



TVEA ADVOCATE



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TVEA MEMBERS APPROVE NEW CONTRACT AND READY FOR 2018-19 NEGOTIATIONS

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TVEA members resoundingly approved a new contract through June 30, 2019 in a vote on a tentative agreement the association and district reached on November 13th. With 517 members casting an electronic vote via personal e-mail in the period of December 1st through the 7th, 471 or 91.10% voted YES while 46 or 8.90% voted No.

This contract agreement includes:

- A one-time 2017-18 health and welfare insurance offset to members based on the increase of their plans as of October 1, 2017. This offset ranging from \$34 to up to \$75 a month for the nine months of October 2017 to June 2018 will be received by members in February 2018.
- An Adjustment to Articles 7.2 Health and Welfare Benefits allows an easier way to facilitate negotiations for TVEA and TVUSD to add or alter plans with our existing carrier
- Revising Article 7.5 Retiree Health and Welfare Benefits to include those placed on a 39 Month Rehire List can now be eligible for Medical Bridge. A member in this situation could retire at the time of being placed in this unpaid status and still capture Medical Bridge, despite retiring before the end of the year. In addition, TVEA agreed to move up the Medical Bridge retirement notification date to February 15th from late March. The thought here was for every announced retiree, the need for a preliminary layoff notice (Required to be issued by March 15) would be eliminated.
- Rewording and categorizing the language for Article 10: Leave. Article 10.5 Paid Parental Child Bonding Leave was added under the authority of Ed Code 44977. Leave language was categorized into three easier to understand areas: Illness/Medical leave, Family Care Related Leave, and Non-Medical Leave.

TVEA President's Commentary:

While this agreement does not match the compensation and benefits we achieved in previous agreements we have reached with TVUSD the last three and one half years, we are pleased that our members ratified the agreement once again by a large margin. The 92% ratification vote average in our five votes since fall 2014 shows we have built a great deal of consensus within membership. Credit goes to our members for being realistic at a time in which our district funding is disadvantaged by the cumulative impact of the five- year old LCFF State Funding Model and the TVUSD reported deficit.

I would like to thank our Bargaining Committee led by Chair Brian Balaris and members Mike Brewer, Patty Casey, Christina Fenney, Scott Husband, Lowena Manzano and Nicole Paino for their tireless work on our behalf.

Our Executive Board and Bargaining Committee are anxious to use this settlement to reset and rekindle our efforts and are hopeful that the 2018-19 California State Budget is favorable to education and our local funding. We are counting on membership to be advocates for teaching and learning to ensure that our local funding is best utilized.

STAY CONNECTED...



PRESIDENT'S MESSAGE JANUARY 2018:

TVEA INTERNAL AND EXTERNAL COMMUNICATION KEY TO NEW YEAR

Happy New Year! I stated at the TVUSD Governing Board meeting earlier this month: "Communication is the life-blood of any relationship whether it be teacher and student, husband and wife, or employer and employee". I stand by those words as well as my commitment to communicate effectively with TVEA members as well as other district stakeholders in 2018.



I would like to use this opportunity to recap some of our early efforts to date in 2018 and plans moving forward. Internally we will continue to use the familiar communication techniques of our TVEA E-Mail Blasts and Site Visits. I was at TVHS on our return date of January 8th and am getting out to the middle schools for lunches over the next few weeks. I completed fall lunch visits in mid-December at all seventeen (17) elementary schools and will come out again in the spring as requested. We are hosting our second set of TVEA House Meetings next week conducted by our Executive Board Area Representatives Karie Shorack, Melissa Young, Kim Evans, and Chris Meglio. These meetings allow for in-depth discussions and issue advocacy between Area Reps, Site Leaders, and Bargaining Representatives of each instructional level.

We continue to explore various communication platforms with members. As shared in this edition, we will be producing a monthly special publication this spring known as "TVEA Membership Matters" as we prepare for the Janus Supreme Court case ruling. This month I have met with high school coaches at the comprehensive high schools and gathered information we can bring forward with the district related to supporting their student programs. This approach of meeting with pockets of members is a continuation of approaching our vast membership beyond the traditional elementary, middle school, and high school groupings. In the fall I was able to meet with New TVEA Members, Speech and Language Pathologists and Pre-School Teachers. Do you have a member grouping that would like to have the ear of TVEA? Please contact me!

