



29377 Rancho California Rd #206  
Temecula, CA 92591  
P. 951.699.9970  
F. 951.699.4771  
www.tveducators.org

## Issue 05

April/May/June 2015

## Features

Bargaining News  
A Year in Review  
Grievance FAQ's  
Awards Recipients  
The State Budget  
Committee Updates  
2015 Retirees

## Upcoming Events

5/11 Negotiations Meeting  
5/13 Day of the Teacher  
Celebration at Rodrigo's  
5/14 Negotiations Meeting  
5/14 Exec Board mtg  
5/18 Dollars for Scholars  
Awards Night  
5/19 School Board Meeting  
5/20 Leadership Council Mtg  
5/22 WHO Awards Night  
6/2 School Board Meeting  
6/5 Last Day of School

# TVEA ADVOCATE



## California Teachers Where School Innovation Begins

Teacher Appreciation Celebration  
May 13th 3:30pm Rodrigo's Restaurant

### POSITIVE MOVEMENT TOWARDS A NEW CONTRACT

Edgar Diaz, Bargaining Chair

In November, TVEA concluded one of the longest spans of bargaining in recent history, which resulted in a 5.06% increase that was fully implemented in January. Your persistence and tenacity in the classroom, advocating for students, and demanding a place at the table continues to pay dividends. Your TVEA Bargaining Team immediately began preparations to bargain the contract effective July 1, 2015.

In March, we began bargaining with a goal to bring you a tentative agreement to ratify by the end of May. It has been an intense and productive two months. The two final sessions scheduled are for next week on May 11<sup>th</sup> and 14<sup>th</sup>.

As of now, there are a few topics that have reached a tentative agreement: Defining of a prep for secondary teachers, Compensation for elementary teachers when students from another class are added for the day, Separating the TVEA Insurance Advisory Group from the classified group, Employee notification for longevity eligibility from TVUSD, and Modifying Special Education Case Management Language at the Secondary Level. There are a few issues still in development, such as the inclusion of an early retirement incentive in the contract for future years.

The May 11 session will include topics that involve financial implications including: Addition of Counselors to High Schools, Student Contact Caps for high school, Case Management for Elementary, Compensation, Items on the stipend schedule, and SLP incentives to attract and retain. The Governor's 2015-16 proposed GAP Funding percentage increase from January is integrated into the negotiation of these monetary issues.

The above topics represent many member's concerns that involve associated monetary costs, some of which may need to be phased into future negotiations. Restoration of state funding for education through LCFF is to be phased in over the next several years. Employer contributions to STRS rates will also steadily increase over the coming years. There is plenty of evidence to be positive though, as state revenues have continued to be strong. Consequently, Governor Brown will release his May Revise by May 15<sup>th</sup>. As funds become available to TVUSD, TVEA will advocate a partnership in the development, implementation, and strengthening of programs.

The last area of concern for many members is the ability for you to have discretion on how you utilize your time. As the district layers on new initiatives, such as Common Core and Infinite Campus, these become vehicles to add training or another mandated PLC meeting. It is necessary for members to use the time on the issues that are most vital for teaching and learning. Sometimes team PLC meetings are necessary, in other cases an individual effort in scoring, data gathering, and preparing to report to the team is preferred. Under Article 23, TVEA will continue to advocate for you to be treated as professionals, and utilize time in a way that benefits you and your team members.

STAY CONNECTED...



## PRESIDENT'S MESSAGE

President's Message May 2015

TVEA Members: It has been an honor to serve as your President in 2014-15. It has been a whirlwind yet exciting year. I would like to conclude the year with the "TVEA 14-15 Year in Review". While the highlights I am sharing may seem lengthy, much has occurred this year as far as Member Advocacy, Successful Bargaining, and Executive Board Action.

### August 2014

- On August 7, TVEA volunteers deliver informational flyers to sites upon members return for the 14-15 year providing summer updates and plans to assure a "Fair Settlement" of a contract which expired June 2013.
- Initial Impasse Mediation Session is held August 20<sup>th</sup>. At the end of the day, nearly 100 TVEA members show their support for Bargaining by marching at the DO demanding positive movement in negotiations.
- At the August 19 TVUSD Governing Board Meeting, a 3-0 vote with President O'Neal and Clerk Pulsipher absent is taken to extend the contracts of top level district administrators into 2018 and 2019 respectively. This action was taken despite three of the board members seats being up for re-election in November.
- On August 22 TVEA Executive Board holds a planning retreat at the TVEA office. The central goal to start the year is to do team site visits facilitating member feedback about communication from and to TVEA. Committee Chairs for 2014-15 are ratified by the board including new chairs Alan Underwood-Elections, Rob Clause- Fiscal, Melissa Young and Dawn Murray=Sibby- Organizing.

