



JUNE '22

TVEA DIGEST

CATCH UP WITH WHAT'S UP AT TVEA

What's Up!

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



10.01%

TENTATIVE AGREEMENT ON 2022-23 COMPENSATION POISED FOR MEMBER RATIFICATION

On Monday May 23rd the TVEA Bargaining Team signed a Tentative Agreement with TVUSD for 2022-23 Compensation. That afternoon the components of the agreement was shared with the TVEA Executive Board who voted unanimously to send the agreement to membership for a ratification vote.

The total value of the compensation for 2022-23 is 10.01% and breaks down as follows:

- 1) Members employed on September 1, 2022, will receive a one-time off schedule payment equivalent to 1.75% of their salary for the 2022-23 school year.
- 2) A 6.26% increase will be applied to all Salary Schedule cells.
- 3) The Longevity Steps below will increase by 1% beyond the 6.26% applied to all other cells (this represents 1.35% of the total compensation package of 10.01%). Note that membership identified this as their number one priority in the forced rankings of the survey from the following week. 88% of membership rated this as a Top Priority, Priority, or Priority. b) The approximated salary schedule amounts for Salary Schedule A with the 6.26% and the 1% cumulative longevity step increases: Step 13: (New) from 99,185 to 105,394, Step 16: from 103,004 to 110,506, Step 19: from 106,969 to 115,865, Step 22: from 111,088 to 121,485, Step 25: from 116,138 to 128,227
- 4) The district's contribution to Health and Welfare Benefits will increase \$600 yearly to \$11,247 (this equals 0.49% of the 10.01%).
- 5) A 0.16% increase is set to fund new stipends for Leadership positions in Elementary and Middle School. Language ensuring fairness and equity in these positions is still being bargained.

Voting is to occur through our electronic vendor Big Pulse from June 2nd to June 7 through personal outside e-mails, with results announced to members via district e-mail on June 8. Kudos to both our Bargaining Committee as well as our Ad Hoc Budget Committee, which set the stage by attaining consensus for the sum of 10.01 % for the TVEA Bargaining Unit and an 8.26% to be applied to our ongoing compensation.

NEARLY 900 TVEA BARGAINING MEMBERS PROVIDE FEEDBACK ON 2022-23 COMPENSATION SURVEY

893 TVEA Members, or 70% of membership weighed in on providing direction to TVEA Bargaining for negotiations on 2022-23 Compensation Negotiations with TVUSD. The survey available to members from May 13-18 with a preview of survey content sent in advance on May 9.

The survey asked members to consider seven potential bargaining items as to their value individually on a five-point option scale as well as in rank order against one another. The eighth item, "An Equal Distribution of Salary Increase Across Membership" was also evaluated. It was shared with members that selecting one or more of the seven reported member interests as a "Top" or "High" Priority would impact TVEA's ability to bring members a maximum across the board increase.

In terms of valuing each item individually, the top three items were:

Equal Across the Board Increase:

Weighted Average 3.82, Top Priority 41%, Top or High Priority 63%, Low or Not a Priority 16%

Increasing the Percentage Between the Longevity Steps:

Weighted Average 3.70, Top Priority 36%, Top or High Priority 65%, Low or Not a Priority 20%

Add Step 28 to the Column D Longevity Steps:

Weighted Average 3.20, Top Priority 29%, Top or High Priority 45%, Low or Not a Priority 36%

When reviewing these items when placed in rank order on an eight-point scale, the results were: **Increased Percentage Between Current Longevity Steps 6.18, Equal Across the Board Percentage Increase 5.89, Adding Step 28 to the Column D Longevity Steps 5.26.** When combining the percentages for the top two ranked items together for these three items the results were:

- Increase the Percentage Between the Longevity Steps: 64%
- Equal Across the Board Percentage Increase: 49%
- Add Step 28 to the Column D Longevity Steps: 41%

The remaining five items were addressing smaller subgroups and could potentially be addressed at a relatively lower cost than the above three items.

Note that none of these five items had a combined Top/High Priority Percentage higher than 30%.

