



OCT '21

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!!



BARGAINING SUCCESS TAKES ALL OF US

TVEA released its Bargaining Platform last month both to members and at the September 14th Virtual Governing Board Meeting. In conjunction with 2021-22 Negotiations between TVEA and TVUSD beginning last week, an estimated sixty (60) TVEA members attended and supported TVEA during the October Spotlight I presented. It sure felt good to have people “standing” behind me and I believe it sent a reminder to the District and Governing Board that TVEA is much more than the TVEA officers and the bargaining committee. We need to continue this momentum. We have five to six hundred members possessing TVEA “Temecula Educators Care” Blue T-Shirts to show our solidarity. Members should wear their shirts on Thursdays. We received team pictures last Thursday from both La Vorgna Elementary and Red Hawk Elementary schools in “TVEA Blue” pictured here.

Forming site communication networks is very important and we have asked your Site Leaders to form Contract Action Teams (CATS) to facilitate this. The idea is that the site leader communicates with various identified grade level, department, or building designees who then relay relevant brief messages and reminders to those they see generally every day. YOU are all part of these networks, and we need member participation and coordination to establish these.

With the abrupt end to the October 5th Governing Board Meeting, due to the response from multiple members of the audience to comments made by Governing Board Member Loner, the format of upcoming Governing Board Meetings is unclear. We certainly have the capacity to bring many more than sixty members to a board meeting or other public events to support our Bargaining and Ad Hoc Budget Committees.

While our initial sessions with TVUSD have not yielded the result we desire, we need to be reminded that the FIRST scheduled session for 2021-22 Bargaining was last week. Three more are scheduled before Thanksgiving Week. We need to organize our sites, galvanize our colleagues, and prepare to escalate collective pressure should movement not occur. It's easy to allow our emotions to drive us to a “nuclear option” as frustration drives us. Yet we need to plan for the ongoing short-term as well as the long-term game.

In solidarity,
Jeff Kingsberg



UNDETERRED TVEA TEAM PRESENTS TVEA 2021-22 "BACK ON TRACK" BARGAINING PLATFORM AT SEPTEMBER VIRTUAL GOVERNING BOARD MEETING

After the TVEA Leadership Council unanimously approved the three-part TVEA Back on Track Bargaining Platform, site representatives started to encourage site members to attend the forthcoming TVUSD Governing Board Meeting scheduled for September 14th. TVEA intended to share this as part of the monthly "TVEA Spotlight" which highlights TVEA efforts each month. On Friday September 10th, TVUSD upon releasing the board agenda, announced that the September 14th meeting would be a virtual only meeting due to "Recent Disruptions at Board Meetings and the Ability to Achieve a Meeting Quorum due to COVID-19".



TVEA quickly pivoted to adapt to this format. The designated TVEA team, led by Vice-President Edgar Diaz, Site Representative Amber Kott, Executive Board Member Melissa Gibson, and President Jeff Kingsberg set up shop at the TVEA office and took turns speaking to the three platform planks of Support for Special Education Students, Professional Supports for Educators, and Fair and Competitive Compensation in a live presentation on the meeting link.

Feedback from membership seemed to be quite positive. TVEA released a quick follow-up survey about September 14 meeting "attendance" to get a sense of how many members were viewing in support. While only 304 members responded in the survey, 117 of them suggested they either viewed the meeting in its' entirety (36) or viewed part of the meeting including the TVEA Spotlight (81). In effect, a crowd of 117 TVEA members were on hand to support the TVEA team! Survey respondents also reported that while they prefer the convenience associated with viewing a virtual meeting (46%) to an in-person meeting (29%) , they also believe (87%) that live in-person meetings should be available and accessible to the public.

The September 14th meeting was a success for our association as it demonstrated that TVEA is a team of collaborative leaders beyond our elected President and that we have strong initial membership support as we enter the 2021-2022 negotiations cycle.

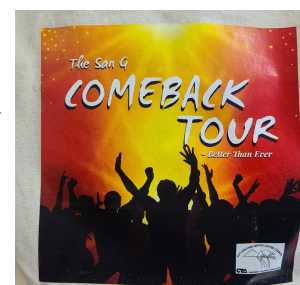
2021 SGSCC FALL LEADERSHIP CONFERENCE

Stevie Collins, TVHS High School Teacher & Site Leader

Upon arriving to the 2021 SGSCC Fall Leadership Conference, I was greeted by a sea of positivity and enthusiasm all around. Everyone was ready for the interactive, inclusive, and educational sessions we were about to attend. And what spectacular sessions they were. I learned so many things during those three days that my brain (nor my bag) could hold it all! From stress management techniques and making connections again with members to learning about the laws that affect us and the purposes of CTA and even SOGI – the list of valuable sessions was impressive and difficult to choose from – I wish I could have attended them all.



