



TVEA ADVOCATE

MEMBERSHIP MATTERS

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Issue
04

MARCH
 2018

Features

- President's Message: Site Advocacy
- Insurance Advisory Feature
- Spring TVEA OVATION!
- CTA IFT Grant Updates
- Executive Board Elections
- TVEA Family Connection

Upcoming Events

- 3/15 Leadership Council
- 3/20 School Board Mtg
- 3/22 EB Declaration Due
- 3/26-4/6 Spring Break
- 4/10 Governing Board Wkshp
- 4/12 Executive Board Mtg
- 4/12 North Region CAP Mtg
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- 4/17 School Board Mtg
- 4/19 Leadership Council
- 4/19 South Region CAP Mtg

TVEA 2018 MEMBERSHIP MATTERS CAMPAIGN IN FULL SWING

TVEA is committed to sharing with members the positive value of our association and how a united membership and collective voice has benefitted Temecula teachers and specialists. In February, we provided some of the contractual gains of the last four years including: Salary and Benefits, Medical Bridge Insurance for Retirees, and Flexibility of Leave Under Personal Business. In addition, we reminded members of the contractual assurances of Preparation Time, Class Size Limits, and Limits on Duties Outside of the Contract Day. Since California has been a state with collective bargaining rights and the requirement of Agency or "Fair-Share Fees" for members who may opt out, we may take our higher salaries and working condition safeguards for granted. Many states across the country do not have strong union infrastructure nor the corresponding middle-class lifestyle that public employee unions have helped to create.

This month you will be receiving a second one-page color flyer in your school site mailbox before Spring Break. It captures the variety of areas in which we have had a strong representative voice in shaping TVUSD policy in domains such as TVUSD Local Control and Accountability Plans (LCAP) and High School and Middle School Bell Scheduling Committees. Also featured are the opportunities we provide along with CTA to grow as educators through professional development. We have also become a major community contributor by our continuing work as a Temecula Dollars for Scholar Donor, City of Temecula Holiday Parade Participant, and as Temecula Valley Chamber of Commerce Member. Finally, we share how as a family of educators we recognize and award members through peer nominations in our TVEA OVATION! program and specific groups such as TVUSD Alumni and Retirees.

We hope you will take time to reflect on our work together and more importantly the positive impact of us being UNITED as a body of 1360 plus educators. Being an educator can have its highs and lows. Many of us are idealists and as advocates for teaching and learning we may get frustrated when a work situation becomes difficult or we cannot reach that one student. Staying together collectively despite what the Supreme Court may rule this spring in the Janus case is wise for California educators and local teacher associations including TVEA.

We appreciate you staying abreast of our TVEA Membership Matters communications. In April, we intend to share some of the work and advocacy of our parent groups CTA and NEA. In May, we will provide a more thorough update on the Janus case and the implications of a potential ruling by that time.

Thank you for staying TVEA Strong!

TVEA
 FEBRUARY 2018

MEMBERSHIP MATTERS

A UNITED MEMBERSHIP & COLLECTIVE VOICE HAS PROVIDED MEMBERS:

IN THE LAST FOUR YEARS:

- 10% SALARY INCREASE
- 15% INCREASE IN DISTRICT PAID HEALTH AND WELFARE BENEFITS
- MEDICAL BRIDGE BENEFITS FOR RETIREES VALUED AT \$8392/YEAR
- CONTRACTUAL PROTECTIONS:
 - 10 DAYS PERSONAL BUS. LEAVE/YR
 - LIMITS ON CLASS SIZES & JOB DUTIES
 - GUARANTEED PREP TIME

WE MUST PROTECT

WAGES BENEFITS CLASS SIZES PREP TIME PERSONAL DAYS SAFE WORKING CONDITIONS PENSIONS & RETIREMENT BENEFITS STEP & COLUMN INCREASES CONTINUING CONTRACT RIGHTS DUE PROCESS RIGHT TO UNION REPRESENTATION

SECURITY

A Strong Collective Voice & Strength In Numbers Provides TVEA The Ability To Effectively Advocate For Members

STABILITY

There is a Supreme Court case being heard this spring potentially threatening the freedom of employees to join together in powerful unions like TVEA. We all know how important it is to remain united and continue to advocate for fair working conditions, compensation and quality public education for our students. STAY TVEA STRONG!

TVEA
 MARCH 2018

MEMBERSHIP MATTERS

TOGETHER, A UNITED MEMBERSHIP & COLLECTIVE VOICE ALLOWS US TO:

HAVE A REPRESENTATIVE VOICE IN TEMECULA VALLEY UNIFIED

- NEGOTIATIONS
- ADHOC BUDGET
- INSURANCE ADVISORY
- COMMON CORE IMPLEMENTATION
- LCAP PLAN CONSULT
- SCHEDULING HS & MS COMMITTEES
- SUPERINTENDENTS COUNCIL
- SPECIAL EDUCATION COMMITTEE

WE SUPPORT PROFESSIONAL DEVELOPMENT

- GOOD TEACHING & LEADERSHIP CONFERENCE
- TEACHING SUMMITS
- SAFETY TOWN
- CTA TRAININGS

WE CONTRIBUTE TO OUR COMMUNITY

- DOLLARS FOR SCHOLARS
- CITY OF TEMECULA HOLIDAY PARADE
- TASTE OF TEMECULA VALLEY
- TEMECULA SUNRISE ROTARY
- TEMECULA VALLEY CHAMBER OF COMMERCE MEMBER

CELEBRATE & HONOR

WE SHOW SUPPORT, RECOGNIZE AND HONOR ACHIEVEMENTS

- TVEA OVATION AWARDS
- TVEA LOCAL & REGIONAL AWARDS
- TVEA RETIREE RECOGNITION

Gather & Network

WE COME TOGETHER AS COLLEAGUES & FRIENDS

- PADDLE & STORM
- BASEBALL GAMES
- HS FOOTBALL NIGHTS
- FRIDAY SOCIALS
- REIGN HOCKEY GAMES

There is a Supreme Court case being heard this spring potentially threatening the freedom of employees to join together in powerful unions like TVEA. We all know how important it is to remain united and continue to advocate for fair working conditions, compensation and quality public education for our students. STAY TVEA STRONG!