- Department/Grade Level Stipends: Weighted Average 2.83, Top or High Priority 30%
- Maternity Leave/Pay: Weighted Average 2.71, Top or High Priority 30%
- Increase Compensation to Attract and Retain Speech and Language Pathologists: Weighted Average: 2.62, Top or High Priority 22%
- Increase Compensation for Social Workers/Modify Two Tier Salary Schedule: Weighted Average 2.43, Top or High Priority 16%
- Add Longevity Step for Non-Masters: Weighted Average 2.10, Top or High Priority 16%

UNDERSTANDING THE STRS RETIREMENT FORMULA AND ITS IMPACTS FROM MIKE HEBEBRAND, CHS MATH TEACHER AND SITE LEADER

Hi all.... Thinking about when to retire? I have used the CALSTRS Retirement Calculator extensively to try and figure out how much I would receive if I were to retire this year, next year, and so on. There are primarily three factors which are used to calculate your monthly CALSTRS retirement pension: 1) Years of Service, 2) Age Factor, 3) Highest Year Salary or Average of Highest Three Years if Less than twenty-five (25) Years of Service. One thing I learned in navigating the CALSTRS calculator is that it asks for accrued sick leave days. I learned that if I retire with for example forty (40) unused sick days...it adds to my years of service number resulting in a \$1.00 to \$1.25 bump each month for every day not used or about \$50 per month more when I retire. So, if you have for example 100 unused sick days, one could expect about \$120 per month more in pension. Below is a spread sheet detailing my own current situation. Yours most likely will be different. Note that I gave myself a 2% to 3% estimated raise every year for salary growth. A couple of notes: 1) I did not select an Option Beneficiary for a spouse or dependent when I pass so my calculations are for 100% of my pension. If you choose a beneficiary to receive 50%, 75%, or 100% of your monthly pension your take will be less. The Age Factor stops increasing at age 61.5 for those with thirty or more years of service. This may be a bit overwhelming to those who have not navigated the CALSTRS website and calculator, yet it is easy to set up an account on MYCALSTRS.com to get started. It's not too early, even for first year teachers!



Retirement Date	Last year's salary / per mo	Unused Sick Days	Age FACTOR	Years of Service (incl sick days)	Estimated Monthly PENSION Amt.
Jun-22	116,108/9,676	30	0.0182	31.163	\$5,488
Jun-23	120,000/10,000	33	0.0194	32.179	\$6,243
Jun-24	122000/10,167	36	0.0206	33.196	\$6,952
Jun-25	125,000/10,417	39	0.0218	34.212	\$7,769
Jun-26	127,000/10,583	42	0.023	35.228	\$8,575
Jun-27	130,000/10,833	45	0.024	36.245	\$9,424
Jun-28	133,000/11,083	48	0.024	37.261	\$9,911

SPRING 2022 SMALL GROUP LISTENING SESSION SUMMARY

TVEA has completed our Small Group Listening Sessions for Spring 2022. We were pleased that more than 400 members (405) engaged in sessions over the three questions below. Summaries of fifty-two (52) meetings from twenty-four of our school sites were submitted to TVEA. Our leadership team synthesized the key findings into five summary points for each question. A big shout out to all our site leaders who facilitated these meetings and made sure participants were heard. TVEA may consider utilizing this model in the future.

WHAT DO YOU FEEL IS GOING WELL RIGHT NOW?

1. Student Attendance, Achievement, Recognition
2. Collaboration and Support Among Site Staff
3. Site Administration Support
4. Less District Micromanagement @ Sites (ex. CIA's)
5. Improved Communication from the District, Consistently Good Communication from TVEA



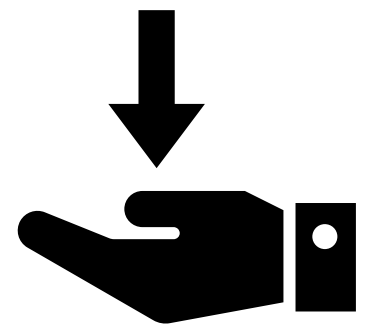
WHAT DO YOU NEED TO BE A MORE EFFECTIVE EDUCATOR?

