



MAR '22

TVEA DIGEST

CATCH UP WITH WHAT'S UP AT TVEA

What's Up!

Stay in the Know
and Catch Up
quickly with What's
Up at TVEA!!



SPRING INTO SPRING BREAK

Hop on down to
Top Spin in Old Town Temecula
and kick off Spring Break with your
TVEA Colleagues



TVEA SOCIAL HOUR

MAR 18

3-6 PM

Play some Ping Pong,

Sip on Drinks!

Snack on Pizzas and
Pretzels provided by TVEA

Top Spin Located at 28688 Old Town Front Street Second Floor

LET'S CELEBRATE YOUR 2022-2024 EXECUTIVE BOARD AND KICK OFF SPRING BREAK

This week TVEA Members conducted electronic voting for six (6) Executive Board Offices. Those elected will serve on the twelve -member TVEA Executive Board from July 1, 2022- June 30, 2024.

TVEA would like to thank everyone who took the time to vote in this very important election.

Congratulations to:

President: Edgar Diaz

Vice-President: Alan Underwood

Secretary: Amy Eytchison

Elementary Area Representative: Anastasia Bortcosh

High School Area Representative: Doug VomSteeg

Position Specialist Area Representative: Cyndi Lopez

State Council Representative: Alan Underwood

Please consider stopping by Top Spin Pizza and Ping Pong in Old Town Temecula this afternoon and help us celebrate our newly elected Executive Board Members and our well deserved two week Spring Break!

Challenge a colleague or two to a game of Ping Pong or just enjoy the sunshine and fresh air with a drink in hand.

This TVEA Member event will be held from 300-600. TVEA has a reservation on the outdoor balcony. Snacks and Appetizers such as pizza and pretzels will be provided by TVEA with beverages available for purchase. We will have a few raffle prizes to give away too!!



2022-2024

NEWLY ELECTED EXECUTIVE BOARD MEMBERS

.....

PRESIDENT

EDGAR DIAZ

VICE PRESIDENT

ALAN UNDERWOOD

SECRETARY

AMY EYTCHISON

ELEMENTARY AREA REP

ANASTASIA BORTCOSH

HIGH SCHOOL AREA REP

DOUG VOMSTEEG

POSITION SPECIALIST AREA REP

CYNTHIA LOPEZ

2022-2025

STATE COUNCIL REP

ALAN UNDERWOOD

THANK YOU TO EVERYONE WHO VOTED!

TENTATIVE AGREEMENT ON SUCCESSOR TVEA-TVUSD CONTRACT IS FINALIZED; MEMORANDUM OF UNDERSTANDINGS (MOU'S) ON NON-TRADITIONAL ASSIGNMENT TRANSFERS AND VOLUNTARY TRANSFERS ARE SIGNED

In a full-day Friday February 25th Bargaining Session, TVEA and TVUSD came to a Tentative Agreement which if approved, would finalize 2021-22 Negotiations, and additionally signed two MOU's.

The tentative agreement requires member ratification for it to become contractual language. TVEA will conduct a member meeting on Monday April 11th at 4:00 to review the agreement and receive member questions. Electronic Voting will occur on Thursday April 14 through Monday April 18th.



Tentative Agreement

The successor contract is narrow in scope with mostly a reworking of Article 12: Assignments, Transfers, and Filling of Vacancies. This along with fair and competitive compensation (previously ratified by membership in December) was a TVEA Bargaining Platform Goal. Here are a few wins related to the Voluntary Transfer Process that are expected to be placed into the contract:

1. Once on the list for the April to September window, the member will be contacted by the district for any selected openings. This relieves the member from having to constantly scan for job postings.

2. For Interviews during this period, the district may not contact outside candidates to schedule an interview until our bargaining unit members have been interviewed. This alone has shown a definite increase in members receiving voluntary transfers over the prior model.

3. If there are five (5) or fewer internal applicants, they will receive individual interviews. We believe this opportunity for our members to demonstrate their unique qualifications has added to the increase in TVEA unit member voluntary transfers. Additionally in the Tentative Agreement, there are a couple of changes to the Stipend Schedule with Girls Wrestling Coach being added as well as a stipend for serving as an Intern Support Provider.

The term of this agreement would go through June 2024, yet compensation and benefits plus two reopener articles per side may be bargained in both 22-23.

Memorandum of Understandings:

- 1) Voluntary Transfer Article 12: This is a renewal of our process from the past 5-6 years yet reflects the single transfer declaration window from March-April we have moved to. It is noted on the signature page that this MOU will expire if/when the successor agreement is approved by TVEA membership as it will move into the collective bargaining agreement.