**FAIR  
SETTLEMENT**

### September 2014

- TVEA honors Principals at annual Principal Recognition Ceremony based on the results of the Spring 2014 Principals Survey. Recipients were Chris Dixon (BES), Kevin Groepper (VRMS), Jennifer Hammerton (LES), Leilani Russi (RHES), and Anna Tapley (FVES).
- TVEA Political Action Committee (PAC) interviews all seven TVUSD School Board Candidates. The PAC Committee recommends and the Executive Board approves Sandy Hinkson and Cheryl Eckard. The PAC committee maps out a comprehensive campaign strategy.
- A member petition is generated related to the August contract extensions. 580 members sign the petition questioning the timing and custody of the board action. President Jeff Kingsberg delivers the petition witnessed by a large TVEA presence during the public comments at the September 16 meeting.

**GET OUT  
THE VOTE!**

### October 2014

- Scores of TVEA and community members volunteer by preparing mailers, phone banking, delivering and planting campaign signs to seek positive change in the school board.
- TVEA participates as a team for the 2<sup>nd</sup> year in a row in the Susan B. Komen Race for the Cure. Over twenty five participants raise \$450 for the fight to eradicate breast cancer.
- TVEA seeks and secures a negotiations session with TVUSD outside the impasse process. A tentative agreement is finally reached and ratified by TVEA members after twenty one months of negotiations and sixteen months of working under an expired contract.
- -In a Special Executive Board Election ran in conjunction with the tentative agreement vote, Kim Evans (GMS) is elected Middle School Area Representative and Amy Eytchison (TES) is elected Secretary.

### November 2014

- TVEA officers Bob Rollins, Rob Clause, and Jeff Kingsberg join hundreds of Hemet Teachers Association members rallying to resolve their negotiations impasse as TVEA recently did.
- Sandy Hinkson, Retired TVUSD Teacher and TVEA recommended is the top vote-getter in the TVUSD School Board Election. Also elected are Julie Farnbach and Kevin Hill. Longtime incumbents Rick Shafer and Bob Brown are ousted, finishing fourth and sixth respectively. TVEA's call for needed change on the school board is heard loud and clear by the community.

**HINKSON  
& ECKARD**  
TEMECULA TEACHERS RECOMMEND  
2 FOR SCHOOL BOARD

### December 2014

- TVEA Committees advocate for the needs of our elementary teachers and students. Executive Board Elementary Area Reps Tammy Iverson (LES), and Michelle Stevens (CHES) lead the Kindergarten Schedule Committee and Karen Hogan (LCAP, DO) chairs a joint committee to recommend Elementary Case Management proposals to the TVEA and district bargaining teams.
- TVEA President Jeff Kingsberg and Vice President Rob Clause attend a CTA San Geronio Region School Board Dinner with newly elected board members Julie Farnbach and Sandy Hinkson. A positive step is taken by TVEA in building school board relationships.
- TVEA Bargaining conducts and reports out the results of a survey regarding Infinite Campus. Under the leadership of Bargaining Chair and 1<sup>st</sup> Vice-President Edgar Diaz an MOU for the remainder of the 14-15 year reduces staff meetings and standard based reporting.

## PRESIDENT'S MESSAGE CONTINUED

### January 2015

- Per the October 2014 Tentative Agreement, TVEA members achieved an additional 2% compensation increase effective January 1. This was based on the January 2015 Governor's Budget Proposal for education in the 15-15 budget cycle. Combined with the October increase, TVEA members receive a compounding increase of 5.06% going forward from our previous contract.
- TVEA Executive Board sets direction to review and study Insurance Rate Structures. An informational packet is sent to members and a survey gathering member input is calendared.
- TVEA members participate in the initial sessions of both the Elementary and Secondary Superintendent's Councils. These were created by the Superintendent to promote communication with TVEA members working in the trenches.
- TVEA, behind the efforts of our Office Manager Lisa Sisco, launches a new and impressive website at [www.tveducators.org](http://www.tveducators.org)



### February 2015

- The TVEA LCAP Consult Committee meets with the district to advocate for changes and additions in the LCAP including the need for a structured PE program in conjunction with planning/prep time for teachers and a reduction in Counselor/Student ratio.
- The TVEA Executive Board holds a special meeting and votes to file a Level V Grievance (Arbitration) in relation to two RES elementary teachers being assigned forty eight students all day as a result of an ongoing substitute shortage.