1. Self-Directed Time: Need more time to work with students and colleagues
2. Support dealing with Behavior: Clear School wide Expectations and Consequences. Lack of Consistent Discipline. Need more Support from Admin dealing with Students.
3. Need more Support for Students: More Counselors, Aids, ELD Specialists
4. Lower Class Sizes, Lower Caseloads
5. District/Admin Direction and Communication is lacking - Need a clear vision and pathway to move forward



WHAT SHOULD TVEA EMPHASIZE IN BARGAINING OR CONSULTATION WITH TVUSD?

1. Salary and Compensation: Comparable to Others, SPED Groupings, Address Longevity in Salary Schedule
2. Student Behavior, Teacher Rights and Safety
3. Fewer Structured PLC's, Guaranteed Prep (Elem), TIME
4. Smaller Class Sizes
5. SPED Caseloads and Safety in Gen Ed Classrooms with IA Support



OTHER TOPICS MEMBERS BROUGHT UP IN THESE SESSIONS:

1. Proper placement of students, transition meetings 5th to 6th grade
2. Classroom/Copy budgets
3. School wide expectations for student discipline. Lack of consequences
4. PD for job requirements | outside of TVUSD programs
5. Teachers have limited time- need support
 - a. Support Personnel
 - b. Teacher Support
 - c. Tech Support (Turnaround Time)
 - d. Limit Curricular Changes in a Series of Years



TVEA LEADERSHIP VOTES TO RECOMMEND INCUMBENTS BARBARA BROSC AND ADAM SKUMAWITZ FOR FALL 2022 TVUSD SCHOOL BOARD ELECTION

On May 5th and May 11th your TVEA Executive Board and Leadership Council respectively took action to approve the recommendations of incumbents Barbara Brosch (TA-3) and Adam Skumawitz (TA-4) in the 2022 TVUSD Governing Board Election. The TVEA Executive Board decided this Spring to adopt a Trustee-by-Trustee Area approach to recommendations, as four of the five seats will be contested this fall.

The 2022-23 TVEA Political Action Committee (Committee Members: Kelly Maxey, Renee Vacco, Raul Miranda, Diana Arban, Jeff Kingsberg) interviewed each candidate with Committee Executive Board Liaison Doug VomSteeg and Vice-President/President Elect Edgar Diaz participating as well.

Brosch and Skumawitz are worthy board trustees for our members and the community to re-elect as they are:

Deeply COMMITTED to the Temecula Valley District and Providing a Quality Public Education for our Students. They currently have children attending TVUSD schools who or their children have matriculated through our K-12 system.

Strongly CONNECTED to our Educational Community

Adam: Wife is a TVUSD Alumnus and now Counselor, Mother was a longtime TVUSD elementary teacher, Coached Soccer at two of our high schools.

Barbara: 1993 TVHS Graduate, as is her Spouse, PTA Involvement at Multiple Sites, CHS Educational Foundation President

BALANCED AND INDEPENDENT CRITICAL THINKERS who do not bring a personal political ideology to the Governing Board to make decisions on behalf of district stakeholders

ACCESSIBLE to TVEA Leadership for two-way communication and support of our teachers and specialists. They have and will continue to press TVUSD on issues and concerns brought to them by TVEA and its membership.

PROVEN WINNERS who have demonstrated the ability to be elected by the TVUSD community (Skumawitz 2018, 2020 and Brosch 2018) Barbara and Adam clearly understand the landscape of TVUSD including the role of TVEA.

TVEA is proud to recommend these two TVUSD Board Members for re-election in 2022!



POLITICAL ACTION COMMITTEE TRANSFER AND MEMBER OPTION TO OPT OUT

The TVEA Executive Board voted in April to bring a motion to the TVEA Leadership Council to transfer funds from our general account to our Political Action Account. Our Leadership Council voted 37-0 at the April 13 meeting to do so by transferring \$4.00 of local member dues for the months of April, May, and June resulting of a sum of \$12.00 per member.

TVEA generates Political Action Committee (PAC) Funds exclusively in this manner for use to support TVEA recommended TVUSD School Board Candidates and members may opt out of this transfer.