PRESIDENT'S MESSAGE: SITE ADVOCACY KEY TO A STRONG TVEA

We are more than 1360 members teaching a variety of instructional levels and subjects along with a growing number of specialists serving students. We are spread across twenty-seven school sites in a vast suburban school district.

When a site takes initiative either on its own or in conjunction with TVEA leadership, we become a stronger organization. TVEA can assist sites in a variety of ways. For example, we can provide perspective on contractual language which may appear ambiguous. We can survey your site on a matter of interest to your members. We can come to your site and seek two-way communication with concerned members.



I am pleased to see multiple sites make tangible progress in communicating with their own members and taking steps of advocacy. VES, BVMS, and CHS surveyed their members in early 2018 and shared that information with TVEA Leadership. VES gathered information related to the temporary closure at their site and factors related to the 2018-19 staff displacement and potential return to VES in 2019-20. They also had a presence at both the February school board meetings including public comments participation. The result of their advocacy and persistence was a Memorandum of Understanding which assures a return to VES in 19-20 and release time or pay for both their move out and move back.

BVMS Site Leadership conducted a survey of its members related to their position on a move to a "Common Prep" Bell Schedule used in Murrieta Unified. The survey was shared at the Middle School House Meeting in late January and prepared me to visit with concerned teachers during a February lunch site visit. I had a positive two-way conversation with a large group of sixth grade teachers at BVMS in February and clarified TVEA's commitment to represent their perspective on ongoing scheduling committees.

Finally, Chaparral High School responded to the cancelled State of the District Meeting at CHS. Multiple members e-mailed the Superintendent with their disappointment of this cancellation, which was to be the North Region's opportunity for parents, staff, and students to come together. Site meetings were held and a survey about district support was conducted in conjunction with the TVEA office. This prompted Superintendent Ritter to come to CHS after school on February 12th for a voluntary meeting to discuss concerns related to facilities, staffing, LCAP services etc. I believe a model in which district leadership visited sites on a rotating basis for two-way communication would be welcomed by our members.

Looking forward across our association, each site has an opportunity to once again advocate for their contractual rights with the posting of the new collective bargaining agreement which was ratified in late fall by our members. Article 5.12 speaks to Site Based Intervention Plan(s) and a 60% supermajority consent vote required of members at that site. TVEA and Site Administration are to jointly conduct the vote. Will your site take the initiative to either affirm your plan(s) or revise them for the start of 2018-19?

Site Advocacy is key to making us a stronger organization. Ongoing communication between site leaders and members is crucial to develop this aspect of a TVEA presence at your site.

Have a great Spring Break!
Jeff



TVEA MEMBERS PARTICIPATE AS STAKEHOLDERS IN TVUSD EXAMINATION OF ALTERNATIVE BELL SCHEDULES FOR HIGH SCHOOLS AND MIDDLE SCHOOLS

TVEA is well represented as the district examines various bell schedules across the state of California at various high schools and middle schools. TVUSD has shared an interest the last few years with TVEA of seeking schedules which would allow for greater student access to courses such as Career and Technical Education, AVID, ASB, AP ad IB Offerings etc. The district is also seeking to study schedules which would create cost savings for TVUSD and offer employees increased ongoing compensation.

The high school scheduling group has met recently on January 22, February 14, and March 13. Recently the group has identified and reviewed schedules from the top rated 100 High Schools in California. Those schedules were researched by committee members and shared out on February 14. At that meeting schedules of interest to study further were selected. From that session, videoconference meetings to discuss the pros and cons of each school's bell schedules were shared from La Costa Canyon, Los Altos, Olympian (Sweetwater USD), San Mateo, and South Pasadena.

The middle school committee most recently met February 22. The group reviewed bell schedules which had been shared at a previous meeting from middle schools in Poway and Murrieta reviewing the pros and cons.

The examination of various bell schedules at both levels is a deliberate process. TVUSD has repeatedly stated they have no intent to move to another schedule in 2018-19 and acknowledged that any proposed change(s) in working conditions would need to be negotiated with TVEA. TVEA appreciates the participation of our high school and middle school members as we value being both an early and frequent voice in examining schedule models.

TVEA EXECUTIVE BOARD HOLDS 3RD ANNUAL SPRING EXECUTIVE BOARD

PLANNING WORKSHOP

The TVEA Executive Board met on Thursday February 15th for a full day at the Corner Bakery on Highway 79 South. This is the third year in a row that the board has combined its February meeting with a Spring Board Workshop. This model gives the Executive Board two planning meetings a year to check TVEA progress on what the organization set out to do in August, make any additions and/or adjustments to our spring calendar, and be forward thinking into the beginning of 2018-19.

The group started the day by opening with a scheduled ninety (90) minute Executive Board Meeting. TVEA Bargaining Committee Chair Brian Balaris joined the group at the outset of the meeting and briefed the Executive Board on all the negotiations developments from the February 13th Bargaining Session.