### March 2015

- TVEA President Jeff Kingsberg and Office Manager Lisa Sisco attend and participate in the Read Across event at Nicolas Valley Elementary School
- TVEA Organizing Committee under the direction of Co-Chairs Dawn Murray-Sibby and Melissa Young successfully hold the inaugural Fun 2B Fit Community Event at TVHS on March 7. Over two hundred 5K runners and K-5 students participate in the event. TVEA members come out in numbers to volunteer.
- On March 10, the TVEA Executive Board hold a "Meet and Greet" for the TVUSD School Board. Kevin Hill and Sandy Hinkson represent the board as TVEA continues to build a positive mutual relationship.
- TVEA holds a Special Executive Board meeting to discuss the survey results related to the Insurance Rate Structures for 2015-16. Based on member survey feedback, the board votes to continue with composite rates over tiered rates.



### April 2015

- The TVEA Bargaining Team proactively meets and negotiates with the district four times on April 6, 13, 24, and 29 with the goal of bringing a viable settlement for members to ratify in May 2015.
- The Elections Committee successfully implements the "Double Envelope Method" for TVEA Executive Board Elections. This is an interim voting method as the Executive Board continues to study implementing On-Line Voting sometime in 2015-2016. Re-elected to Executive Board for 2015-17 are 2<sup>nd</sup> Vice-President Rob Clause and Elementary Area Rep Tammy Iverson. Chad Yates is elected Treasurer and Raul Miranda is elected as a write-in candidate for High School Area Rep.
- TVEA Members Anne-O'Donnell McCann (RES), Estee Davisson (BVMS), and Aimee Ricken (GOHS) are chosen as TVUSD District Teachers of the Year.

### May 2015

- TVEA administers the annual Principal's Survey and Assistant Principals Survey. Valuable feedback from members is shared with site and district administration.
- On May 18 TVEA presents twelve scholarships at the Temecula Scholarship Foundation Dollars for Scholars event. All recipients are children of TVEA members graduating and off to college.
- TVEA facilitates a 'Safe Harbor' Staff Discussion Series at Margarita Middle School on May 18 and 21. A trained mediator in Conflict-Resolution works with staff to resolve issues and transition to 15-16
- Kim Evans, Tammy Iverson, and Dawn Murray-Sibby are nominated and voted by the Executive Board for the chapter "We Honor Ours" (WHO) presented at the San Geronio Regional Awards Dinner on May 22 at the Fox Theatre in Redlands
- TVEA-TVUSD Negotiations concludes. Members expect to get the opportunity to vote on a viable and timely tentative agreement to take effect July 1, 2015.



I would like to wish everyone a wonderful end to the school year and a relaxing and re-energizing summer.  
Jeff Kingsberg, TVEA President

# **GRIEVANCE COMMITTEE AND FREQUENTLY ASKED QUESTIONS FROM MEMBERS**

Chad Yates, Grievance Chair

One of the areas in which TVEA has built capacity this year is with the development of the Grievance Committee. The committee has increased from the single efforts of Chair Chad Yates (GOHS) to a well- rounded team with representation from all instructional levels. The 2014-15 Grievance Committee includes Tammy Iverson (LES), Danny Garcia (CHS), and Christine Scull (BVMS). The committee meets monthly to review the progress of active grievances and make recommendations to TVEA and the Executive Board. Below are some common questions related to member rights and process involving grievance. Article 16 of the contract which addresses Grievances can be found on the TVEA website at [www.tveducators.org](http://www.tveducators.org)

## **Who should I contact first if I have grievance questions?**

You should contact the grievance committee member who represents your grade level:

- Danny Garcia (CHS) for high school teachers
- Christine Scull (BVMS) for middle school teachers
- Tammy Iverson (LES) for elementary school teachers

## **Do I have to meet with my site administrator for Grievance Step 1?**

Yes, this step is very important because it is the fastest way to resolve a contract violation.

## **Can I file a grievance if I have a problem with another teacher?**

No. If you have a problem with another teacher, you must talk to your site administrator and ask them to help resolve your issue. A grievance is filed for contract violations made by administrators.



## **What are the deadlines for each grievance step?**

Knowledge of grievance deadlines is essential because the district can reject a grievance for not being "timely." Any reference to "days" relates to school business days.