TVEA ran a 30 day opt out window from April 18 to May 18 and ninety-four (94) members chose to not transfer the \$12.00 over this period from our general fund to our PAC. This is 7.4% of our overall membership of 1273 members.

This will result in a transfer of \$14,148 after June 30th from our TVEA Savings to the Political Action Account to support candidates who have been vetted and recommended by the Political Action Committee, TVEA Executive Board, and TVEA Leadership Council.

NINETY- ONE TVUSD HIGH SCHOOL TEACHERS RECOGNIZED AT 2022 CRYSTAL APPLE AWARDS

On May 1st the Church of Jesus Christ of Latter-Day Saints hosted the Crystal Apple Awards. This was the first time since 2019 that the awards had been held as an in-person event. Ninety -one teachers, all from Chaparral, Great Oak, and Temecula Valley High Schools were nominated for the award by their students who attend the church seminary program. Each school was awarded two finalists and one Crystal Apple Recipient.

Pictured are:

- Finalists from Temecula Valley High School: Darren Drago (World Language) and TVEA Executive Board Member Doug VomSteeg (Social Science) with Recipient Michelle Ingram (Math).
- Finalists from Great Oak High School: Alexandra Wagner (ASL Teacher) and Christine Pollero (Social Science) with Recipient Natalie Vargas (World Language)
- Finalists from Chaparral High School: Martha Guy (Visual and Performing Arts) and not pictured are Jake Paino (Math) and Recipient Luke Leatherman (English).

Congratulations to these TVEA Members and all ninety-one educators nominated by their students!



TVEA EVENTS

SPRING INTO SPRING BREAK AT TOP SPIN PIZZA AND PING PONG MARCH 18

It was a celebratory mood for TVEA attendees in Old Town at the Top Spin Pizza and Ping Pong on Friday March 18th. Members visited and discussed Spring Break plans and congratulated TVEA Executive Board Candidates whose election for the 2022-2024 term was announced earlier that day.



BACKYARD BOTTLE SHOP BEER TASTING APRIL 29TH

Members enjoyed an afternoon of Beer Tasting and appetizers at the neighborhood shop located on Murrieta Hot Springs Road. TVEA Brewmeister Brian Balaris selected a variety of beer styles from Pilsners or Lagers to Brown Ales, to Belgium Ales for the group to sample. It was a great way for members to visit in a causal atmosphere and check off the end to the month of April!

TVEA RETIREE AND AWARDEE RECOGNITION HIGHLIGHTS SPRING TVEA EVENTS

On May 26th at Somerset Winery, TVEA hosted a dual event honoring both our retirees and association awardees for 2021-22. It was a beautiful outdoor event at the winery and more than fifty invitees enjoyed dinner and the awards presentation. TVEA was excited to be able to conduct such an event as we had to cancel our scheduled 2020 event and could not plan for 2021 as well due to the pandemic.



TVEA 2021-22 ASSOCIATION AWARDS

VOTED BY THE TVEA EXECUTIVE BOARD

SUPER SITE LEADERS

Elementary: Wendy Matteson (VES), Vivi Souvanlasy (BES)

Middle: Feartatious Hogan (MMS)

High: Derek Heid (TVHS), Deb Washko (SNHS)

OUTSTANDING COMMITTEE MEMBERS

Michelle Nelson: Election Committee

Chris Meglio and Mark Mitchell: Ad Hoc Budget Committee

OUTSTANDING SERVICE AWARDS

The Outstanding Service award goes to an individual for their Leadership and Commitment for a specific role they play in the Association.

Belisa Guerrero: Outstanding Service and Commitment for Efforts in Promoting TVEA Member Engagement the past 15 years.

Edgar Diaz: Outstanding Service and Commitment as 2nd Vice President, 1st Vice-President, Vice-President 2009-2022 15 Years.

LONGEVITY OF SERVICE:

Longevity of Service for members who have given outstanding service to TVEA over an extended period. Often, these members have served the association in a multitude of TVEA roles.