The TVEA Executive board also received a detailed other committee reports including LCAP Consult and Special Education. The board took action on adding two members to the TVEA LCAP Consult Committee and approved a potential donation from our crisis fund for the California Virtual Educators Association should they go on strike this spring. Area Representatives gave reports from their week of January 29 "House Meetings". In the Discussion and Direction segment of the meeting, the board discussed the idea of developing language in our standing rules for Site Leader Elections and attempting to move the timeline forward to this spring getting site representatives in place now for 2018-19 rather than waiting until September.

Next came the planning workshop in which the board did a "Mid-Year Check Up and Self-Assessment on our Focus Areas and Goals (Engagement of Site Leaders and Networking with Bargaining Representatives through Periodic Instructional Level "House Meetings", Development of a Member Recognition Program such as TVEA OVATION!, and Develop a Comprehensive Strategy to Address the Potential Loss of Fair-Share Fees). The group also reviewed a handful of August 2017 "Essential Questions and Considerations" such as Member and Community Engagement, Communication including consideration of continuing the model of a fall All-Member Meeting, and Strategies to Improve Electronic Voting Turnout.

After lunch at Corner Bakery, the group took on TVEA Calendar Considerations into 2018-19 including a draft of Executive Board and Leadership Council meetings. This calendar will be brought to the TVEA Leadership Council for review and approval before Spring Break. Finally, the board reviewed information prepared by Treasurer Mike Wassan related to the 2018-19 TVEA Budget in anticipation of the loss of some revenue with the expected elimination of Fair-Share Fees through the Janus United States Supreme Court Decision. Budget scenarios were shared with the Ad Hoc Budget Committee on February 27th for feedback. The Executive Board will prepare a budget and possibly a contingency budget to share with Site Leaders in April with a potential TVEA Budget vote by the Leadership Council coming in May. The Spring Planning workshop is a critical strategic planning tool for TVEA that we hope to keep in 2018-19 and beyond. The fact that our Executive Board is committed to doing a Fall Workshop on their own time in August (No Release Time Required) before the Teacher/Student Calendar begins should allow us to continue this essential planning day and continue seeking to be a forward -thinking organization on behalf of our members.

TVEA COMMITTEE FEATURE:

TVEA INSURANCE ADVISORY COMMITTEE WORKS DILIGENTLY BEHIND THE SCENES ON OUR MEMBERS BEHALF

One of the most important and hardest working subgroups within TVEA is our Insurance Advisory Committee or IAC. This is the committee who is responsible for researching insurance carriers and plans and bringing forward their recommendations to the TVEA Executive Board.

The TVEA Insurance Advisory Committee benefits from experienced and strong leadership. The chair of the committee is Temecula Luiseno Kindergarten Teacher Lynn Breen. Lynn has been a TVEA IAC member since 2003, and chair since 2015. Joining Lynn on the TVEA IAC is Vail Elementary 5th grade teacher Frank Bantle. Frank is also an experienced insurance hand having served since 2009. Rounding out the committee is TVHS Social Science Teacher Mike Dunbar (3rd Year), Margarita Middle Special Education Teacher Nancy Bryson (2nd Year), and Chaparral High English Teacher Bryan Brown (1st Year).

The group has been quite busy in the last two school years. In 2016-17 they had various brokers come to TVEA and present their menu of plans and options. After reviewing all the presenters, it was determined that our current carrier SISC provided the best series of plans for our members.

Our TVEA IAC worked hard to expand the dental options for members and captured a second dental plan which includes orthodontia. They also advocated on behalf of members who had challenges dealing with SISC related to knee, spine, and hip surgeries and since SISC has provided more local choices. This year the group is developing a member survey to determine the needs of members for the next renewal period with consideration for weighing the costs of more coverage per person. They also conducted an informational workshop for members February 28 with Armando Cabrera from SISC guiding members in the nuances involved with selecting the appropriate insurance plan based on myriad factors.



TVEA JOINS 2018 READ ACROSS AMERICA

TVEA thanks NVES teacher Randy Arnayro and PES teachers Jennifer Janert and Sandy Meyers for inviting our office to their schools on Friday March 2 for the annual Read Across America event.

TVEA President Jeff Kingsberg and Office Manager Lisa Sisco visited the second-grade classrooms of Mrs. Craite and Mrs. Farkas at NVES in the morning. In the afternoon Jeff had the pleasure of being invited to read to both Mrs. Janert and Mrs. Meyers fourth grade classrooms.

Kudos to these teachers and others who make the day special by coordinating readers from the district and community to promote literacy.



TVEA OVATION! MEMBER RECOGNITION PROGRAM MOVES INTO SPRING 2018 PHASE

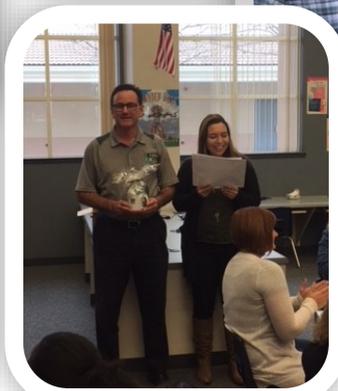
TVEA is recognizing twelve more OVATION! recipients this spring as well as an additional eleven nominees. Nominees have been sent a TVEA OVATION! certificate, OVATION key ring, and a Congratulations Letter from TVEA. Recipients are in the process of being recognized in front of their staffs at staff meetings. They receive a TVEA Coffee Mug filled with a gift card, school supplies, and chocolates in addition to the certificate.