Grievance Step 1: You only have 20 days from the date of the most recent contract violation to make a Grievance Step 1 appointment with your site administrator

Grievance Step 2: You only have 10 days after your Grievance Step 1 appointment to complete the Grievance Step 2 form and submit it to your site administrator. The administrator only has 10 days to respond.

Grievance Step 3: If the administrator rejects your Grievance Step 2 remedy, you only have 10 days to complete the Grievance Step 3 form and submit it to HRD

Grievance Step 4: HRD has 10 days to respond to your Grievance Step 3 Remedy. If HRD rejects your remedy, TVEA may request an impartial mediator to resolve the grievance based on the contract violation. If the mediator cannot resolve the grievance, you will have 10 days to complete Grievance Step 4 form and request a meeting with the School Board. After the school board meeting, the school board usually votes and makes a decision in closed session. Technically, the school board has 20 days to write a response if they wish.

Grievance Step 5: If the school board rejects your grievance, you only have 10 days to request arbitration to TVEA. The association then has 15 days to decide on whether to proceed to arbitration.

## **Where can I find the grievance forms in the contract?**

In the current contract appendix or you can easily access the documents from the Grievance page on the TVEA website.

APPENDIX D-1 CERTIFICATED CONTRACT GRIEVANCE FORM – LEVEL II page 55

APPENDIX D-2 CERTIFICATED CONTRACT GRIEVANCE FORM – LEVEL III page 56

APPENDIX D-3 CERTIFICATED CONTRACT GRIEVANCE FORM – LEVEL IV page 57

## **At what step can a Mediator be present?**

If HRD rejects your Grievance Level 3, we may request an impartial mediator.

## **Do I have to attend a closed session school board meeting?**

Yes, you must attend the board meeting and present your Grievance Step 4.

## **Do I pay for arbitration?**

No, TVEA will pay for the cost of arbitration if they decide to proceed to arbitration on your behalf.

## **How do I know if my grievance will be arbitrated?**

Within 15 days of requesting arbitration to TVEA, the TVEA Executive Board will make a determination based on the information in your grievance.



## 2015 11<sup>th</sup> ANNUAL CRYSTAL APPLE AWARDS

As TVEA President, I was invited to the Crystal Apple Awards Ceremony held on Sunday May 3rd at the Church of Latter Day Saints on Pauba Road in Temecula.

It was a great celebration of the outstanding work our high school teachers are doing at Chaparral, Great Oak, and Temecula Valley High Schools. One hundred and seventeen teachers were nominated for an award by one of the students attending the church. Each principal called the names of the teachers from their site who all received a placard with the qualities they demonstrate that led to their nomination.

Then each student who nominated each of the finalists spoke and introduced their teachers. The highly recognized teachers from each site are:

Chaparral  
Jackie Schmidt - Recipient  
Jim Smith - Finalist  
Heidi Solis - Finalist  
Great Oak  
Melissa Casady - Recipient  
Amber Preston - Finalist  
Jennifer Scharf - Finalist  
Temecula Valley  
Eric Burlingham - Recipient  
Derek Heid- Finalist  
Clinton White- Finalist  
Sandy Huth (Retired) - Honorary  
Crystal Apple for Lifetime Achievement in Teaching



L-R Sandy Huth (retired TVHS), Eric Burlingham (TVHS), Melissa Casady (GOHS), Jackie Schmidt (CHS)

## TVEA WHO AWARD RECIPIENTS 2015

Each year CTA sponsors an Awards Dinner for the chapters in our San Geronio Region. This year's event is May 22 at the Fox Theatre in Redlands. Chapters from Temecula to the Mojave Desert recognize members that have provided exceptional service to the local chapter.



This year the TVEA Executive Board nominated six candidates and selected three recipients for their outstanding work: Middle School Area Representative Kim Evans from Gardner Middle School, Elementary Area Representative Tammy Iverson from La Vorna Elementary, and Temecula Valley Site Leader and Organizing Co-Chair Dawn Murray-Sibby.

**Dawn Murray-Sibby** has been an example for other members of our association to follow. She brings a unique perspective as a former student and now both a teacher and parent in our district. Dawn has been committed as a site leader at Temecula Valley High School, constantly encouraging and organizing nearly 120 teachers. This year she took on the role of Co-Chair of our Organizing Committee and was instrumental in reaching our goal of a successful contract with the district after a long negotiations struggle. Furthermore, she led a Community Organizing event involving over 200 students and community members under the theme of "Educators Encouraging Wellness".