Anne McNulty

Site Leader

Bargaining Member 2003

Bargaining Chair 2006

HS Area Director 2007

President 2008-2011

Jeff Kingsberg

Site Leader 10 years

Secretary 2007-08

HS Area Director 2008-09

Bargaining Member 2008-2010

2nd Vice President 2011-2014

Common Core Steering Committee Chair 2014

LCAP Consult Chair 2015

PAC Chair/Co-Chair 2018-2022

NEA Local Delegate

President 2014-2022

VOTED BY THE TVEA LEADERSHIP COUNCIL:

ADVOCACY SERIES AWARDS

DEDICATED: Brian Balaris

COMMITTED: Amy Eytchison

ADVOCATE: Julianne Dickinson

PROVEN LEADER OF STUDENT SUCCESS:

Kelly Maxey



2022 TVEA RETIREES

Rick Campo CHS Physical Education
 Mark Chavez TVHS Social Science
 Deborah Chesney TTES 2nd
 Peggy Dixon SNS Independent Study
 John Donnelly LES 5th
 Robert Dreibelbis VES 5th
 Denise Dugger DO ESS LCAP -
 Supplemental Support Specialist
 Daniel Ford CHS Psychology
 Rebecca Green CHS Social Science
 Belisa Guerrero TLES Kindergarten
 David Handzlik RES 3rd
 Barbara Hinman SWS Nurse
 Susan Huhn RES 2nd
 Alyce Johnston ARES Kindergarten
 Marlowe Kame TMS PE
 Nicholas Kardouche CHS Biology
 Jeff Kingsberg DO TVEA President
 Kerry Leander GOHS Social Science
 Andrea Lucas-Ayers BES 2nd
 Brian May TVHS Math
 Bridget McDermott MMS Social Science
 Anne McNulty CHS Math
 Douglas Medbery DMS Math
 Pamela Moore RHES 2nd
 Lynnette Nagtalon JES 3rd
 John Napier BVMS Explore - Video Production
 Christine Pollero GOHS Social Science
 William Pomerence MMS Computer Science
 Richard Stubbs VRMS Language Arts
 Lita Tabish GMS Home Ec
 Debra Tarantino MMS LCAP - Language Arts Specialist
 Honey Taylor ARES 4th
 Margaret Ticich RHES Speech & Language Pathologist
 Joanne Zalewski-Starrett LES 1st



THREE TVEA LEADERS ARE WE HONOR OURS (WHO) REGIONAL AWARDEES AND HEADLINE 2021-22 TVEA AWARDS

TVEA is announcing our end of the year award recipients. The arguably most prestigious of those recognitions is the San Geronimo Service Center Council We Honor Ours Awards Dinner which was held Friday May 13th at the Mission Inn in Riverside. Honored were the following three TVEA member leaders with the three submitted adjectives and comments by the Executive Board member who nominated them.



KERRI BODEMER: SDC TEACHER AT TES, SITE LEADER, AND "GENERATION NEXT CHAPTER" (RETIREMENT) COMMITTEE CHAIR

Committed, Optimistic, Selfless

Kerri has been a consistent contributor for TVEA over many years. She has served as a Site Leader and has carried her site as the sole representative the last few years. She has been an ongoing participant in TVEA's Member and Community Engagement efforts. She has helped plan and attend such efforts as the City of Temecula Holiday Parade, 5K and Fitness, Events, and Principal's Recognition Events. This year Kerri has focused on our retiree cohort and coordinated a CTA workshop on Retirement Planning which nearly fifty members attended. As an SDC Teacher, Kerri has also been an advocate for the needs of Special Education Teachers in consultations with our District.

ANASTASIA BORTCOSH: 4TH GRADE TEACHER AT JES, ELEMENTARY AREA EXECUTIVE BOARD REPRESENTATIVE

Reliable, Cooperative, Dependable

Anastasia has been a key contributor to TVEA for several years. She served as a Site Leader before joining the TVEA Executive Board in 2018 and will begin her third term as an Elementary Area Representative in Fall 2022. Anastasia believes in the work of our union and demonstrates this by her ongoing involvement. She has participated in Site Visits and "Blitzes" to promote two-way TVEA and member communication. She has represented TVEA in problem-solving meetings with District personnel and acted as an advocate in "Meet and Confer" sessions. Additionally, Anastasia has served on our TVEA Scholarship Committee multiple times. She's passionate about supporting TVEA and working with her fellow exec board members to make TVEA the best it can be. Thanks, Anastasia, for all you do for us!