- 2) Non-Traditional Assignment Transfers: This is the clarification of Specialist Rights in the areas of Transfer and Evaluation we were seeking as one of our three 21-22 bargaining platform planks and resolves the TVEA Grievance we filed last Spring which was pending at Level Five (Arbitration) This is initially a trial MOU through June 2023 yet could become contract language as is expected of the Voluntary Transfer MOU.

Analysis

With 21-22 Compensation agreed to and ratified, TVEA arguably gained ground in two of the three areas we sought to achieve. While we were not able to gain language on SPED Caseloads at this time, we opened the subject and thwarted TVUSD's interest in adding Article 17 Language on the Disciplinary Process and Just Cause. Our CTA primary staff member has stated our current contract language in this area is as "Teacher Strong" as any association language he has seen in his fifteen-year career.

CHS SITE LEADER AND MATHEMATICS TEACHER MIKE HEBEBRAND SHARES INFORMATION WITH TVEA MEMBERS ABOUT THEIR CALIFORNIA STATE TEACHER RETIREMENT (STRS) ACCOUNTS

Did you know that in addition to a pension that you will get when you retire you have an extra account called the **DBS (Defined Benefit Supplemental) Account**?

All your extra duty including Summer School, Substitute Coverage, 6th/5ths, Coaching, goes into an additional account beyond your main Defined Benefit STRS account. You will choose how to receive this when you retire.

If you have a good financial advisor, you might wish to discuss with them electing to roll this over into a qualified plan and take the entire amount out from CalSTRS. There are four other options in which a STRS member may take this as a Lifetime Annuity, over three (3), five (5), or ten (10) years. For example:

Member X has \$75,000 in his/her DBS account. Teacher X can choose to roll the entire amount over into a managed, qualified retirement account outside of CalSTRS, or receive a monthly annuity of \$506 per month for the rest of his/her life.

If Member X elects to receive the money over a three-year 3 period, they will receive \$2,400 per month. For a five- year period, they will receive \$1,535 a month or over ten years about \$900 a month.

Note that you will be responsible for federal and state income tax liability on any distributions you take from your supplemental account as well as your defined benefit. The two options which are likely to have the worst tax consequences are the three- and five-year annuity payments. Members should consult a tax professional for impacts based on their own situation.

Members can access this information by creating and logging in to their own personal MYCALSTRS.com account. Go to "View my Account Balances" or look at page four of your 2021 Annual Report with the four different options calculated for you.

Remember that a fifth option is to roll this money over into a qualified investment plan.

If you need help in finding your STRS Defined Supplemental Account Balance and Member Options, please let me know. I can be reached by email at mhebebrand@tvusd.us



FOUR TVEA MEMBERS ATTENDED THE EQUITY AND HUMAN RIGHTS CONFERENCE IN LOS ANGELES

Two of our TVEA Members Stevie Collins and Stephen Secules share about their experience at the Conference this month.

The CTA Equity and Human Rights Conference was a strong, informative, and inspiring experience. As a member of the LGBTQ+ community and a person with disabilities, I felt welcomed and heard. Everyone was included in the conversations and spoke their minds freely and without bias or discrimination. I watched one of the most powerful films on Black History that I have ever seen and met several inspirational people. I am now being given the opportunity to help build a Disability Caucus help CTA make even more amazing differences in the future. I came home from this conference inspired and proud to be a member of our union and of CTA.

Stevie Collins



The CTA Equity and Human Rights Conference was informative and eye-opening. It was my first time at a CTA conference and I was pleased at how open and inviting it was; everyone was ready with a smile and greeting and genuinely wanted to communicate with each other. I attended sessions about LGBTQ+ Advocacy, supporting equity in schools and classrooms, and got more info on the "critical race theory" issue. There was an excellent documentary screening and panel discussion on the first night--a reminder of the need to support racial minority students and the inequities that exist--and a fantastic keynote speaker during the Saturday lunch hour who spoke of the unique challenges and phenomenal work of Black school teachers in the early 20th century to overcome discrimination embedded in school curricula. The whole conference experience reminded me that our classrooms in public education need to be there for ALL students, regardless of race, creed, faith, orientation, identity, etc.

Stephen Secules

TVEA MAKES PUSH FOR STUDENT AND STAFF NEEDS WITH LCAP CONSULT PROCESS

For years TVEA has had a strong voice in the development of the TVUSD Local Control and Accountability Plan (LCAP). The 2022-23 LCAP is expected to yield more than \$14 million in supplemental dollars to TVUSD to close the achievement gap for disadvantaged and underachieving students.



On Thursday March 17 under the leadership of LCAP chairs Julianne Dickinson (GOHS) and Lauren Davis (DMS) TVEA shared the findings from its survey conducted the week of March 7th. TVEA LCAP Committee members along with TVEA officers supported the TVEA advocacy effort. TVEA LCAP invited Governing Board members to attend this virtual meeting and were pleased to have President Adam Skumawitz and Member Steven Schwartz present.