Externally, I continue to speak with potential school board candidates in By-Trustee Districts 2, 3, and 4. I have met with two sitting school board members this month and expect to schedule a third in early February. These opportunities allow me to share what TVEA has collected from members in a focused setting rather than through public comments at a board meeting. I believe we are making progress with the school board understanding they need to listen to TVEA as well as TVUSD administration.

This month I have also met with the Temecula Valley Council PTA President and have been invited to take a seat representing TVEA members in that body. I look forward to the potential networking opportunities with district parents. I also was invited to share information about the 2018 TVUSD Governing Board Election with a high school educational foundation. This is the umbrella governing body for the various parent support groups on high school campuses.

I am excited about what we have done to date related to communication and networking in 2018 and the first month is not yet complete! With well more than 90% of the calendar year yet to be peeled back, the sky is truly the limit for TVEA communication! Your ideas on how to best communicate internally with member subgroups and how to network with additional stakeholders is certainly welcome. Thank you for doing your part to communicate with TVEA by reading this message and I sincerely wish you and yours a Healthy and Happy 2018.

Jeff Kingsberg



TVEA/CTA “MEMBERSHIP MATTERS” INITIATIVE ON THE HORIZON FOR SPRING 2018

With the Janus v. AFSCME Supreme Court ruling expected this spring, TVEA is working to educate members on how crucial it will be for us to maintain “strength through numbers” along with our collective voice. The Janus case is expected to eliminate the mandatory Agency or “Fair-Share” fees for California public employees who elect to opt out of their union. Twenty-Two states have such fees for non-members authorized in the 1977

Aboud Supreme Court Decision. The court ruled that non-members receive the benefits of the collective bargaining agreement, so they should pay for the cost of negotiating and maintaining the contract.

TVEA will publish “TVEA Membership Matters”, a series of monthly informational updates which members will receive from TVEA. TVEA will provide information to members from February through May 2018 in relation to the benefits of union membership specific to TVEA locally but also at the state and national level. Topics will include Contractual Benefits, Progress of TVEA as an Association, and CTA as a Voice for Public Education at the State Level. There will also be some short member surveys generating member feedback and some raffle gift cards for those who review the material shared.

TVEA Executive Board and Membership Engagement Committee members Amy Eytchison (TES) and Alan Underwood (VRMS) along with CTA Murrieta office staff member Kate Phillips met at TVEA on January 10 to develop the concept and the plan was shared with the TVEA Executive Board January 18th.

We believe that you will agree through our COLLECTIVE efforts that membership indeed does matter! Let’s stay strong as a professional association and maintain the middle-class lifestyle possible for educational professionals in California.

We expect to publish our first edition before the end of February.



TVEA WINS “TRIPLE CROWN” OF 2016-17 CTA COMMUNICATION AWARDS

TVEA takes great pride in our efforts to communicate effectively with members through multiple communication tools. We learned in December that CTA, our parent group has recognized this by naming us a recipient of three different CTA Communication Awards reflecting our work last school year.

First, our website tveducators.org was selected in the category of *Digital Media Award in Honor of Ralph J. Flynn*. This is the second year in a row we have received this honor for our website. Credit goes to our longtime TVEA Office Manager Lisa Sisco for her efforts and skills in offering members and the educational community digital access to everything TVEA!

Second, our chapter newsletter the TVEA Advocate was a recipient in the category of *Newsletters and Newspapers*. TVEA aims to make the TVEA Advocate meaningful to members and our five issues per school calendar year provide a comprehensive look at everything TVEA. We provide about one hundred color copies to our sites through our site leaders and send all members a link to the electronic version on tveducators.org. TVEA received a Certificate of Merit for our work in 2015-16 so we are pleased to move up to recipient status for 2016-17.

The third piece of our triple crown recognition in communications for 16-17 is the category of *Special Membership Communications*. TVEA published a special six-page highlights of our 2016-17 efforts and accomplishments titled: “A Year in Review of TVEA”. This publication featured our efforts beginning with the fall 2016 TVEA Executive Board planning workshop and ending with the Member Appreciation Event at Cougar Winery in May. Our work in becoming a respected community stakeholder group by achieving membership in the Temecula Valley Chamber of Commerce was highlighted. We will continue to strive to serve our members by continuing to provide relevant digital and print media communication as well as continue our regular informational e-mail blasts with the critical announcements members need for the week.



