional
strategies, and resources for
both general and special educa-
tion issues.*

TVEA PRESIDENT SITE AND CLASSROOM VISITS SEPTEMBER AND OCTOBER

As your elected President, it is valuable to get out to sites and visit with teachers and specialists one on one and in small groups. It is just one of the ways TVEA can gather information on what our members value and are most concerned about.

One special aspect of those site visits is having teachers volunteer to have me enter their classroom as a visitor accompanied by a site administrator. As a twenty seven year high school teacher, I am still aware of the impact of extra adults being present in the room and appreciate such invitations. Over the last several weeks I had the pleasure of visiting classrooms at both

Gardner Middle School and La Vorgna Elementary.



At GMS, Assistant Principal James Evans was an amazing host and I could tell he enjoyed spending time with the students and teachers. My first stop was to the classroom of **Suzanne Kurtz** and **Cheryl Stark**. They share the Severely Handicapped

class at GMS. I was impressed how they create such a welcoming atmosphere in their classroom for students and guests. They used the Peer Buddies student helpers along with Touch Chart and Prologue 2 GO Technology. Each student has a clipboard with daily and weekly goals and the emphasis is on promoting socialization and developing motor skills such as using tools like a paper shredder. Next I visited the 8th grade Math classroom of **Mike Wassan**. Mike expertly demonstrated the use of Smartboard technology during the lesson of transforming linear equations into simple forms using examples of equations which had an infinite number of solutions, one solution, or no solution. Our final stop before lunch was the band classroom of **Carlos LaFarga**. Carlos has not been hesitant to brag about his band which performed at TVEA's Fun 2B Fit Event last March and he was right. Mr. Evans and I were treated to what amounted to a free concert. The students took turns at the front changing conductors and soloists in a seamless manner. The sound was outstanding as well. Carlos joined us on the side and looked on with pride.

At LES, Principal Jennifer Hammerton greeted me in her normal pleasant manner. We had worked together for several years at CHS and is thought of by her staff as a collaborative and supportive principal. We visited two classrooms, those of second grade teacher **D'Anna Potter** and fourth grade teacher **Dana**



Susan LaVorgna Elementary School **Home of the "LIONS"**

Miller. D'Anna was using the "Number Talks" program using previous learned visual symbols to do addition. She clarified the main idea, gave them multiple strategies to solve including expanded form, and used the pair share strategy all in twenty minutes. Dana gave her principal a friendly teasing upon our entrance about how much she would benefit from the long division lesson. Dana used the concept of dividing the problem into groups using similar groupings of 10's and 1's that D'Anna was using with the second graders. The students used their Learning Sticker Multiplication Table as a resource. I noticed that Dana used ample wait time in asking for student responses and complimented the student who was going through his previous notes to find out his next step. My final stop was an opportunity to observe a few minutes of **LCAP PE Specialist Felicia Lindl** who is one of our new teachers this year. Felicia, like the other PE Specialists splits her time between two elementary sites LES and VHES. I was impressed with Felicia's passion and command. It was a warm October late morning on the blacktop when she was delivering her basketball skills lesson. She had the full attention of the students and they were dribbling the ball in a mass of fifty plus students. She was emphasizing fingertip control and of course eyes up. Students were simultaneously engaged and were calling out numbers via the finger signals given by Felicia. As a former high school basketball coach I was highly impressed!!

WELCOME NEW MEMBERS

We are excited to have you join TVEA! If you haven't had a chance yet, please visit our website at www.tveducators.org and check out the Welcome New Members link under Membership. You will find the Top 10 things we want you to know and make sure you do to make your start a successful one!