Julianne and Lauren presented a three-plank platform from our TVEA member survey with feedback received from 320 members across our instructional levels, sites, and job titles. TVEA emphasized that all three of these areas are interconnected in cause and effect:

- 1) Support for Adverse Student Behavior-** TVEA reported that our teachers are drowning in addressing chronic adverse behavior. We need stronger student accountability including the removal of disruptive students. More educational and instructional assistants and perhaps a dean of student discipline could provide more support. TVEA is seeking a call to action to develop a programmatic discipline plan for each instructional level.
- 2) Counseling and Social- Emotional Learning Staff Caseload Support-** There is a need to increase staffing of counselors and social workers and ensure equity across grade levels and sites. At the elementary level, VAPA was cited as a support for student wellness and would benefit from being a year long student program.
- 3) Support for Chronically Failing Students-** There are little to no consequences for students who fail at the K-8 level. Middle school success is a key as it was stated that students who fail do not do so at high school, but at middle school. More math and literacy support, teacher led tutoring, and addressing extremely high special education clusters in general education classes were shared as interventions.

The next step is the LCAP Governing Board Workshop on Tuesday April 5th at 4pm at the TVUSD Conference Center in which all district stakeholder feedback will be considered. TVEA members can attend this workshop or submit their own feedback in advance to the TVUSD Governing Board.

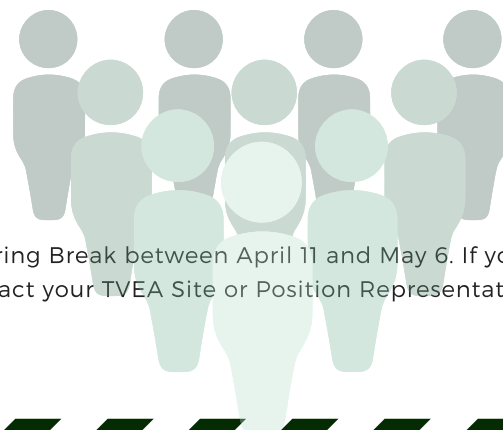
SPRING SMALL GROUP LISTENING SESSIONS MOVE FORWARD

TVEA leaders and members continue to share two-way communication with meetings across our membership. Small Group Listening Sessions are being conducted at all sites in Spring 2022 coordinated by TVEA Site Leaders.

Groups of departments, grade levels, and job alike groups are providing feedback TVEA leadership will review and compile in generating feedback for Bargaining, LCAP, and Meet and Confer Sessions between the TVEA Executive Board and TVEA Cabinet.

These meetings are an alternative to the larger groups targeted through the previous TVEA Site Visit Blitzes, allowing for more comfortable confidential conversations and people to be heard.

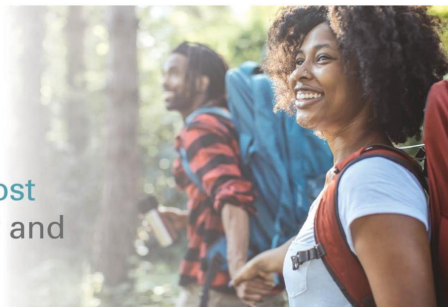
Since Mid- February, TVEA has recorded:
41 Small Group Meetings Conducted
18 School Sites Have Held At least One Small Group Meeting
279 Members Have Provided TVEA Feedback



TVEA will be seeking to execute a second round of Small Group Sessions after Spring Break between April 11 and May 6. If you and your colleagues would like to provide feedback in one of these sessions, contact your TVEA Site or Position Representative to schedule.



Take advantage of **no cost** benefits to help you get and stay healthy



BENEFIT HIGHLIGHTS



AVAILABILITY AND HOW TO GET STARTED

24/7 Help with Personal Concerns

SISC Employee Assistance Program

Access free, confidential resources for help with emotional, marital, financial, addiction, legal, or stress issues.

All employees at member districts

Call 800-999-7222

Visit [anthemEAP.com](#) and enter SISC

Expert Medical Opinions

Teladoc Medical Experts

Get answers to health care questions and second opinions from world-leading experts.

All employees at member districts

Call 800-835-2362

Visit [teladoc.com/SISC](#)

24/7 Physician Access—Anytime, Anywhere

MDLive

Consult with doctors and pediatricians over the phone or using online video for common medical conditions and behavioral health issues. Physicians can prescribe medication when appropriate. Co-pays may apply.

Anthem and Blue Shield members

Call 888-632-2738

Visit [mdlive.com/sisc](#)

Free Generic Medications

Costco

Access most generic medications at no cost through Costco retail and mail order pharmacies. You don't need to be a Costco member.