The attendees spent the majority of three days together, sitting in sessions, eating and socializing, and even singing karaoke in decades-themed attire. And I have to say that meeting and interacting with such a variety of different people from different areas of California was very interesting and rewarding. I learned a lot about how other unions function and interact with members and about the similar struggles they deal with as a union. The diversity and the ample amount of information and advice was strong and I felt like I truly belonged there. It was like being welcomed into a home full of hope for the future. I cannot wait for the next one.



TVEA SPOTLIGHT TVUSD GOVERNING BOARD MEETING 9/14/2021

(Jeff Kingsberg) Good evening, Thank you for the opportunity to present the TVEA Spotlight for September 2021. Tonight, I will be joined by three fellow TVEA leaders in sharing our TVEA 2021-22 Back on Track Bargaining Platform with the Governing Board, District, and Community. Following me will be TVEA Executive Board Member Melissa Gibson, Site Representative Amber Kott, and TVEA Vice-President Edgar Diaz.

TVEA Bargaining and the Executive Board developed three overarching areas of interest for our Bargaining efforts for 2021-22 TVUSD/TVEA Successor Contract Negotiations. This "Bargaining Platform" was brought to the TVEA Leadership Council on September 2 as an action item and was approved unanimously by the elected leaders representing our twenty-nine (29) school sites.

Before my fellow leaders share these foundational TVEA interests, I will share a number with you as I did at the August 17th meeting. You may recall that at that meeting the number I spoke to was "31". According to CTA data, TVUSD teachers and specialists rank 31st out of 32 Riverside and San Bernardino County Districts in Salary Schedule Percentage Growth since 2013.

Tonight's number is "76". What is the significance of this number? It has been seventy-six (76) days since the TVUSD-TVEA Collective Bargaining Agreement dated from July 1, 2019 to June 30, 2021 expired. As the days and weeks move on, I expect our membership's angst to increase as the duration of this expired contract increases. It is our hope that with a Joint Ad Hoc Budget meeting Thursday, and four full day negotiation sessions scheduled before the Thanksgiving holiday that a new contract can be tentatively agreed to and subsequently ratified by TVEA membership.

(Melissa Gibson) My name is Melissa Gibson. I have been a Speech and Language Pathologist in TVUSD for 8 years. I am currently serving students at Vail Elementary.

The first component of the TVEA Bargaining Platform is: **Support for Special Education Students**

Special Education enrollment has increased as a percentage of overall district enrollment. Our students need individual attention and support from our highly trained and credentialed specialists. We are seeking to set targets and maximums for our class sizes and caseloads in specialist roles so they can effectively support students.

(Amber Kott) My name is Amber Kott. I have been both a Special Education and General Education Teacher in TVUSD for 6 years. I am currently serving students at Red Hawk Elementary

The second TVEA Platform Component is: **Meaningful Professional Supports for Educators**

We seek to have evaluation tools be relevant and specific to their job titles and duties so educators can meet their targets. We wish to clarify job titles and the transfer process, so educators have clarity on expectations and support available to them while in positions that allow them and their students to thrive.

(Edgar Diaz): My name is Edgar Diaz I am currently the Vice-President of TVEA and have represented TVEA members for more than 11 years. I have been both an elementary and middle school teacher in TVUSD for 14 years. I am currently serving students at Gardner Middle School.

The third component of the TVEA Bargaining Platform is: **Fair and Competitive Compensation.**

We need to ensure TVUSD can retain the quality educators they have hired and attract additional quality educators as vacancies occur. Being competitive in compensation and benefits with other districts in the region will ensure our students have the highest quality educators.

This concludes our September 2021 TVEA Spotlight. Thank you.