TVEA's program will have recognized forty-six members this year. This would not be possible without your assistance as peer nominations fuel the program. We are pleased to share that TVEA is viewed as a model association both in our region and the state for our OVATION! program. TVEA President Jeff Kingsberg shared the program with fellow Presidents across Riverside County in a December regional meeting and several other local associations are seeking to start up the program. TVEA is one of three associations featured statewide in CTA's Institute for Teaching trainings conducted across the state to inspire and support member programs.

Kudos to our Member Engagement Committee Co-Chairs Kerri Bodemer (TES) and Belisa Guerrero (TLES) who have been instrumental along with the talents of our TVEA Office Manager Lisa Sisco.

A round of applause for our Spring 2018 TVEA OVATION! Spring Recipients:

Frank Bantle (VES), Mary Beutiz (VRMS), Maria Castillo (GOHS), Melissa Gibson (VES/TVHS), Jeff MacLean (GOHS), Sarah McGaugh (TVHS), Beth Portillo (LES), Nancy Reza (TES), Carrie Richardson (RES), Debra Tarantino (MMS), Sarah Tostado (NVES), Angie Whittle (JES)



**UPDATE ON CTA INSTITUTE FOR TEACHING GRANTS:
WE ARE ADVOCATES FOR TEACHING AND LEARNING!**

The impact of TVEA members going the extra mile for our students is evident in current and recent CTA Institute for Teaching Grants our members have applied for and received. Last year TVEA was the only association in California to have three (3) grant winners and subsequently in the current year we again have multiple grant awardees. In fact, TVEA members have brought \$53,000 to TVUSD and our students of classroom support!!



Blaine Boyer (RVHS): Blaine brought three years of CTA Institute for Teaching Grants to his students at RVHS. In 2013-14 and 2014-15 Blaine brought a grant to RVHS which allowed students to learn solar panel construction. Blaine is proud to report that many of his graduates are in the workforce due to their grant experience. The picture shows two graduates working on the outskirts of Temecula for BioStar Renewables at prevailing wages of \$50 an hour!

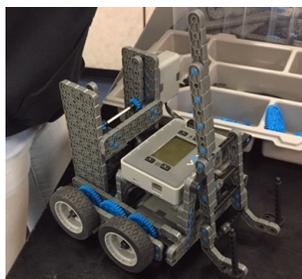
In addition, Blaine implemented an "Achievement Through the Arts" grant in 2016-17 that resulted in students constructing and learning how to play their own guitars. The guitar shown is the creative product of a fifteen year-old special education student who was mainstreamed into her first high school class.



Toby Brannon (TVHS): Toby and his students are working feverishly to complete construction on the TVHS Biosustainability Greenhouse. TVEA leadership had an opportunity to visit last week and observed various groups of students preparing plumbing, fish tank construction, and other parts of this mammoth job. It is impressive what Mr. Brannon and his students are accomplishing as a collaborative unit. They are utilizing the TVHS Advisement Period Tuesdays -Fridays and giving up weekend time as well. There is a strong parent support group network which has raised over \$6,000 with on-line donations and the group was featured by the Riverside-Press Enterprise in a February 28 article. Biosustainability will be an elective course on the TVHS campus in 2018-19 and course materials are funded by the CTA grant.



Tiana Youssi (MMS): Tiana is implementing her \$5,000 Robotics grant from CTA IFT. TVEA visited her classroom and saw her 6th grade STEAM (Science, Technology, Engineering, Art, and Mathematics) class at work. The students were highly engaged as they are building the "Clawbot", a robotic device which will be programmed first through use of a remote control and then to move autonomously. Student teams will compete in the game "High Rise" in which the robots will be directed to pick up blocks and then stack color coded blocks. Tiana is doing all of this in only her second year of teaching and has attained four single subject teaching credentials including two Career Technical Education Credentials.



TVEA Executive Board Elections

The open executive board positions for the 2018-2020 term are President, Vice President, Secretary, and two Area Director positions; Elementary and Position Specialist. Nominations are open to any active unit member of the TVEA. Any unit member can nominate any other eligible unit member, including himself/herself. The term for each office is for two years.

Candidacy Forms

The **Declaration of Candidacy Form** for Executive Board is available at the TVEA Office or online at www.tveducators.org. Anyone interested in running for office should file a declaration of candidacy form with the TVEA office no later than **4:30pm on March 22nd, 2018**. If you have any questions contact the TVEA Office 699-9970

Election Timeline

March 22nd ~ Declaration of Candidacy forms due
April 9-19th ~ Candidates may Campaign
April 23-27th ~ Voting for TVEA Exec Board
April 27th ~ Ballots are Counted
April 30th ~ Election Results Posted
May 3-7th ~ Run Off Election if Necessary*

Open Position Descriptions

President

Duties include; Act as the chief executive officer of the Association and its policy leader; Call and preside at meetings of the Association and the Executive Board; Prepare the agenda for the meetings of the Association; Be familiar with the governance documents of the Association, CTA and NEA; Appoint all Chairpersons and members of committees with the approval of the Executive Board; Suggest policies, plans, and activities for the Association and be held responsible for the progress and work of the Association; Attend meetings of the Service Center Council of which the Association is a part; and Attend other CTA/NEA meetings as directed by the Executive Board.

Vice President

Duties include; Serve as assistant to the President in all duties of the President; Assume the duties of the President in the absence of the President; Serve as the primary contact for Committee Chairs in conducting their committee business and in communicating with TVEA Governance bodies; Be responsible for the coordinating of the TVEA Committee Meetings/Activities Calendar for the Association.

Secretary

Duties include; Maintain a careful and accurate record of the proceedings of each meeting, regular or special, of the Association and Executive Board; Be responsible for distribution of all notices, agendas, and minutes of meetings to members of the Representative Council, and to the membership when appropriate; Maintain an accurate roster of the membership of the Association and of all committees; Carry on the correspondence pertaining to the affairs of the Association as directed by the President.