**Kim Evans** has done an amazing job in her initial year as Middle School Area Representative. She has embraced the CTA Strategic Plan Component of "Building an Organizing Culture" by visiting underrepresented middle schools to provide critical information and make one on one connections. Kim has also helped at her own site as a substitute site leader and represented members in meetings with administration. She is a regular attendee at School Board meetings, making connections with community stakeholders as well as TVEA members. We are fortunate to have Kim on our Executive Board as she is a true advocate for teachers and students.

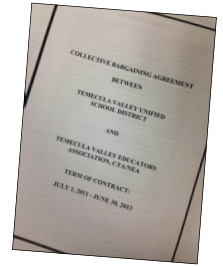
**Tammy Iverson** has been a huge asset to the Temecula Valley Educators Association in recent years. Tammy has served as a site leader and more recently as an Elementary Area Representative. Tammy has been instrumental in our association progressing through the direction of our Executive Board. Tammy has chaired our Kindergarten Schedule Committee and has served on several Executive Board Subcommittees including Communication, Scholarship, and Budget. She also advocates on issues by regularly attending and speaking at School Board meetings. Whenever we need something done and done effectively, Tammy makes sure it happens. Thank you Tammy.

## KNOW YOUR CONTRACT

Members should make sure to remember that per Article 10.2 below **personal business** cannot be used attached to a holiday or vacation period unless there has been approval by your site administrator. The appropriate form, available at your site, should be submitted in a timely manner prior to the requested day.

### **10.2 PERSONAL BUSINESS**

A unit member may elect to use up to ten (10) days in a year as Personal Business Leave. Administrative approval is only required if that leave extends a holiday or vacation period, and a unit member shall complete a form when making this request.



## EDUCATION LAW & LGBT ISSUES

Sarah Cisneros, LGBT Contact

As education laws are passed, we do not always know the details of our responsibility as educators according to those laws. There are three important laws that apply to LGBT issues that you should be aware of; **AB 9: SETH'S LAW**, AB 537: California Student Safety & Violence Prevention Act, and **SB 48: FAIR Education Act**. We now have an LGBT page on the TVEA website available with links to this information. The information was compiled from various workshops I have attended, and from different websites. Please visit our page on the TVEA website to familiarize yourself with these new laws. Questions and clarification are most welcome.



## THE STATE BUDGET... HOW DOES IT WORK

*Rob Clause, Fiscal Analysis and Reports Chair*

May means it's time for the Governor's May Revise of the budget. What does this mean? Let's start with a bit of background information.

California's budget year is based on a fiscal year that runs from July 1 to June 30, as opposed to a traditional calendar year. Each January the Governor presents a budget for the next fiscal year. This means that the budget put forth by the Governor this past January is for July 1, 2015 through June 30, 2016.

Although the January budget is based on available data and sound projections for the next year, market conditions are always changing. Therefore, each May the Governor puts forth a revised version of the budget for the upcoming year based on the latest information about the condition of the economy, tax revenues, etc. This is called the May Revise and it usually comes out in the middle of the May.

School districts use the May Revise as a cornerstone of their adopted budgets for the next school year. As California's economy continues to steadily improve from the depths of the last recession, data from Sacramento is encouraging. The State is looking at a budget surplus in excess of \$1 billion for the current fiscal year and there's a sense of optimism that the May Revise will bring about a higher level of school funding than what was forecasted in January.

I will be presenting details about this year's May Revise at the Leadership Council meeting on May 20. See your site rep for information or feel free to email me any questions you may have.

## GOOD TEACHING CONFERENCE REPORT

*Annette Cortese, BVMS*

This year, the Good Teaching Conference was in beautiful San Diego. I had two major highlights to my visit. The first was the final speech of our CTA president, Dean Vogel, who will be retiring soon. Upon hearing his introduction, you might think he was an untouchable from an ivory tower. Instead, he entered the room singing and sharing stories from the trenches. He talked TO us, not down to us. He understands the successes and the failures of our daily job struggles and motivated us to continue striving for success. He rallied the lunchtime masses and let us know, in a world of constant criticism, that we ARE appreciated!!

I was able to attend a training session teeming with new information for this dinosaur teacher. It was a presentation by Dr. Flubber and was packed with super fun and easy science experiments to do in class. He not only demonstrated each experiment, but handed out instructions to help us create our own classroom laboratories. We conducted the experiments while Dr. Flubber explained the how and why of our activities. It was a fun-filled, educational 90 minutes of instruction I can't wait to share with my students. If you are interested in a copy of these experiments, contact me at [acortese@tvusd.k12.ca.us](mailto:acortese@tvusd.k12.ca.us).