MELISSA GIBSON: SLP AT VES AND POSITION SPECIALIST AREA REPRESENTATIVE

Tenacious, Caring, Natural Leader

Melissa is the standard bearer for organizing and moving forward the issues of groups of members. She has recently help organize SLP's and Special Education members for either greater pay or to improve working conditions. Melissa has been tireless in her work to advocate for specialists. She has been tenacious in what she believes and constantly works to better working conditions for others. You can count on Melissa to be there when it matters. She is a vocal leader and is always willing to have tough conversations.

PRESIDENT JEFF KINGSBERG HONORED AT WE HONOR OURS (WHO) RECEIVING THE STATE WHO AWARD

President Jeff Kingsberg attended the event with the TVEA WHO Award Recipients and was surprised when CTA called his name to receive the State WHO Award at the annual event. CTA said the following about Jeff: "Under his leadership TVEA has bargained tremendous contracts and protected benefits for their members. He has led them through several successful school board campaigns. And most recently helped to secure a district funded, full-time release president for TVEA.

Jeff has been a staunch member advocate, never afraid to voice what might be an unpopular opinion because he truly represents his members. His wealth of knowledge and experience has secured TVEA's position as one of the strongest chapters in Riverside County. Through Jeff's leadership, TVEA has built leadership capacity in their local association, creating opportunities for educators to become involved in, and become leaders, in their union."

FINAL PRESIDENT'S MESSAGE FROM JEFF KINGSBERG

The last nearly two and a half years have been challenging for sure since the State of California announced schools closed in March 2020. Distance Learning, On-Line Learning, and Hybrid Models followed before a return to in-person instruction in 21-22. Our members have successfully navigated these twists and turns, even as state safety mandates continued into this year. You have worked diligently with students, whatever their level of readiness has been with their learning loss, not only in an academic sense but also from a social-emotional wellness perspective. When I say publicly that our teachers and specialists are "Dedicated and Committed Advocates for Teaching and Learning", I do so proudly and confidently!

This is my final message to membership as your elected TVEA President. After twenty-seven years of teaching at two of our high schools and eight years as your President, I am retiring effective June 10th from this role and TVUSD. In March, our membership elected our Vice-President for the last thirteen years, Edgar Diaz as President for 2022 -24 and I am confident he is prepared to serve you well.

I am both honored and privileged to have served in this role. It has been both consuming and challenging for sure, yet also invigorating and rewarding. I am thankful for both for the support and confidence I have received from members over the last eight years. I am especially grateful for those who have been part of our Executive Board, Leadership Council, or served on a TVEA Committee. My wish in exiting would be that more will continue to do so as the association benefits from the institutional knowledge gained by "Strength in Numbers".

I am proud that we have developed respect and fostered a positive working relationship with both the District Cabinet and Governing Board. We have also extended the TVEA footprint into the greater community as a non-profit member of the Temecula Valley Chamber of Commerce and formed partnerships with fellow non-profit groups.

Finally, I am pleased to see our association come to a tentative agreement on compensation for 2022-23 which our members seem to be very pleased with. With your approval in the coming days, members will see a significant positive pay adjustment on their July pay warrants and for perpetuity.

Thank you again for the opportunity as has been an incredible way to complete a thirty-five-year career in TVUSD.
Jeff Kingsberg

AFTER

35 YEARS OF DEDICATION JEFF KINGSBERG IS NOW RETIRING

TVHS & CHS SOCIAL SCIENCE TEACHER
27 YEARS



OVER 20 YEARS
TVEA SERVICE

SITE LEADER

10 YEARS

SECRETARY

2007-08

HS AREA DIRECTOR

2008-09

BARGAINING

MEMBER

2008-2010

2ND VICE PRESIDENT

2011-2014

PRESIDENT

2014-2022