Area Directors - Elementary School and Position Specialist

Duties include serve on the Executive Board as voting members; Serve on the Leadership Council as non-voting members; and be responsible for coordinating grievance processing at each appropriate elected level; Serve as first contact for teacher issues brought from site leaders at your specific level or position whenever appropriate.

TVEA Members Vote to Send Two Local Delegates to NEA Representative Assembly in Minneapolis this Summer

Congratulations to Dawn Murray-Sibby (TVHS) and Steve Campos (VRMS) who were successfully elected by TVEA members to represent the association at the NEA National Assembly in Minnesota this summer. This assembly is comprised of over 8,000 delegates from across the United States and gives TVEA multiple voices in contributing to the development of NEA positions and policies. Dawn received 141 votes and Steve 122 with 167 votes cast electronically by members. In addition, Steve is a candidate for CTA State Delegate representing the San Geronio Service Center along with TVEA Executive Board Members Edgar Diaz (GMS), and Alan Underwood (VRMS). This election was conducted by the San Geronio Service Center and results will be forthcoming soon. Thank you to all candidates willing to represent our Temecula educators!

2018-19 BARGAINING UPDATE

The TVEA Bargaining team is immersed in a busy spring semester as they advocate for our members at the negotiating table. The TVEA group met with the District's team for a conceptual discussion on January 25th to set the framework for the coming bargaining season.

One of the first tasks for TVEA was to address both the rights of Vail Elementary Teachers and the ripple effects on members at the sites receiving Vail students and additional staff for 2018-19. Joint Meetings were held on both February 1 and 5 between HRD Assistant Superintendent Raymond Johnson and Director Joe Mueller with TVEA Lead Negotiator Brian Balaris and President Jeff Kingsberg. The goal of these subgroup meetings was to share interests and develop a draft of a Memorandum of Understanding (MOU). This MOU was developed and signed on February 14 after a February 13 negotiations session (see accompanying story).

At the February 6 TVUSD Governing Board Meeting, both TVEA and TVUSD "Sunshined" their openers for 2018-19, a legal requirement before contract negotiations may officially begin. Article 7 Compensation and Benefits is considered an automatic reopener yet both sides opened it as a formality. TVUSD opened Article 11 Class Size (specifically elementary TK-3 grade span adjustment). TVEA opened Article 2 Unit Rights (specifically TVEA President's Release), Article 23 Professional Learning Communities. Note that TVEA is also interested in Article 11 Class Size (specifically placing limits on SPED clusters in the General Education classroom) yet did not need to open the article since TVUSD did so.

The two negotiating teams met on March 1st. A Memorandum of Understanding was agreed to which will allow TVUSD to absorb five (5) current Riverside County of Education employees working in Secondary Career and Technical Education. This MOU names TVEA as the exclusive bargaining agent of these employees. The parties discussed consideration of moving away from the Grade Span Adjustment Class Size Model for grades TK-3. No mutual interest by the parties was acknowledged at this time to do so as TVEA suggested any and all cost savings be directed to elementary students and staff.

TVEA and TVUSD are scheduled to meet again on March 19 before Spring Break. The process involved in the 2018-19 California State Budget may make it challenging to finalize the negotiations before the end of the school year. Governor Brown will offer an update proposal known as the "May Revise" by May 15th and the State Legislature is expected to finalize the 2018-19 budget in June after the teacher/student calendar has been completed.

The TVEA Bargaining Team is committed to representing the interests of our members at the negotiating table.

TVEA NEGOTIATES MEMORANDUM OF UNDERSTANDING FOR VAIL ELEMENTARY STAFF AFFECTED BY 18-19 CLOSURE

The TVEA Bargaining Committee negotiated a Memorandum of Understanding (MOU) for Vail Elementary School (VES) members who are being displaced for the 2018-19 school year as Vail Elementary will be closed due to a major modernization construction project. The MOU was agreed to in a Bargaining Session with TVUSD on February 13th and signed the following day February 14th. The parties had met in a subcommittee on both February 1st and 5th to conceptualize the MOU for both bargaining teams to review after the topic had entered negotiations at the January 25th session.

TVEA was insistent in protecting the primary concern of VES staff: Securing the right to return to VES upon the reopening of the school in August 2019. This was shared with Lead TVEA Negotiator Brian Balaris and President Jeff Kingsberg on a lunch visit to VES January 19th. In addition, VES teachers will be provided three (3) Release Days to prepare for the move out as well as for their return to VES in 2019. A VES staff member may choose to implement the transfer move outside of their workday at the non-instructional rate of \$39.00 per hour for up to twenty-one hours for the departure and/or return. VES teachers will have protection under Article 12.5.3 to be placed back at VES within two grade levels of their current 2017-18 VES assignment.

VES students are expected to move to Paloma, Rancho, Temecula, and Vintage Hills elementary schools with many of the VES staff following the influx of students. To protect a site that receives a high number of VES staff and in the event the staff prefers to stay at their 2018-19 school site rather than return to VES, a site with four (4) or more staff transfers (voluntary or involuntary) will be designated as a "Non-Bumping Site". This site(s) will be exempt from the normal application of seniority bumping rights for the 2019-20 school year.



TVEA SURVEY SUMMARY- ELEMENTARY CLASS SIZE

In February, TVEA conducted a survey of Elementary teachers in grades TK-5 related to Class Size. With TVUSD opening Article 11: Class Size for 2018-19 Bargaining, TVEA sought input on the alternative class size models, specifically "Hard Caps" for grade levels as opposed to the current TK-3 site average model formally known as Grade Span Adjustment.