My personal goal for attending this conference was to involve myself in any training on technology. The sessions I attended on this topic were a disappointment to me. Either I have taught too long, or the TVUSD has taught me well. I am always looking for new websites or new ways to work technology into my program, but the sessions I attended this year did not fit the bill. This minor disappointment did not mar the conference, and I am sure many of the less seasoned teachers took ideas away from those sessions.

## **UPDATE ON COMMON CORE STEERING COMMITTEE**

By Chris Lindberg, Co-Chair



With one more meeting to go this year, this committee with a focus on Common Core implementation is winding down. The CCSC is depending on you to continue to provide feedback and suggestions as we (teachers and the district) continue our path to better and better teaching and classroom learning of the Common Core State Standards. The work we've done building communication bridges and setting up procedures for problem-solving and honest communication is only powerful if TVEA members continue to use this collaborative process.

Last month our committee heard of the moves from administration to improve report cards and make Infinite Campus more user-friendly. Andree Grey and Joe Balleweg listened to teacher voices to shape plans for next year and modifications this semester. They responded to teachers' requests for further training on Google and Infinite Campus by adding them to the calendar.

Our Special Ed representative on the committee, Karen Hogan, reported back on work done to clarify the use of district assessments for special ed students. She also shared with the group that Special Ed teachers are now using CC state standards as they write IEPs.

If you have information you'd like to get to TVEA reps for our last meeting on May 18, feel free to contact any of us by going to <http://www.tveducators.org/#!common-core-sc/c1v0k> and emailing us on our personal emails. We'll be discussing training needs for next year, funding, CTA's Common Core Instructional Leadership Corps, and resources.

## **ELECTIONS PROCESS IMPROVEMENT SHOWS IN RESULTS**

Alan Underwood, TVEA Elections Chair



First off I want to thank everyone for helping out in the voting process. Without the site reps who ran the voting or my committee who counted every vote this election, this election would not have gone as well as it did. We had some improvements in the process and fewer votes were deemed illegal or invalid. In most cases these invalid votes were because of improper procedure. These include a signature on the inside envelope, a missing signature, or an improperly filled out ballot. Out of 575 ballots submitted, less than 7% were invalid. This is a substantial improvement over the previous election in which many times more ballots were invalidated due to the site ballots not matching site signatures. We will continue to carefully monitor the process and encourage you all to review the elections procedures as they are communicated. We hope to only have the tentative agreement left to use double envelopes before we initiate online voting in the spring of 2016. Thank you again for all of your help, and if you have any questions regarding the process or the recent election please do not hesitate to contact me.

## **TVEA COMPLETES STUDY AND REVIEW OF INSURANCE RATES**



Just before Spring Break, TVEA completed its study and review of Insurance Rate Structures. The review had to do with whether TVEA should continue to seek composite rates in which all members pay the same for coverage despite the number of dependents on a policy versus tiered rates in which members pay for insurance on a per person basis.

In addressing this issue, the TVEA Executive Board voted on March 16<sup>th</sup> to continue to direct the Insurance Advisory Committee (IAC) to seek the best composite rates they can secure for TVEA. This decision was based on three primary factors:

1. The results of the member survey run from 3/6/15 to 3/12/15.
2. Our member demographics as far as employee plus multiple dependents mirror the results of the survey. For example, According to data provided by TVUSD Risk Management in January 2015, 787 out of 1199 members reporting have multiple dependents on their policy. Roughly two-thirds of members, a strong supermajority benefit from Composite over Tiered Rates.
3. Our parent organization, CTA strongly encourages Composite Rates. According to a February 2015 Advisory, CTA suggests: "Health and Benefit plans shall be uniform and shall consist of Composite rate for all unit members. The plan shall not include Tiered Rates, opt-outs, cafeteria style plans, or cash-in-lieu provisions"

We are aware that reviewing and discussing the Insurance Rate Structure Issue caused some discomfort and unrest. Democratic bodies such as TVEA occasionally take on policy questions and decisions of this nature. Thank you to all who participated in the survey and voiced their concerns.

## **PRESIDENT'S SPEECH 4/21 SCHOOL BOARD**

In my role as TVEA President, I am making an effort to visit school sites. Since returning from Spring Break, I have visited seven different sites: CHES, AES, GMS, DMS, TMS, VRMS, and MMS. How is that for a bowl of TVUSD alphabet soup? Actually, this is an opportunity to meet with groups of our teachers, listen to their concerns and questions, and to clarify the roles of TVEA and our policy-making procedures.