RETOOLED TVEA BARGAINING COMMITTEE ENTERS INTO 2021-22 NEGOTIATIONS CYCLE

The TVEA Bargaining Committee first met this year on August 19th and welcomed new team members Lauren Davis (Middle School), Drew Williams (Specialists), and CTA Staff Advisor Anthony Saavedra to the group. They will be joined in 2021-22 by returning team members Chair Brian Balaris, and Lowena Manzano (High School), Nicole Paino (Specialists), along with Mike Brewer and Christina Fenney (Elementary).

Out of that meeting, plans for a “Back on Track” TVEA Bargaining Platform were developed which were shared with the TVEA Executive Board on August 26th and Leadership Council September 2nd for approval.

The group held half day sessions with TVUSD on August 13th and September 7th. They discussed expectations for teachers to post material for students utilizing Seesaw or Canvas depending on grade level, and how to address the lack of available substitute teachers and how current employees might fill in as called upon.

At the end of the September 7th meeting, four (4) full day sessions were scheduled for this fall: Thursdays October 7 and 21 and November 4th, along with Monday November 15th. It is with the TVEA Executive Board’s support and direction that the TVEA Bargaining Committee will seek to bring members a tentative agreement to consider for ratification. As TVEA shared at the September 14th Governing Board Meeting, the TVUSD-TVEA Collective Bargaining Agreement expired on June 30, 2021. This was no fault of TVEA nor TVUSD as the parties spent Summer 2020 and all of 2020-21 navigating the twists and turns of school closures and movement toward reopening. The 2020-21 TVEA Bargaining Committee also negotiated a 3.5% off schedule bonus to members in March 2021.



Drew Williams



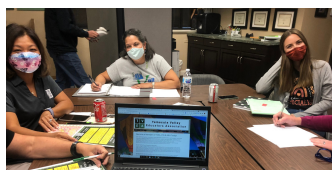
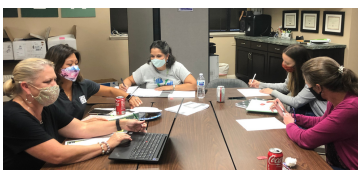
Lauren Davis

NEW TVEA SITE LEADERS INVEST IN ORIENTATION TO EFFECTIVELY ASSIST SITE MEMBERS

TVEA has added several Site Leaders since the start of the school year. Eleven (11) new 2021-22 TVEA Site Leaders joined facilitators Anastasia Bortcosh-Elementary Executive Board Area Representative, Abby Woelke, High School Executive Board Area Representative, and Jeff Kingsberg, TVEA President who conducted the workshop. The ninety-minute session had four themes and objectives:

- 1) Overview of the Role including Responsibilities, Communication with your Designated Area Representative, and Stiped Components
- 2) Engaging and Informing Site Members while Creating TVEA Site Consciousness and Identity including 1 on 1 Communication, Creating Contract Action Team (CAT) Communication Networks
- 3) Building a Working Relationship with Administration including “Pulse Check” Meetings, and Ensuring the Weingarten Right by Effectively Representing Members
- 4) Utilizing the TVEA Website as a Resource and Building Membership The website is a resource for potential members to join TVEA, learn about our governance structure and Who’s Who in TVEA, and research our contract and recent temporary agreements known as Memorandum of Understandings.

The vibe was relaxed with much discussion and two-way communication. The orientation should be helpful for our incoming Site Leaders to effectively serve their site members. Our raffle winners were both from Great Oak High School: Carla Bornino and Jennee Scharf Congratulations! Please take a moment and thank both your brand new and returning TVEA Site Leaders for embracing the critical role they play!



TVEA MEMBERS WEIGH IN ON TEACHER/STUDENT CALENDAR OPTIONS FOR 2022-23 AND BEYOND

More than seven hundred (700) TVEA Members participated in a TVEA Member Survey on future Teacher-Student Calendars between the dates of September 24th and 29th.

The need for the calendar feedback was two-fold: 1) TVEA and TVUSD have not set a Teacher/Student Calendar beyond the 2021-22 school year, and 2) With the last Friday before the commencement of the Winter Holidays being December 23rd in 2022, TVEA wanted to consider options on how to mitigate what would be an unfavorable entry into Winter Break.