388 of 471 elementary teachers (82%) responded to the survey. Each model was defined and asked in effect if it was an acceptable model. All models could be "lived with" in the words of the survey with some at a higher response rate than others. The current Grade Span Adjustment Model was acceptable by a 61% Yes and 39 % No ratio. The "Hard Cap" concept was given acceptance by an 80% Yes and 20% No ratio. The Hard Cap Model with "Paid Flexibility" of up to two additional students above the cap was accepted by the highest ratio of 85% Yes and 15% No. When asked to select a preferred model the respondents chose "Hard Cap with Paid Flexibility" by a supermajority of 72%, Hard Cap 18%, and Grade Span Adjustment a mere 10%.

When asked further about hard caps, respondents were mixed over a preferred model in establishing how the caps would be set. The survey presented three options: 1) "A Flat Hard Cap" in which all grade levels would be capped the same, 2) "Kinder Hard Cap, in which TK/K classes would be below the others, and "First Hard Cap" where first grade classes would be lower than other grades. Respondents preferred a Flat Hard Cap over the two other models by a 36% to 28% ration for both the Kinder and First Hard Cap

Analysis: The survey was intended to gauge support to examine models which would create cost savings which could be applied directly to the elementary teachers and their students for such benefits as Restoration of Physical Education and VAPA Specialists, Increased Contractual Prep Time, Stipends for Combination Classes, etc. Our elementary teachers appear interested in exploring such models yet the actual numbers in any sort of cap would need to be negotiated with TVUSD and ratified by member vote. Our negotiating team will continue to explore whether there are substantial benefits to TVEA elementary teachers which would supersede the costs of potentially higher classes in some instances.

TVEA LCAP ADVOCATES ON MEMBERS BEHALF IN CONSULTING WITH TVUSD

The TVEA LCAP Committee has been hard at work this spring exerting our bargaining unit's right to consult with TVUSD on the development of the 2018-19 LCAP plan. TVEA Vice-President Edgar Diaz has taken the reins on this committee as the TVEA Executive Board approved an adjustment in committee personnel at its January and February meetings. Joining Edgar on the TVEA LCAP Committee are Executive Board members Steve Campos and Kim Evans along with elementary teacher Kathleen Papadopolous (PVES) Brenda White (VAPA Specialist), Jolene Buxbaum (PE Specialist), and Heather Anderson (CHS Intervention Specialist). Recently added to the committee are Julianne Dickinson (GOHS Intervention Specialist), and Karen Martin (FVES Literacy Specialist).

The group brought forth some initial ideas at their February 13th consult with TVUSD centering around the idea of LCAP being at least partially a Site-Based Program. The team brought forth the idea of each site receiving a per dollar amount per LCAP qualifying student which could be utilized according to determined site needs. The group will be conducting a member survey to be completed before Spring Break and will also host a second consult meeting the week of March 19. The school board will host the first of two Board Workshops Tuesday April 10 upon our return from Spring Break. This is a public meeting and stakeholders such as our TVEA members are encouraged to attend. Let's continue to put the "L" as an emphasis in the TVUSD LCAP as the acronym refers to Local Control Accountability Plan.

Thanks to our LCAP team for their commitment to making sure TVEA is a major player in the process!

UPCOMING EVENTS



TVEA MEMBER SPRING GATHERING

Friday April 13th 300-600

Claim Jumper on Rancho California Road
Temecula

Appetizers Provided by TVEA

Come by and enjoy the time with colleagues across sites and celebrate your completion of your first week back from Spring Break!

TVEA 2ND ANNUAL WINERY EVENT



Friday May 4th 330-630pm

Cougar Winery De Portola Road
Kickoff to California Week of the Teacher

"Celebrating the Great Work of Our TVEA Members"

Sandwiches, Salad, Dessert Brownie
Served in Barrel Room Reserved for TVEA-
Beautiful Hilltop Views on the Patio Outside
Door Prizes/ Raffles
Wine Tasting Available (Fee)

*Funded by California Teacher's Association
TVEA Member Engagement Grant

TVEA INSTRUCTIONAL LEVEL “HOUSE MEETINGS” ASSIST IN BUILDING A STRONG TVEA INFRASTRUCTURE

TVEA conducted its second set of instructional level or “House” Meetings at TVEA the week of January 29th. This is a model intended to identify issues impacting each instructional level and strategize to advocate and/or problem solve. Thirty-Nine (39) members attended the three meetings at TVEA over that week. The meetings provide a focused and smaller group opportunity to address instructional level issues. While the meetings are conducted by the Executive Board Area Representatives, bargaining team representative(s) for each instructional level are present as well. While the meetings are intended to bring Area Reps, Site Leaders, and Bargaining Reps together, rank and file members were invited by site leaders and attended the high school and elementary meetings.

Topics Discussed:

High School: High School Scheduling Committee and SPED Cluster Size in General Education Classes were reported on. Sites shared individual issues including GOHS and intent to approve their Site Based Intervention Plan and RVHS with the future of their site and continuing to offer TVUSD students a “safe haven” alternative school setting.

Middle School: Key topics were Grading Categories and Weighting, UPO Planning Days, and Middle School Scheduling Committee. Two sites sent electronic feedback in advance of the meeting also concerned about SPED size clusters and negative feedback about any potential district intent of moving toward “Common Prep” scheduling.