TVEA MEMBERS AND STUDENT STANDOUTS REPRESENT IN CITY OF TEMECULA HOLIDAY PARADE



On Friday December 1st, our members and students were one of ninety-five entries in the 25th Annual City of Temecula Holiday Parade. It was the third year that Pauba Valley Elementary Teacher and TVEA Community Engagement Liaison Melissa Young has facilitated TVEA participation. Our TVEA parade group had an estimated fifty to sixty people including invited guests and parents.

TVEA invited students to walk carrying our TVEA banners if they were nominated by a TVEA member for being a “Student Standout” at their site. Twenty students were nominated for this distinction by TVEA members at ten different school sites and walked with TVEA in the parade. We had “Student Standouts” and nominating members from the following sites: Chaparral High School, Susan Nelson High School, Bella Vista Middle School, Margarita Middle School, Temecula Middle School, Vail Ranch Middle School, Nicolas Valley Elementary, Pauba Valley Elementary, and Temecula Elementary. The nominated students were honored at a TVUSD Governing Board Meeting on December 12th as the feature in our “TVEA Spotlight”.

TVEA parade participants wore Santa hats and carried items such as glow in the dark candy canes. In addition, this year TVEA purchased children’s books to give to spectator school age children on the parade route. These books and other parade materials were purchased with CTA funds from a Community Engagement Grant which we received for the 2017-18 year.

TVEA believes it is important for the community to see live and in person that we truly are “Dedicated and Committed Advocates for Improving Teaching and Learning”. This is a tradition TVEA would like to continue for years to come and we hope to get more sites to come out and join in the fun. See our “Shout Outs” section on the last page of the TVEA Advocate for a mention of the teachers who both nominated a student and walked with them in the parade.

Great job by our members promoting student success and school and TVEA pride!



TVEA PARTNERS WITH BARNES AND NOBLE BOOKSTORE ON NATIONAL EDUCATOR SHOPPING DAY

On Saturday December 2, TVEA volunteers offered complimentary gift wrapping to Barnes and Noble Temecula bookstore customers as part of our Community Engagement Outreach Efforts. Donations were accepted with funds targeted to the TVEA Temecula Dollars for Scholars Scholarship Fund.

It was an opportunity for our association and its teachers and specialists to be visible in the community and have conversations with customers to share what we do as educators. Thanks to the ten or so TVEA volunteers who came by to support this endeavor. A listing of the participants may be found in our “Shout Out” section on the final page of the TVEA Advocate.

TVEA is interested in continuing to build this community partnership as it seems to be a natural match – Teachers and Books! Jeff McNurlan, who also serves as the Temecula Education Foundation (TEF) President is the new Community Development Manager for Barnes and Noble. Jeff is also a Temecula resident and TVUSD parent who TVEA looks forward continuing to work with.



TVEA SIGNS ONE-YEAR MEMORANDUM OF UNDERSTANDING WITH TVUSD ON ARTICLE 12 VOLUNTARY TRANSFERS

In hopes of streamlining the transfer process and address three primary concerns reported by our members in a 2016-17 survey, TVEA and TVUSD have agreed to and started implementation on a one-year Memorandum of Understanding (MOU) related to In-District Voluntary Transfers.

This trial process as designated by its MOU status as opposed to permanent contractual language, runs from December 1, 2017- December 31, 2018. Members are permitted to submit their names for a voluntary transfer during three windows during the entire months of December 2017, March 2018, and September 2018. Once a member has placed their interest in an assignment and site(s), they stay in the system unless they choose to adjust their preferences in a later window. Members are not compelled to accept an interview or transfer offer, nor will principals have access to any member lists other than those who schedule an interview for a vacancy at their site. TVEA will hold a copy of the transfer interest list to validate members placement for assignments and/or sites. TVEA is trying to address three primary concerns cited by members under Article 12.3 Contract Language:

- 1) Members have reported that they are fatigued and frustrated by the long- standing group interview process conducted by TVUSD. As a result, if there are five or less candidates, interviews will be conducted individually
- 2) There will be a clear separation of in-district candidate interviews from outside candidates by the stipulation that outside candidates are not allowed to be contacted by TVUSD until inside candidates have completed interviews. Previously, the district would interview in-district candidates first as suggested in Article 12.2.2, yet often an outside pool of candidates would immediately follow in-district interviews on the same day.
- 3) Members will receive notice of their status within five days of their interview. Members had reported a lag time of multiple weeks at peak times of HRD interviews.