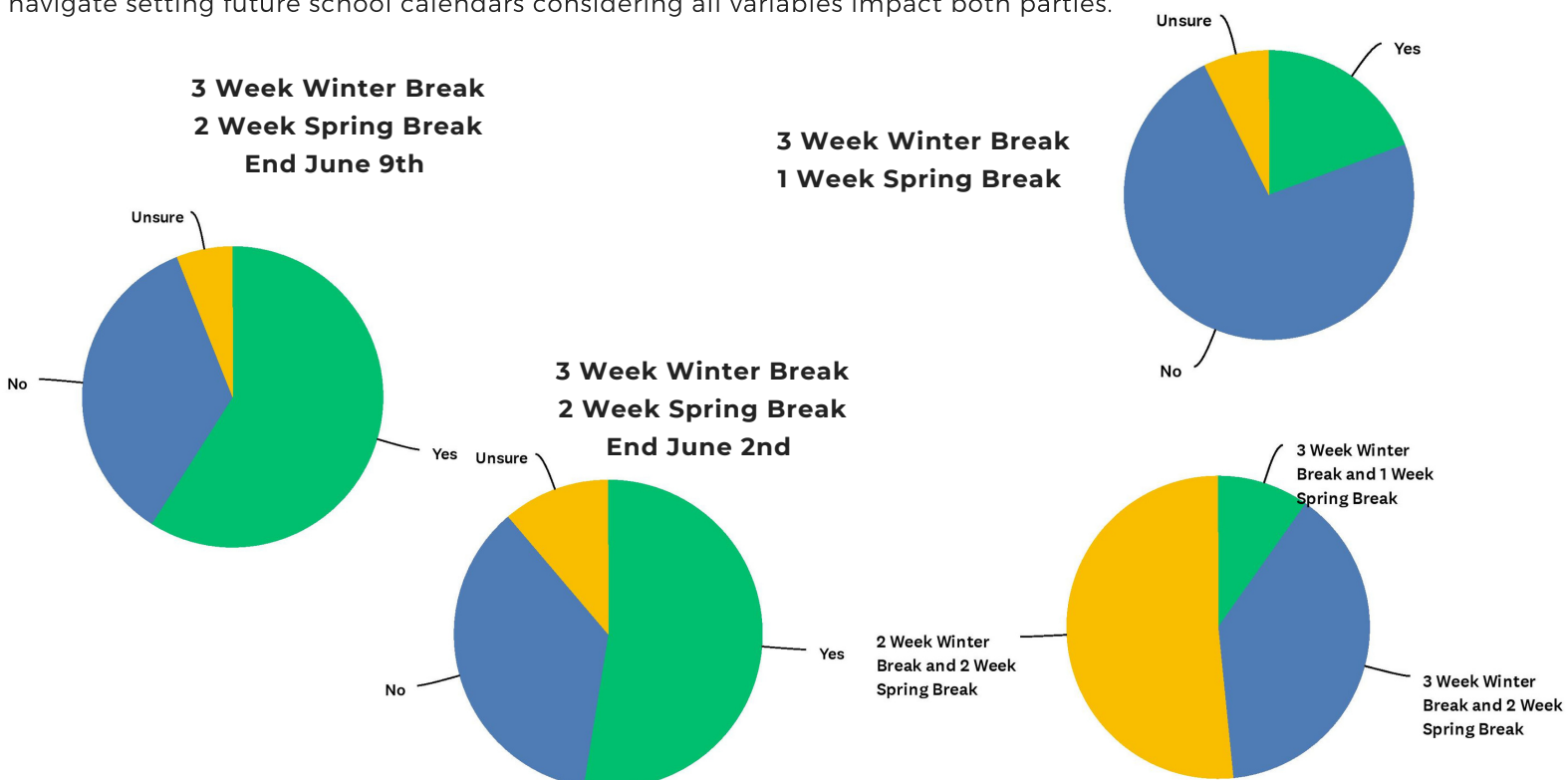
The most favorable option for respondents was to consider a 3- week Winter Break in 2022-23. This would make 2022-23 Winter Break from 12/19/22- 1/6/23. By doing so it would extend the school year one week with the calendar ending Friday June 9th as opposed to Friday June 2nd. 59% of responding members were favorable to this idea with 35% finding it unfavorable. An additional 6% were unsure.

Close behind was simply maintaining the schedule we have had for years by taking the first semester right up to Friday December 23rd, having a two-week break, and ending the 2022-23 calendar on Friday June 2nd, 2023. 53% of responding members favored this direction with 36% opposing. 11% were unsure at the time of the survey.

One thing that was quite clear is that TVEA members do not want the two-week Spring Break period adjusted. In terms of considering a 3-week Winter Break and a 1-week Spring Break in 2022-23, 74% do not favor, while only 19% favor with 7% being unsure.