Often another member of our elected Executive Board will join me. It is all part of our effort to "Create an Organizing Culture" within TVEA. In meeting members on their turf and making ourselves accessible we hope to improve communication and build relationships in a way electronic mail cannot.

At the elementary sites concerns continue over the number of assessments and in particular the use of summative exams after state testing. Many teachers are frustrated by the time involved in seeking resources they need to effectively deliver Common Core Instruction, particularly in Language Arts. Combo classes, such as classes of 4<sup>th</sup> and 5<sup>th</sup> grade students exacerbate these issues for our teachers. On the positive side, upper grade teachers seem encouraged about the instructional effectiveness of Smart Boards and the accompanying microphone system.

At the middle school level, teachers spoke to the reach of Risk Management and that decisions related to employees returning to are often perceived as arbitrary. Perhaps a clarification of policies to employees and the role of one's medical doctor in the process would be helpful.

Language Arts Middle School Teachers report occasionally needing to take personal days to keep up with grading and to provide the necessary feedback on practice, teacher, and district writing assessments.

On the "positive" side of things many middle school TVEA members seem intrigued by a potential incentive related to retirement. That brings me to my visit to Margarita Middle School yesterday. We had nearly 25 teachers attend a voluntary after school meeting. A few things came of listening to our members that may be of interest to you.

MMS appears to have a long road ahead to move toward being a unified staff. They will need ongoing visible support from both TVEA and TVUSD. Teachers shared an interest in meeting with district officials to discuss the next steps and timeline for hiring a new leader. There are ongoing concerns about employee-employee conflicts and steps employees should take if they believe harassment is occurring. Clarification of these district related policies and offering in-service workshops were mentioned as needs. In embracing our duty of Full and Fair Representation to all members, TVEA is willing to assist in facilitating a positive future at Margarita Middle School. Thank you

## **TVUSD TEACHERS OF THE YEAR**

TVEA sent and got responses for five questions to Anne O'Donnell-McCann, Elementary Teacher at RES and Estee Davisson, SDC Teacher at BVMS who were recently named TVUSD Teachers of the Year for their respective instructional levels. Aimee Ricken of GOHS was also named by TVUSD as High School Teacher of the Year.

### **1. What are the three characteristics that you believe define you as a teacher?**

**Anne** – I am passionate and dedicated to the growth of each of my students. I have a sense of humor in the classroom. I believe differentiated instruction is essential in my classroom.

**Estee** – Dedication, Patience, Compassion

### **2. What one quality stands out to you about your most memorable teacher?**

**Anne** - My third grade teacher, Mrs. Kavanagh, inspired me. I couldn't wait to go to school each day. She made t

he classroom a magical place of learning. She was animated. She improvised. She explained concepts in such an easy manner.

**Estee** - Unconditional Patience

### **3 Who has influenced your success in the Temecula Valley Unified School District?**

**Anne** - I am surrounded by a group of professionals at Rancho Elementary who exemplify what teaching is all about. My first grade teaching colleagues, whose collaboration and shared values allow us to provide a welcoming environment to all students. The collaboration between teachers, staff, parents, and students, along with a devoted and supportive principal, enable us to reach high levels of academic performance in Riverside County.

**Estee** - Dana Connolly, Karen Hogan, Chris Check, and my students

### **4. If you could change or improve one thing in public education what would it be?**

**Anne** - One of the best ways to improve public education would be to allocate more resources for our schools. Provide more professional development opportunities for teachers. Improve technology.

**Estee** - Replace one size fits all benchmark/state assessments with appropriate developmental assessments and resources for our non mainstreamed special education population

### **5. What would be an alternative career to teaching for which you might be well-suited?**

**Anne** - A career on the stage might be an alternative career I would be well-suited for. I enjoy the whole transformation involved in characterization. It involves imagination, creativity, improvisation, vocal projection, and commitment. In many ways, it is just like the art of teaching.