TVEA is optimistic that this process will prove to have more benefits than costs to membership. We are monitoring the process closely, gathering data, and seeking any needed revisions before the next transfer window. We intend to survey membership in late spring or early fall before seeking a renewal for the following year.

TVEA PREPARES FOR SPRING OVATION! MEMBER RECOGNITION PROGRAM

TVEA will soon be launching its second edition of its new member recognition program: TVEA OVATION!

The timeline is as follows:

Monday January 29- Friday February 9: Announcement and On-Line Nominations Submitted

February 20: TVEA Member Engagement Committee meets to review OVATION! nominations and determine recipients.

Monday March 5- Wednesday March 21 and Monday April 9-Friday April 13: TVEA OVATION! Recognitions at sites

We look forward to receiving news from you about the great work your colleagues are doing!

Nomination categories include: Inspirational, Supportive/Team Player, Leadership/Professionalism, and Going the Extra Mile. In the fall we recognized ten recipients and an additional thirteen nominations. We hope to do more this spring. Get those nominations in as there is no recognition more meaningful than by those you collaborate with and stand side by side in the trenches each day!



KNOW YOUR CONTRACT: ARTICLE 7.5 RETIREE HEALTH AND WELFARE BENEFITS

Questions and Answers Related to Medical Bridge

Q. What is "Medical Bridge" and is it a temporary or permanent program?

A. Medical Bridge is a health and welfare benefit for long-term employees of the district in which the district will pay the basic cost of the retiree's district health insurance for the lesser of five (5) years or until the retiree attains Medicare age eligibility. The district will contribute the monthly cost toward retiree insurance not to exceed the monthly cost of the lowest active HMO premium at the time of retirement (Currently \$696.00 per month). Medical Bridge was added to the collective bargaining agreement in January in 2016 so it is a permanent contractual provision (unless renegotiated) as opposed to a temporary Memorandum of Understanding (MOU).

Q. What are the eligibility requirements?

A. The bargaining unit member must be at least fifty-five (55) years of age and have a sum of at least fifteen (15) years of full-time service in the district. Note that partial years of service may be counted to reach fifteen full-time years. The retiring member must have participated in the district health and welfare insurance for the last ten (10) years leading into retirement. The member must submit their retirement by the date of **February 15th** to access the benefit and the retirement must be effective at the end of that school year. The bridge benefit may not be delayed or deferred but initiated upon retirement.

Q. What if I wish to purchase a different plan such as a PPO or add a spouse for my retiree insurance?

A. Yes, you may do so yet at your own cost. The member would be responsible for the difference between the cost of the lowest cost HMO and the other plans. The same applies to adding a spouse or other eligible dependent. Retiree insurance rates (Available on the TVUSD Risk Management webpage are "tiered" with per person rates. TVEA member rates are "composite" in structure in that the rate is the same regardless of the number of dependents.

Q. What if I am placed on a 39-month rehire list after a long-term medical leave and need to retire before the end of the school year?

A. Negotiations this fall helped to address the issue of an ill member who is unable to sustain employment through the school year and their qualifying for Medical Bridge". The tentative agreement ratified last month by TVEA members allows for "A member unable to complete the school year due to unforeseen medical circumstances documented by a medical provider and who are subject to placement on the 39-month rehire list, may elect to retire prior to the end of the school year and be deemed eligible for Bridge Medical". and your questions answered.

TVHS'S TOBY BRANNON LEADS STUDENTS TOWARD SUCCESSFUL IMPLEMENTATION OF CTA INSTITUTE FOR TEACHING BIOSUSTAINABILITY GRANT

An aquaponics solar powered greenhouse, the centerpiece of the \$20,000 Biosustainability Grant TVHS Science Teacher Toby Brannon secured last summer is officially under construction. About four dozen volunteers including students, parents, and TVHS staff gave up most of their weekend December 16th and 17th to finish the fencing and framing of the building.

On December 19th Brannon invited TVEA and CTA representatives to spend the advisement period with his students and inspect the building progress. During the advisement period Toby addressed the over one hundred students who attend his advisement group.

Toby introduced the visitors and encouraged the students to share their work with us. Students were in groups of four to eight and were in subgroups including: Layout, Grow and Media Beds, Tank, Pump, Seed Germination, Plumbing, and Social Media. Groups were encouraged to "cross pollinate" with one another and share ideas and resources. Toby also encouraged his students to check local vendors as they prepared their materials shopping lists to seek local discounts as well as build community relationships.