Elementary: An update was given about issues collected from the last meeting regarding grading and the implementation of the Wonders English Language Arts Curriculum as Executive Board Members Karie Shorack (VHES) and Melissa Young (PVES) met with Chris Dixon and Anna Tapley after the last House Meeting. The intent to release a Bargaining Survey for Elementary Teachers only about Class Size was discussed as well.

All House Meetings reviewed a draft of a TVEA survey under development related to the future leadership of TVUSD. Input was given about the content of the survey and timing was discussed as well. TVEA leadership has a ready survey prepared to ask our members about the qualities desired in the next Superintendent of TVUSD, yet the TVEA Executive Board has decided to wait in releasing it at this time.

California Association of Teachers of English Conference

How do we inspire critically literate lives? In what ways might we develop critical literacy in our classrooms to enable authentic student voice, create rigorous and kind learning environments, and inspire student civic action? TVEA recently helped to send two TVHS members, Cara Ramsay and Sarah McGaugh, to this year’s California Association of Teachers of English (CATE) conference in San Diego on March 9th and 10th to explore these questions and bring back materials to their site. With the theme of “With Literacy & Justice for All,” the 2018 CATE conference offered various opportunities for learning. Cara and Sarah chose from seven rounds of workshop sessions with instruction from ERWC developer Jennifer Fletcher and social justice researcher, activist, and teacher Alison Dover as highlights. Many speakers inspired our two TVHS teachers to think about innovative ways to engage all students in civil discourse, to create equity in the classroom, and to foster students’ academic language development in multilingual classrooms. As we look closely at equipping our 21st Century students with the tools to enter the conversation in an increasingly complicated and complex world, Cara and Sarah would like to extend a sincere “thank you” to TVEA for this opportunity. They look forward to sharing their learning with their district colleagues.

TVEA SPRING 2018 CONFERENCE AND WORKSHOP PARTICIPATION

April 13-15 CTA Region IV Leadership Conference, San Diego

TVEA is pleased to sponsor the following four association leaders to further their knowledge and skills at this event focused on Member Engagement:

Kerri Bodemer (TES)
Member Engagement Committee Co-Chair
Amy Eytchison (TES)
TVEA Secretary and Member Engagement Committee
Melissa Gibson (VES/TVHS)
TVEA Leadership Council SLP Position Specialist
Belissa Guerrero (TLES)
Site Leader and Member Engagement Co-Chair

April 20-21 CTA Institute for Teaching Strength-Based Justice Summit

Opportunity knocks for the following TVEA members who will be learning about strength-based approaches to working with students. The CTA Institute for Teaching will be paying for substitute release Friday and mileage to and from San Bernardino both Friday and Saturday resulting in no cost to TVEA.

Brandon Archie (BVMS)
Steve Campos (VRMS)
Kate Dixon (TES)
Kiley Florez (NVES)
Mary Jimenez (NVES)
Erin Rabe (TVHS)
Jennifer Zabatta (NVES)

CTA Good Teaching Conference South Participants

The CTA Good Teaching Conference (GTC) is a coveted opportunity for teachers seeking new instructional strategies and ideas to attend trainings that will foster their own professional development as well as bring ideas to their school site. This conference will be at the Hyatt Garden Grove in Orange County Friday March 16-Sunday March 18. TVEA is pleased and proud to wish the following eleven TVEA members a great experience:

Kimberly Birkett (RES)	Mary Jimenez (NVES)
Anne O’Donnell-McCann (RES)	Cary Pyle (CHES)
Michelle Conrad (PES)	Brianna Mc Kiddy (GOHS)
Kathie O’Neil (TVHS)	Jennifer Zabatta (NVES)
Kiley Florez (NVES)	Michelle Nelson (PVES)
Tara Paul (TVHS)	

Check the TVEA Advocate in May as we share what some of our attendees

(CATE Conference Attendees pictured)



TVEA FAMILY CONNECTION FEATURE: MAX AND GAIL CANTU



Max and Gail Cantu are a perfect example of educators who moved to the Temecula Valley for a higher quality of life from bustling Orange County. They moved here in 1995 and daughter Addy is a product of Temecula Schools (VHES, TMS, TVHS). Max's parents moved here in the late 1980's and the family followed within the next decade. Addy continues her TVUSD association by volunteering regularly at VHES while Wendy Hunt, Max's cousin currently teaches 6th grade at GMS. Max, who is retiring this June after 36 years of teaching says, "It's been nothing but positive living and working here in the Temecula Valley. I think I'd died and gone to heaven having to only travel 6 minutes to get to work every day. We love it here in Temecula and it's matured like a fine wine. It's perfect and as I've said to many, there are weeks and weeks when I never leave Temecula because it has everything to offer. It's common knowledge that we have the highest quality education in Riverside County. What a great place to have raised my daughter and for our family to live in and enjoy!" Max became a site leader for TVEA upon his arrival from Irvine Unified in 1995. He

continued at multiple sites for nearly twenty years and has contributed to TVEA by attending Board Meetings, the current Superintendent's Council, Phone Banking for Political Campaigns, and even helped with the TVEA Newsletter in its infancy. He has also networked across sites and instructional levels by participating in TVEA socials and has enjoyed the "great food."

TVEA President Jeff Kingsberg asked both Max and Gail, a TVUSD Speech and Language Pathologist a few questions related to their careers.

Please share your Teaching and SLP experience both in the Temecula District and outside the district.

Max I've been teaching for 36 years, 13 in Irvine Unified School District and 23 in TVUSD. I have spent most of the time in third grade but have taught 2nd and 4th grade as well. **Gail** I first worked as an SLP for a private, non-profit clinic operated by the Scottish Rite in San Bernardino ('84-'88), one year for a private clinic in Orange County, Irvine USD ('89-'95). After we moved to Temecula in the summer of '95, I worked in a long-term substitute position at Sparkman Elementary and TVHS, but I have been working with preschoolers since. My program moves around often, so I have been at 8 elementary schools (2 of them twice). I have packed up my room 14 times!