In looking ahead to future calendar years past 2022-23, only 10% want to consider a 3-week Winter Break and a one-week Spring Break. A majority (52%) prefer to stay with our recent pattern of the two-week Winter Break and the two - week Spring Break, and 38% are interested in exploring the concept of a 3-Week Winter Break and 2-Week Winter Break.

TVEA Bargaining will utilize this data as they meet with the District this month and we expect to successfully navigate setting future school calendars considering all variables impact both parties.



TVEA "BACK ON TRACK KICKOFF EVENT"

SHINES AT SOMERSET WINERY

A TVEA crowd numbering in the mid 60's enjoyed September late afternoon temperatures in the mid 70's at the "Back on Track" Kickoff Member Event on Friday September 17th. TVEA utilized "The Stables at Somerset", an outdoor event area with spectacular views across from the winery and rows of sloped vineyards behind our private area.

It was a satisfying afternoon in that this was the first large group member event TVEA has been able to conduct in twenty-one months due to the COVID-19 pandemic. TVEA provided appetizers and snacks for members who purchased their own wine from Somerset Winery. It was nice to not only see several of our site leaders attend, but also many new faces including three new TVEA 2021-22 members.

Christen Doran and Alexandra Waller from Margarita Middle School, and Darren Murphy of Temecula Valley High School were recognized in the TVEA program led by President Jeff Kingsberg. After thanking the planning team for their work in making the event a success, Kingsberg reminded the group of the three planks for the TVEA Back on Track Platform: Support for Special Education Students, Supports for Professional Educators, and Fair and Competitive Compensation. TVEA also held a raffle with prizes including a Temecula Olive Oil Gift Pack, Candles, Somerset Wines, and an Amazon Gift Card. The winners were Mike Hebebrand (CHS), Andrea Johnson (FVES), Rafael Loza (MMS), Tina Paine (BES), Jennie Scharf (GOHS), and Brandon Whitney (DMS).

TVEA hopes to be able to conduct similar member events in 2021-22 and perhaps take advantage of our many outdoor venues in our region with our favorable mostly pleasant weather. We hope to see YOU next time!



**TVEA MEMBERS UNWIND AT THE END
OF STAFF DEVELOPMENT DAY**



TVEA AND ITS MEMBERS PREPARE FOR OCTOBER 15TH IMPLEMENTATION OF STATE OF CALIFORNIA PUBLIC HEALTH ORDER FOR CALIFORNIA SCHOOLS

On October 7th, TVEA representatives consulted with TVUSD district administration in a negotiations session over the impacts of the California Department of Public Health (CDPH) order for school staff issued in August. All schools must be in full compliance of this order by Friday October 15th.

Beginning this week, per a district issued memo on October 8, any employee who has not provided proof of their vaccination status or has not been completely vaccinated (Two weeks or more after a second dose of the Pfizer or Moderna Vaccine or two weeks after a single dose of the Johnson and Johnson vaccine) will be required to undergo diagnostic COVID-19 testing each week. TVEA was able to confirm that the tests will be made available for all TVEA members at their school site at no cost to the employee. The test provided will be either the PCR nasal or oral cheek swab test. Members have inquired as to the flexibility to take a saliva test as opposed to a swab test and TVUSD has stated they will accept a test of this kind if it satisfies CDPH's requirements. For a saliva test, the member will have to pay for the cost and get the test done outside of work hours. The district has shared that they will convene the Reasonable Accommodation process for anyone who is medically or religiously unable to have a nasal or oral cheek swab test completed. In terms of facemasks, beginning on 10/15 those fully vaccinated will not be required to wear a face mask when they are not sharing a room with students, such as in a staff meeting.

TVEA does not endorse or advocate for the CDPH mandates, yet as a local association we do not have the power to overturn them. Furthermore, as a locally funded government agency which is funded by the state, TVUSD could face legal liability by not enforcing them.