The result will be TVHS Biology students producing their own organically created fish and produce. This will not only supply the TVHS Culinary Arts Program with plentiful produce and fish but also create a donation pipeline to the Temecula Food Pantry. Toby effectively articulated to his students a central theme of this grant is to take the CTA Institute for Teaching (IFT's) call for Teacher-Driven Change and transform it into Student- Driven Change.

It is clear from our visit that Mr. Brannon and his TVHS students are well on their way!



TVEA POLITICAL ACTION COMMITTEE EFFORTS INCREASE WITH EYE ON NOVEMBER 2018 SCHOOL BOARD ELECTION

TVEA is working to increase awareness about the upcoming school board election this year and many of those efforts have been channeled through our Political Action (PAC) Committee, chaired by Bill Moyer (CHS).

We are still seeking viable candidates for the Districts which will be contested this fall, District 2 (occupied by Sandy Hinkson), District 3 (Unoccupied), and District 4 (Occupied by Kevin Hill and Julie Farnbach). TVEA Leadership has met with a handful of potential candidates and the PAC Committee intends to conduct interviews in late April before making potential recommendation(s) to the TVEA Executive Board.

The group has scheduled a "Meet and Greet" for prospective candidates to be held at the TVEA office on Wednesday March 14th. This will give the chance for the group (and TVEA Executive Board) the opportunity to interact with the candidates informally before interviews occur.

TVEA President Jeff Kingsberg has started to meet with stakeholder groups who have interest in district student programs such as high school parent foundations and athletic coaches. This is a way to collect information from potential voters and find out what they are hopeful for in future district and board leadership.

Do you know of someone who might be an asset to our community by serving as a Governing Board Member? Please contact TVEA with your references and ideas!



THINKING ABOUT RETIREMENT IN 2018 OR IN THE FUTURE?

TVUSD is offering a final informational meeting on the Medical Bridge Benefit at the District Office.

Wednesday February 7th

These are "Drop-In" meetings from 3:00-5:00 in which you can get information and your questions answered



TVEA ROCKS KILLARNEY'S TEMECU- LA WITH STRONG MEMBER SHOW- ING FOR TVEA MIXER

The five week delay for the TVEA end of fall semester social event did not deter the estimated crowd of 50-55 that descended upon Killarney's for some good old-fashioned Friday afternoon collaboration on January 12th. It was a festive event with lots of positive energy in Killarney's banquet room.

TVEA provided complimentary appetizers for members while members purchased their own beverage of choice. TVEA provided five raffle winners with gift cards from local restaurants covered through our CTA Member Engagement Grant.

The raffle winners were: Teresa Childs (CHS) and Darci Sorensen (PVES), who are pictured with TVEA President Jeff Kingsberg and George Elias (VHES), Laura Drlak (PVES), and Ray Filipini (SNHS). Congratulations to all winners and thanks for coming out and celebrating the entry into the three-day Martin Luther King Jr. weekend.



TVEA ANNOUNCEMENT OF NEA REPRESENTATIVE LOCAL & STATE DELEGATE ELECTION

The NEA Representative Assembly is the largest democratic deliberative assembly in the world. California sends more than 1,000 delegates to the NEA RA each summer. During this annual meeting, CTA members help set policy and chart the direction of NEA business through participation on various committees, constituencies, caucuses, and leadership groups. It is the largest democratic deliberative assembly at over 8,000 delegates and an experience not to be missed. TVEA hopes our members will consider participating and giving TVEA a voice in the National Education Association policy making body.

The NEA Representative Assembly for 2018 will be held June 29-July 6 in Minneapolis, MN with the first caucus meeting set for June 30. Deadline to submit the official **State Delegate** Declaration of Candidacy form is Jan. 31. The 2018 Declaration of Candidacy form is available now. Service Center Councils will begin accepting state delegate Declaration of Candidacy forms on Jan. 4, 2018. Each candidate filing a declaration form will receive an acknowledgment of receipt.

In order to attend the Representative Assembly, you must pay for your meals, hotel room and transportation for June 29-July 6. CTA will reimburse state delegates up to \$2,000 with appropriate receipts. If a delegate stays within the CTA meal allowance, shares a room with another delegate and purchases a super-saver airline ticket (if applicable), the CTA reimbursement should cover delegate expenses.