Danelle Anderson, Teacher, (TLES)
Noemi Avila, Nurse (CWA)
Michael Bateman-Andres, Teacher (VRMS)
Debbie Bygland, Teacher (LES)
Melissa Casassa, Teacher (LES)
Jason Charles, Teacher (TVHS)
Nicholle Coupaud Teacher (GOHS)
Katelyn Dixon, Teacher (TES)
Glenn Gooch, Teacher (PVES)
Kiley Hemrich, Teacher (AES)
Judy Hill-Wilkinson, Teacher (CHS)

Christina Jansson, LCAP Vapa Art (PES)
Jennifer Jensen, Teacher (LES)
Deirdre Klepacz, Teacher (TTES)
Kimberly Loveland, Teacher (AES)
Josh Martin, Teacher (PES)
Sharon Matus, Teacher (TMS)
Terah Nutting-Jenkins, Teacher (GMS)
Julie Olen, Teacher (CHES)
Holly Ostroske, SDC Preschool (JES)
Robert Pico, SDC Teacher (CHS)
Carol Pult, Teacher (PVES)

Jennifer Pyne, SDC Teacher (MMS)
Susan Rhodes, Teacher (TLES)
Mina Richardson, Teacher (TTES)
Lynn Rose, Teacher (TVHS)
Melissa Seiler, Teacher (GOHS)
Regina Siezm Licensed Clinical Social Worker (CWA)
Jennifer Skumawitz, Counselor (CHS)
Trista Smith, Teacher (NVES)
Meagan Townley, Teacher (TLES)
Erin Wilcox, Teacher (DMS)

San Gorgonio Service Center Council Fall Leadership Conference

Jean Weinfurter, RSP La Vorgna Elementary

The weekend of Oct. 9 -11, Erin Morrin, SDC Teacher and I went to the San Gorgonio Fall Leadership Conference in Rancho Mirage. This was the first time for both us to attend such an event.



On Sat. Erin and I attended three workshops. The first one was: IEPs, Ed Code, and Resources, Oh My!” Since Special Education is so heavily governed by laws and regulations, “Oh, My!” was quite accurate. The presenter, Karen Taylor, was quite knowledgeable. It really opened my eyes because I never realized that CTA could be a resource for instructional strategies, DUH! Karen will be given a workshop here in Temecula next month on November 12th. I highly recommend all members to consider attending. The second workshop was on “Teachers and the Law.” The two key pieces I walked away with were: 1) Never post anything on Facebook no matter how innocent it might be and 2) Do not conduct any personal business at school on school computers even after school hours.

The next workshop was on writing. The good part about writing under CCSS is that we no longer need to focus on how many paragraphs that a student needs to compose. One coherent paragraph with all the necessary components, including citing evidence from the text will suffice. The presenter uses one minute writing fluency with her students daily.

Sunday morning, we went to the “Retirement” session. This session was not only for people who are retiring, but anyone who may work in public education for their career needs to know how to best maximize the “Golden Years”. A good piece of advice is that before the major decision is made, make an appointment to see an STRS counselor to help you navigate what the best time for you to retire. You can make an appointment online at www.calstrs.com or call 1-800 228-5453

The time invested at the “San G” Fall Conference was well spent. The food was fantastic. The information was practical and useful. I had fun meeting people from other districts. It was really worthwhile to be there!

Courtney Evans

Online Teacher *Temecula Advantage Virtual School*

In addition to providing networking opportunities, the recent San Gorgonio Leadership conference offered many opportunities for learning about union-based practices and various components of education as a profession.

CTA trainers covered topics which ranged from the Local Control Funding Formula and the Local Control Accountability Plan (LCFF/ LCAP) issues, to the history of unionism, and considerations for the future of CTA including the pending Friedrichs ruling, streamlining organizing efforts, and political entities in opposition to CTA.

While the informational sessions dealing with unionism were interesting to attend and provided useful background and information about how CTA and its chapters operate, I found the session about LCFF/ LCAP to be incredibly helpful in bettering my understanding of how our district, schools, and ultimately our classrooms, receive state monies.

CTA Scholarships & Awards Programs

CTA offers several different educational scholarships to members and their dependents throughout the academic year. Listed below are the major CTA scholarships.