Anthem and Blue Shield members

Call 800-774-2678 (press 1)

Visit [costco.com](#)

Enhanced Cancer Benefit

Contigo Health

Consult experts on initial diagnosis and development of a care plan. Benefit includes care coordination services with at home provider, transportation, and more.

Anthem and Blue Shield PPO members

Call 877-220-3556

Visit [sisc.contigohealth.com](#)

Hip, Knee, and Spine Surgical Benefit

Carrum Health

Consult top-quality surgeons on hip and knee replacements and certain spine surgeries. Benefit covers all related travel and medical bills.

Anthem and Blue Shield PPO members

Call 888-855-7806

Visit [carrumhealth.com/sisc](#)

Personal Health Coaching

Vida Health

Get one-on-one health coaching, therapy, chronic condition management, health trackers and other tools and resources online or via phone.

Anthem and Blue Shield members

Call 855-442-5885

Visit [vida.com/sisc](#)

Physical Therapy for Back or Joint Pain

Hinge Health

Get access to free wearable sensors and monitoring devices, unlimited one-on-one coaching and personalized exercise therapy.

Anthem and Blue Shield PPO members

Call 855-902-2777

Visit [hingehealth.com/sisc](#)

24/7 Access to Virtual Maternity and Postpartum Support

Maven

Consult with a care advocate who connects you with trustworthy content delivered by doctors, specialists coaches and other maternity providers to help deal with pregnancy and postpartum concerns.

Anthem and Blue Shield PPO members

Visit [mavenclinic.com/join/SISC](#)



HEALTH CARE BENEFITS FROM SISC



Need Someone to talk to?

We're here if you or someone in your family needs help.

Life can be stressful, be it work, family, or even just day-to-day tasks and responsibilities. It's okay to admit when things feel hard.

Now is a good time to tune in to your mental and emotional health. You have various low and no cost options available, and you can access many of them from the comfort of your home.

All Employees and Household Members

SISC Employee Assistance Program

To access free in-person and virtual therapy, call 800-999-7222.

Anthem and Blue Shield PPO and HMO Members

MDLive — To access virtual therapy and psychiatry, visit [mdlive.com/sisc](#) or call 800-657-6169.

VIDA — To access virtual therapy, visit [www.vida.com/sisc](#) or call 855-442-5885.

Anthem PPO and HMO Members

To find participating therapists and psychiatrists, use the **Anthem Provider Finder** or call the phone number listed on your ID card.

Blue Shield PPO and HMO Members

To find participating therapists and psychiatrists, use the **Blue Shield PPO Provider Finder** or **Blue Shield HMO Provider Finder** website or call Shield Concierge at 855-599-2657.

Kaiser Permanente Members

Northern California — To find participating therapists and psychiatrists, use the **NorCal Kaiser Permanente Location Finder** or call Member Services at 866-454-8855.

Southern California — To find participating therapists and psychiatrists, use the **SoCal Kaiser Permanente Location Finder** or call Member Services at 833-574-2273.

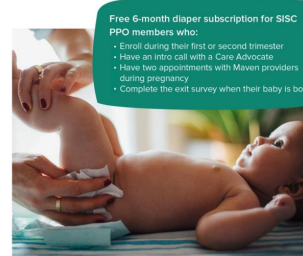
All support is confidential.

Our providers will never share your information with your employer.



Free on-demand care for your parenthood journey

SISC is providing PPO members with free access to Maven virtual care for pregnancy and postpartum support. Use Maven for 24/7 access to doctors, specialists, coaches, and trustworthy content tailored to your experience.



Free 6-month diaper subscription for SISC PPO members who:

- Enroll during their first or second trimester
- Have an in-call with a Care Advocate
- Have two appointments with Maven providers during pregnancy
- Complete the exit survey when their baby is born

What is Maven?

Maven offers 24/7 virtual access to one-on-one maternity and postpartum support. Eligible SISC PPO members are matched with a Care Advocate who connects them to trustworthy maternity and postpartum content.

How do I use Maven?

Download and log into the Maven Clinic app to access maternity and postpartum doctors, specialists, coaches, mental health experts, and so much more.

Support at every stage of your journey

Pregnancy

- ✓ Midwives, OB-GYNs, Doulas
- ✓ Birth Planning
- ✓ Prenatal Nutritionists
- ✓ Mental Health Specialists
- ✓ Loss Support

Postpartum

- ✓ Infant Care Advice
- ✓ Pediatricians
- ✓ Lactation Counseling
- ✓ Infant Sleep Coach

Return to work

- ✓ Emotional Support
- ✓ Back-to-Work Support
- ✓ Career Coaching



To activate your membership:

Download the Maven Clinic app
Visit [mavenclinic.com/join/SISC](#)
Scan the QR code