TVEA will be holding online elections for NEA Representative Assembly **Local Delegate** from February 23rd-28th. TVEA will fund up to two positions representing our local association. Declarations of Candidacy must be received at the TVEA office no later than 4:00 on January 31, 2018 (Postmarked date not accepted). The campaigning period will run from February 5th - February 21st with voting from February 22nd-28th. Results will be announced on March 1st.

State and Local Delegate Declaration of Candidacy forms can be found on the TVEA website under Elections.

For questions on the NEA RA and/or the elections process contact TVEA Elections Chair Chris Jones at tveaelections@gmail.com.

CTA SCHOLARSHIP OPPORTUNITIES

Check out the TVEA Website at <https://www.tveducators.org/grants> for details including Criteria and Eligibility and Brochure

Deadline to apply is February 2, 2018

CTA Scholarship for Dependent Children

This program offers up to thirty-five (35) scholarships in the amount of \$5,000 each to dependent children of active, retired, or deceased CTA members.

Del A. Weber Scholarship for Dependent Children

This program offers a scholarship in the amount of \$5000.00 to a dependent child of an active, retired, or deceased CTA member who is attending or attended a continuation high school or an alternative education program.

CTA Scholarship for Members

This program offers up to five (5) scholarships in the amount of \$3,000 to current "active" CTA members completing college coursework.

Martin Luther King Jr, Memorial Scholarship (Deadline February 16th)

This CTA Scholarship is given in memory of Dr. Martin Luther King, Jr. to aid members of ethnic minorities in pursuing a college degree, credential, or certification for a teaching-related career in public education. Applicant must be an "active" CTA member, student CTA member or dependent of a CTA member.



TVEA SCHOLARSHIP OPPORTUNITY – TEMECULA DOLLARS FOR SCHOLARS

TVEA will be participating in the Temecula Dollars for Scholars (TDFS) awards night in May 2017. TVEA will provide up to twelve scholarships to graduating seniors based on the following criteria: The student is a dependent of a TVEA member, and/or the student has expressed a career interest in the field of

education. **Deadline for student applications is February 1, 2018.** For more information visit the TDFS website at

www.temeculadollarsforscholars.org

TVEA AD HOC BUDGET COMMITTEE PROVIDES TVEA OVERSIGHT OF TVUSD BUDGET AND PROVIDES LEVERAGE TO OUR BARGAINING TEAM

In January 2016, Article 7.1.5 of the TVEA/TVUSD Collective Bargaining Agreement was added, creating a Joint TVEA/TVUSD Ad Hoc Budget Committee. The language states:

“The District and the Association negotiations teams shall form an Ad-Hoc Budget Committee. The Committee will collaborate in an effort to reach consensus regarding a recommendation for compensation to the Association and District negotiation teams. In order to achieve this goal, the Committee shall collaboratively analyze the budget. The result of the Committee meetings will be reported to the negotiations teams irrespective of whether consensus is reached. The Committee will adopt and amend by-laws that govern their committee”.

The TVEA group has been in place since that time studying and asking questions related to the district budget. The group also has representatives attend the School Services of California (SSC) Workshops (paid for by TVUSD) which are conducted after the January Budget Proposal and May Budget Revision. This keeps our budget team informed of the big picture and allows committee representatives to effectively bridge their work with the TVEA negotiations team. The committee is based on a format used in the Murrieta District which has improved communication over the years between the District and the association.

TVEA’s team consists of two members of our current negotiations team, Chair Lowena Manzano (CHS), and our Bargaining Chair Brian Balaris (TVHS). Both have a high school mathematics teaching background. TVEA Vice-President and past TVEA Bargaining Chair Edgar Diaz (GMS) brings a wealth of experience to the committee. Rounding out the group are Vail Ranch Middle School Special Education Teacher Mark Mitchell and Great Oak High School Math Teacher Chris Meglio. Both Mark and Chris have vast experience in the private sector as financial officers previous to their teaching careers. The TVEA Ad Hoc Budget Committee has been one of most active committees in 2017-18 and we are grateful for their collective meticulous work to strengthen the association.



CALIFORNIA 2018-19 STATE BUDGET UPDATE LOWENA MANZANO, TVEA AD HOC BUDGET COMMITTEE CHAIR

The Ad Hoc Budget Committee last met on November 1, 2017 with another meeting with TVUSD scheduled for January 24th. Items shared and/or discussed included multi-year projections, transportation budget overview, accounting of attorney fees and settlements, and submitted and potential applications for Proposition 51 Public Schools Facility Bonds (2106).