- CTA Scholarship for Dependent Children
- CTA Scholarship for Members
- Del A. Weber Scholarship for Dependent Children Attending Continuation High School/Alternative Programs
- GLBT “Guy DeRosa” Safety In Schools Grant & Scholarship Program
- Martin Luther King Jr. Memorial Scholarship
- CTA César E. Chávez Memorial Education Awards Program

Check out the TVEA website for Eligibility, Applications and Deadlines

NEA Member Benefits

NEA Members Save 25% with Corwin Professional Learning Resources

Corwin's vast publishing program offers educators more than 4,000 resources designed to bring research to practice—on everything from the Common Core and 21st Century Learning to classroom management and the fundamentals of teaching reading, writing, math and science. Make professional learning a priority this year-- visit www.neamb.com/corwin and use NEA Member PROMO Code D12BA5 to obtain your 25% discount!

SHOUT OUTS

A major Shout Out to TVEA Bargaining Chair and Vice-President **Edgar Diaz** who was recognized by the Riverside Chapter of the National Association for the Advancement of Colored People (NAACP) at their Third Annual Salute to Labor Unions Awards Dinner. Edgar was one of seventeen honorees in various categories. His recognition was for the "Foot Soldier" Award. This award is described as an honor given to those "Unsung labor members who have sacrificed and struggled to make equality a reality for all; going above and beyond the call of duty in the area of labor relations". This certainly describes Edgar well. He has worked tirelessly on behalf of our members while balancing his teaching and family responsibilities. Edgar's nomination stated: "Edgar Diaz has exemplary skills in organizing, motivating, and encouraging local members in bargaining for what is fair and equitable. Edgar stays focused on the issues at hand. He keeps the mission and goals of the association at the forefront. He sees not only where we are as an organization but where we need to be to advance the causes of our association and public education". Kudos to Edgar from TVEA and well deserved!

Pictured at the NAACP Awards Ceremony on October 17th are from left to right: TVEA President Jeff Kingsberg, Lowena Manzano TVEA Bargaining Team, Edgar Diaz, Patty Casey, TVEA Bargaining Team, Larry Thompson, TVEA Bargaining Team, and Marcia Varner, TVEA Executive Board



Additional Shout Outs:

- Don Jones, Chaparral High for being named the Temecula Rotary Sunrise Teacher of the Month for September
- Don Skaggs and Lisa Balka, GOHS for their presentation at the 9/15 board meeting on the Peer Leader Program at Great Oak and the Because Nice Matters Week implementation at their site
- TVEA Executive Board Members Michelle Stevens (AES), Tammy Iverson
- (LES), Rob Clause (CHS), Kim Evans (GMS), Marcia Varner (FVES), Edgar Diaz (GMS), and Raul Miranda (GOHS) for their work in making TVEA Football Night a success in its inaugural year.
- Special Education Steering Committee Chair Lisa Fuehrer (TVHS) for getting this committee up and running. You did a great job of leading the recent discussion at the TVEA office with SPED DO administration.
- Doreen Dormanen (LES) who will be visiting Zambia in Africa this summer under Project Teach. She will be bringing books and math manipulatives to the Breath of Heaven Children's Village to further the education of African children.
- Jason Slowbe (GOHS) was recognized at a September board meeting as the Math Teacher of the Year by the Riverside and San Bernardino County Math Teacher Association.
- Donna Lione (TVHS) who was serving as the LCAP Math Specialist at TVHS and has been selected as Assistant Principal at the same site. Congratulations!
- Heather Anderson (TVHS) has been selected to serve as a Categorical Coordinator at the DO. Heather was previously the LCAP Intervention Support Specialist at TVHS. Best of luck in your new role!

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Lynn Breen (LES) Insurance

Melissa Young (PVES) Organizing

Rob Clause (CHS) Fiscal Analysis

and Reports

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