**Estee** - Cognitive Neuroscientist Researcher to influence education lawmakers and curriculum/standards developers for improvement of services and appropriate access to education for special education and at risk populations



Anne O'Donnell-McCann



Estee Davisson



## **SHOUT OUTS!**

- Congratulations to Ryan Leonhardi, English Teacher and Student Newspaper Advisor at Chaparral High. Under Ryan's direction, his students earned a national first place award (Top 5 to 10% Nationwide) for their publication of the "Platinum Press". This is the second consecutive year the Chaparral student newspaper has received this distinction from the American Scholastic Press Association (ASPA).
- Thanks to the TVEA Members who have served on the Common Core Steering Committee (CCSS) as this committee prepares to sunset per the MOU signed with the district in December 2013. The committee set up several structures to place TVEA members in position to work with TVUSD in relation to Common Core Implementation. Kudos to Chair Chris Lindberg ( FVES), Sina Albertoni ( TLES), Carleen Cook ( PVES), Karen Hoskins ( BVMS), Katie Vanderhorst ( DMS), Kristan Morales ( CHS), and Aimee Ricken ( GOHS).
- Shirley Briggs, Science Teacher at Chaparral was presented with the 2015 Distinguished Educator Award by the Knights of Columbus. Shirley teaches the Biotechnology Program at CHS and also teaches evening biology classes at MSJC.
- Thanks to TVEA Executive Board candidates Melissa Young (PVES) and David Coram (CHS). Both of you received a substantial number of votes and made the elections for Elementary Area Representative and Treasurer competitive.
- A big TVEA shout out to our Elections Chair Alan Underwood and Committee Members Cheryl Bryant (TTES), Peggy Dixon (SNHS), Jennifer Mohr (CHS), and Judy Stickel (MMS) for giving up their evening on April 28 to facilitate processing the TVEA Executive Board Election voting .
- Congrats to VRMS teacher Jennifer Stuart whose student Layla Ziani won the CTA Statewide Cesar Chavez Essay Award
- Thanks to Sean O'Hara (DMS) and Tammy Iverson ( LES) who both spoke in public comments on behalf of the TVEA Organizing Committee in relation to the good work TVEA members are doing at their respective sites.

## **RETIREEES 2015**

Congratulations to our members who have declared their Retirement from TVUSD in the 14-15 school year. We wish you the best in your "Golden Years" and your contributions to TVUSD students is much recognized.

Christine Amador, 2nd Grade Teacher, PVES  
Martin "Dennis" Amador, Math Teacher, CHS  
Rebecca Caffarel, Explore – Computer Teacher, GMS  
Laura Callon, Elementary Teacher VAPA, Special Programs  
Chris Check – TOSA, Special Education  
Cheryl Cheeks, 1st Grade Teacher, TES  
Judy DeNooy, Social Science Teacher, TVHS  
Beth Ellevold, Kindergarten Teacher, TTES  
Vincent Faye, Language Arts – 6-8th Grade, TMS  
Brad Hinkson, Music-Band Teacher, TMS  
Robin Hoehn, 2nd Grade Teacher, TES  
Beverly Kanawi, English Teacher, GOHS  
Christine Longrie, Kindergarten teacher, PVES  
Doug MacLean, PE Teacher, GOHS  
Melinda Martin, Language Arts/Social Science Teacher, VRMS  
Bob Rasband, Science Teacher, TMS  
Richard Uris, Social Science-Economics Teacher, GOHS  
Nancy Windus, Math/Science Teacher, TMS

## **Temecula Valley Educators Association**

29377 Rancho California Rd. #206

Temecula, CA 92591

(951) 699-9970

(951) 699-4771

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

### **TVEA Officers**

Jeff Kingsberg, President

Edgar Diaz, GMS, 1st VP

Rob Clause, CHS, 2nd VP

Bob Rollins, RVHS, Treasurer

Amy Eytchison, TES, Secretary

### **Area Representatives**

Chad Yates (GOHS) HS

Brian Balaris (TAVS) HS

Kim Evans, GMS, MS

Michelle Stevens (CHES) ES

Tammy Iverson (LES) ES

### **CTA State Council**

Mitch Brown

Bob Rollins

Marcia Varner

### **Committee Chairs**

Edgar Diaz, (GMS) Bargaining

Gary Check (VES), Insurance

Dawn Murray-Sibby (TVHS),

Melissa Young (PVES) Organizing

Rob Clause (CHS) Fiscal Analysis

and Reports

Belisa Guerrero (DO)

Membership Recognition

Alan Underwood (CHS) Elections

Rafael Loza (CHS) PAC

Chad Yates (GOHS) Grievance

Karen Hogan (BVMS) Special Groups

Chris Lindberg (FVES, Jeff Kingsberg

(TVEA) Common Core

Steering Committee

### **NEA Delegate**

Marcia Varner

California Teachers  
Where School Innovation Begins



# Day of the Teacher

May  
13th

3:30 to  
6:00pm

This is our Holiday!! Help us celebrate our  
special day with Food, Raffles, & Socializing  
at Rodrigo's Restaurant

T V E A