Committee members recently attended School Services of California's (SSC) Governor's Budget Workshop on January 17, 2018. At that time, SSC shared its' review and impact of the Governor's proposal on school funding. The Governor has proposed to fully close the Local Control Funding Formula (LCFF) funding gap for all Districts for the 2018-19 school year, two years ahead of schedule. This means that, if the budget is approved, following the 2018-19 school year, there will be no additional revenue needed to fill the gap as has been the case since the LCFF was first implemented for the 2013-14 school year. The required TK-3 Class Size school site average of 24:1 will be in effect unless TVEA and TVUSD negotiate an alternative, like many other districts have. Cost of Living Adjustment, or COLA will continue to be applied in the upcoming years projected at 2.51% for 2018-19, 2,80% for 2019-2020, and 2.90% for 2020-21, providing a bit of new money. Yet it should be noted that COLA is now woven into the LCFF funding model as opposed to being categorized as purely employee compensation and/or benefits as in the past. At the same time, the District's contribution to STRS will continue to increase from the current year's 14.43% to 16.28% for 2018-19, 18.13% for 2019-20, and 19.10% for 2020-21. The California Budget May 2018 Revision will reflect any changes to the proposed budget.

RADCLIFFE FAMILY COVERS TEACHING TRACKS ACROSS TVUSD

This edition's TVEA Family Connection Feature is on the Radcliffe family- **mom Nanci (AES)**, **son Chris (GMS)**, and **daughter Allison Liljegren (VHES)**. For good measure Nanci's two other children, son Robbie (and his wife Katie) are teachers in Lake Elsinore and daughter Courtney teaches in Orange County. With Nanci on the north side at elementary (4th grade), Allison in the central region of the district at Vintage Hills (Part-Time K-1 Combo), and Chris teaching middle school Science in the South one could say the Radcliffe's have the district well covered! What about high school you ask? Chris attended high school in TVUSD and is one of our distinguished district alumni serving our students. He was also one of TVEA's first ten TVEA OVATION! recipients this fall as nominated by his peers. The Radcliffe's are products of our California State University system for their undergraduate degrees and credentials and three of the four children attained teaching credentials at University of Redlands.



TVEA President Jeff Kingsberg asked each member of this Temecula teaching family to respond to four questions. Here is the Radcliffe family's take on being part of a Temecula teaching family:

When in life did you make the decision to become a teacher and why?

NR: I decided to return to school when my youngest child (Chris) was 8 because of my husband's health problems. Prior to that I had been fortunate enough to be a "stay-at-home" mom. I've loved both "careers."

AL: My mom was finishing her credential program around the same time I started at CSUF, so it seemed like a natural career to get into.

CR: All through college, I knew I wanted to teach. I was interested in many different topics, and was focused on teaching at the college level. As the years progressed, and after many conversations with professors, I realized that become a tenured college professor was not necessarily a straight-forward process. I then learned from many professors that a fraction of their time was spent in the classroom, while the majority was allocated to publishing, research, meetings, etc.

What is most rewarding in your role as a teacher?

NR: I love my team! I've always been proud to be a teacher, and being in the district so long has allowed me to make so many wonderful friends. I remember the days years ago when we had lots of training days, so we were able to meet teachers from other sites and form friendships. Most challenging - being sure that all students' needs are being met.

AR: Kindergarten and First Grade are both new grade levels for me. Seeing students walk in the door the first day of school not knowing a single letter or letter sound, and by December they are reading, is truly rewarding. It's a lot of hard work, but you really see your efforts paying off in the lower grades.

CR: I think the biggest challenge is trying to better myself each day. I always want to teach to the best of my abilities, while providing my students with the best possible learning environment. I find great satisfaction in knowing that I've helped my students prepare for high school. I also enjoy the connections I make with my students through science content and classroom culture. One side note: This is now the third year where students firmly believe I drive a Prius (last year's students even made me a Prius meme T-shirt). I've even been called out in school drama performances for driving a Prius. I honestly don't know how the rumor started, but I don't drive a Prius! I suppose the important part is that I'm able to connect with students.

Who in TVUSD has been a positive role-model, influence or source of support for you?