What is your favorite age group to work with?

Max My favorite subject to teach is 3rd grade. Kids at this age are 'old' enough to do things more independently AND they're still 'young' enough to enjoy school, their learning, and of course their teachers as well. It's a perfect age to teach for me. Every class has its own personality, but I've loved the challenge of teaching these fresh minds for all these years. **Gail** I especially enjoy working with preschoolers because you can see so much growth and improvement in their communication. I like figuring out exactly why they are having trouble communicating, and then figuring out the best way to work with that individual child. Young children learn through play, so I play a good portion of my day!

What individuals or colleagues have been a source of inspiration and support for you in your careers?

Max My good buddy and fellow 3rd grade teacher, Dale Borgeson (who I taught with in Irvine USD, and was my best man) encouraged me to come to Temecula. My third-grade teammates, Traci Pawlak, Richard Beech, Stephanie Herington, Debbie Strosnider, and retired teacher, Laureen Graham have been endless support, mentors, confidants, and friends in TVUSD. I can't forget my former colleagues at Paloma either. I never have to worry about what or how to teach, even as it's changed tremendously throughout the years. These people have grown professionally with me and the "go-to" people whenever I need anything. ALL of them have shared unselfishly throughout my career and I'm only successful because of them. **Gail** I was hired for my first job at the Scottish Rite clinic by Maggie Tich to team with her. I moved over to the public schools long before Maggie, but now she is in the district too, working at Red Hawk. When I first started working with preschoolers in TVUSD, and for 11 years after, I shared a position with Erin Johnson, the OG SLP of TVUSD. Erin is still my go-to-gal if I have questions regarding specific special education or district procedures or policies. She always has the answers!

Any suggestions for young people considering a career in public education? Do you recommend it as a career and lifestyle?

Max I'd recommend teaching to anyone who has a genuine interest in educating and caring for kids, but also must enjoy them as well too. Education has changed tremendously in my tenure, yet I've always encouraged those that want to pursue teaching to do so. It's very true that some things have changed, but that hasn't stopped me from wanting to come to work each day. As a mentor teacher and BTSa Support Provider I used to tell new teachers all the time, find your personal talents and strengths in teaching and utilize them with your students. **Gail** I can say that the demand for Speech and Language Pathologists is high and that employment opportunities are plentiful :)



TVEA SHOUT OUTS

Congratulations to **Misty Walker (DO)** who was named TVUSD Counselor of the Year. Misty works out of the Special Education Department in Behavioral Health.

Susan Myers (CHS) was named the Inland Empire Council for the Social Studies Teacher of the Year. This is the second time Susan has won this award with the first coming in 2012 when she also won the California Council of the Social Studies Teacher of the Year. Susan is known for making classroom lessons relevant and meaningful to her students.

Dawn Maceyka (GOHS) and her students presented and were recognized at the February 6th TVUSD Governing Board Meeting as they shared the benefits of their learning as Career and Technical Education (CTE).

Congratulations to Site Leaders **Steve Molstre (PES)** and **Rebecca Williams (BVMS)** who won restaurant gift cards provided by California Casualty

Insurance Company at the January 25 Leadership Council Meeting. The winners pictured to the right look both hungry and happy don't they?

Advocating for Vail Elementary: **Frank Bantle and Patti Jo Picinich (VES)** both participated in the Public Comments part of the February 6th Governing Board Meeting speaking on behalf of the perspective of the VES teachers facing a temporary school closure and an involuntary transfer for 2018-19.

Congratulations Leslie Gregory! Ms. Gregory received the nomination from James L Day PTSA board and received the TVCPTA council award and a scholarship in her name.

Keep them Moving: Kudos to **Tim Saffell (PES)** whose effort to start a morning Running Club at the school was featured in the Valley News newspaper the week of February 9-15.

Thanks to **Kathleen Hamilton (FVES)** and **Dawn Murray-Sibby (TVHS)** for their advocacy and participation at the March 6 TVUSD Governing Board Meeting. Kathleen demonstrated and spoke to the metaphor of the "overflowing cup" which elementary teachers are trying to balance with the increased demands of the last few years. Dawn spoke during an informational item in which the Governing Board reviewed the Administrative Regulation related to Student Dress and Grooming.

Congratulations to **Great Oak High School English Teacher Brittany Strosnider**, who supported student Layla Ziani in preparing her essay for the CTA 2017-18 Cesar E. Chavez Memorial Awards Program.

Brittany received an award certificate and a monetary award for her efforts.

We Are the Champions! Recognition goes to **Margarita Middle School PE Teacher Jennifer Guinn**, who also serves as the Girls Soccer Coach at TVHS. Jennifer, who is a TVHS Alumni member of TVEA has led the Golden Bears to both a CIF Sectional and Regional Championships this month. On March 3 her team defeated San Luis Obispo 3-2 in double overtime for the CID Division II Championship and then the following week defeated Scripps Ranch, Cypress, and Sunny Hills for the Southern California Regional Division II title. Wow!



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SAVE THE DATE:
The annual TVEA Principal Survey is Coming April 25- May 1.

Please Participate! The results are shared with the Principals and well as the District Leadership including the Superintendent and the Governing Board.

Site Participation is one of the factors the TVEA Executive Board considers when selecting 2017-18 Recognized Principals.

The Principal's Recognition Ceremony has been scheduled for Wednesday May 23, 2018 at a location to be announced.