NR: There are 3 important people I feel have been very helpful as role models, mentors, and support throughout my career - I will never forget the day I was officially a "teacher" at ARES, and Vickie Taylor offered her help. She later became my BTSA mentor. Another person was Chris Dixon. You may think I've forgotten your mentoring- I have not! Thank you Chris! You were a lifesaver as my second year BTSA mentor. The third person is my wonderful daughter, Allison! We started in the district together, and I still cherish the hours we spent planning and prepping together. I looked up to her and her innovative ideas, and will always be grateful for our time together!

AR: My mom has been a huge source of support for me, as well as being a role model. When most people her age are retiring, she continues to love teaching. (Continued on next page)

CR: So many people - everyone I work with at GMS, including Jeremy Kavanagh, Mike Arroyo, and Joe Campbell, as well as administration (past and present). I was also fortunate to have Kay Reid as my BTSA coach. And let's not forget the teachers and staff at Temecula Luiseno, where I was a regular substitute.

How does having an "Educator Family" impact family gatherings?

NR: Well, since all 4 of my children and my daughter-in-law are teachers, conversations revolve around education a LOT!. Usually it involves issues we face with students (we have a range of K/1, 4th, 6-8, 6th, 8th, HS), and who has the longest Christmas and spring vacations! It's an unspoken connection we share, and I'm immensely proud that my "5" children have made their mark in each of their chosen grade levels and that they are well-respected and loved by their students and families.

AR: We love to share stories and ideas. Our dad has learned to live with it being the only non-educator in the family. Once we get going, it's hard to stop! We all support one another and offer advice constantly. We all understand where the other is coming from.

CR: It certainly makes for some interesting conversations! It is fascinating to learn about the different expectations between grade levels, and districts. In some cases, it gives me greater appreciation for the privilege I have been given to teach in such an amazing district, especially at such an incredible school.

TVEA SHOUT OUTS

Thanks to the following teachers who both nominated a "Student Standout" and walked with them and our TVEA group in the Temecula Holiday Parade on December 1: **Susan Laliberte (VES), Melissa Young (PVES), Helen Schlansky and Judy Tang (NVES), Peggy Dixon (SNHS), Kristan Morales (CHS), Donna Hinkle and Colby Stromberg (VRMS), Stephanie Robinson (TMS), and Estee Davisson (BVMS)**

Our initial efforts in building a community partnership with Barnes and Noble Bookstore was a success due to the following members participating in the complimentary TVEA gift wrap on National Educator Shopping Day at the bookstore: **Edgar Diaz (GMS), Raul Miranda (GOHS), Karie Shorack (VHES), Kathie O'Neil (TVHS), Nancy Reza (TES), Belisa Guerrero (TLES), and Helen Schlansky (NVES), and Michele Conrad (PES).**

Very Professional! Great job by **Visual and Performing Arts (VAPA) Specialist Team Leader Sarah Hermanson** at the January 16th School Board Meeting in presenting a report on the TVUSD VAPA Strategic Plan. Sarah presented a wealth of information about the many programs across the district.

Congratulations to **Great Oak Cross Country and Track Coach Doug Soles**. The TVUSD Governing Board recognized Doug before the January 16th TVUSD Governing Board meeting. Doug was named the US Track and Field Association Cross County Coach of the Year as well as the Riverside Press Enterprise High School Game Time Cross Country Coach of the Year. The achievement level of Doug's teams is remarkable!

How about a TVEA Shout Out for some of our "newbies". New in that they were newcomers to one of our meetings or events. Great to see the following folks at Killarney's on January 12th: **Shawna Borchard** (Adaptive PE, DO), **Daniel Day** (Science, CHS), **Brenda Eskridge** (English, GMS), **Karen Igo** (Deaf/Hard of Hearing Teacher, DO), **Robert Kendrick** (Math, TVHS), **Alyssa Ryan** (1st Grade, RHES). Alyssa, Robert, and Shauna are pictured together soaking in the atmosphere at our Killarney's event!

Kudos to our **Speech and Language Pathologist Position Specialist Melissa Gibson (VES/TVHS)**, who continues to facilitate two-way communication with colleagues. Melissa worked with the TVEA office this month to create and send a survey to fellow SLP's. This undoubtedly will create interest in her next meeting with them as she shares the results of their collective feedback.

Congratulations to **Sina Albertoni** (TLES) who was announced as TVUSD's Site Support Employee of the Year in December. Sina is a LCAP Literacy Specialist at TLES and serves as the TVEA LCAP Position Specialist.

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