TVEA Pledges to:

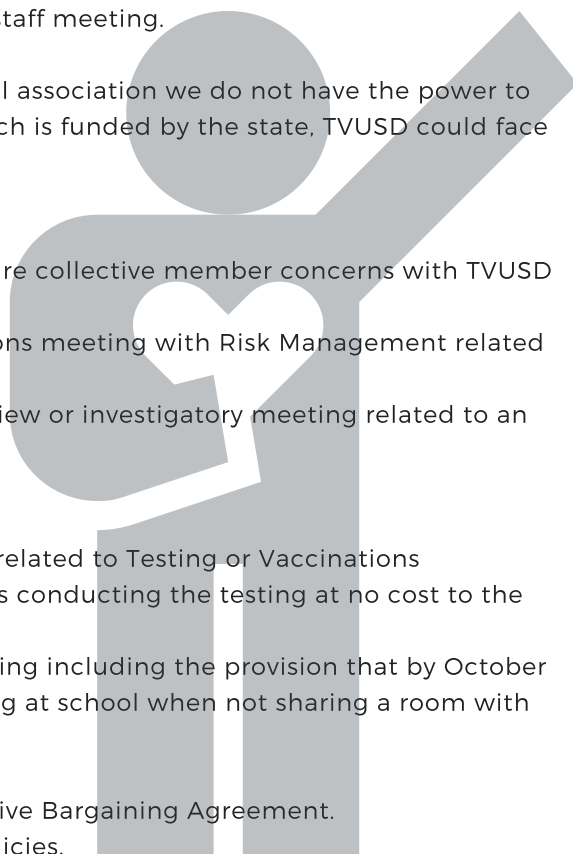
- Continue to field and reply to member inquiries and concerns and share collective member concerns with TVUSD as well as our TVEA Executive Leadership and Bargaining Teams
- Represent a member upon request in any Reasonable Accommodations meeting with Risk Management related to Testing and Vaccinations
- Represent a member to ensure due process in any district level interview or investigatory meeting related to an alleged lack of compliance of testing or vaccination policy.

As a Local Association, TVEA is Unable to:

- Challenge or overturn California Department of Public Health Orders related to Testing or Vaccinations
- Dictate the methods of testing TVUSD utilizes, particularly as TVUSD is conducting the testing at no cost to the employee during their regular work hours
- Challenge or overturn California Public Health Orders related to masking including the provision that by October 15th, those fully vaccinated will not be required to wear a face covering at school when not sharing a room with students.

Our primary purpose is to negotiate and defend the TVEA-TVUSD Collective Bargaining Agreement. We do not set state health policy, nor do we lobby for or against such policies.

TVEA pledges to represent all members, vaccinated and unvaccinated. This means that we receive your inquiries and respond promptly. We share the concerns of members with our leaders and TVUSD. We cannot assure that all members personal preferences are reflected in state and district policy, yet we will provide representation for a Reasonable Accommodations Meeting. In addition, any employee facing potential disciplinary policy related to the state mandates will be represented by TVEA in any meeting with TVUSD.



WELCOME NEW TVEA MEMBERS!

TVEA has welcomed another 27 members since our first TVEA Digest released in September. New Employees have continued to stream into HRD each week where TVEA will meet with the potential member after their paper signing. If this cannot be coordinated, we seek a Zoom make-up meeting with them. Not all new TVEA members are new to the district. Some may have not joined in their first year of employment, or they are moving to the bargaining unit from an administrative or classified job.

As of October 11th, 2021, TVEA has 1266 Members (92%), including 57 New Members; 56 Potential Members (4%), meaning those who have become employees in 2021-22 and have not yet joined; and 58 Non-Members (4%) who have either dropped membership or never joined since becoming a bargaining unit member. TVEA gives a warm welcome to our newest Fall 2021 TVEA Members:

SEPTEMBER/OCTOBER 2021

Brittany Barr (DMS)	Lilli Mizner (AES)
Lisa Bronson (DO SWS)	Kristen Mokhlessin (TLES)
Robert Dalton (HIIA)	Joe Mowrer (TES)
Camryn Diaz (HIIA)	Meghan Olsen (PES)
Dorothy Fisher (HIIA)	Laura Palma (AES)
Jennifer Fry (HIIA)	Jennifer Phillippe (DO SWS)
Lauren Fullerton (VHES)	Kim Rourke (HIIA)
Kayla Gelinas (RES)	Kristi Rutz-Robbins (HIIA)
Jessica Graham (PVES)	Jennifer Salesky (CHS)
Bailey Jenkins (RES)	Jofre Steele (TVHS)
Brittany Malana (DMS)	Andrea Thomas (VHES)
Jennifer Mapanao (TES)	Angel Toner (GOHS)
Moosa McClean (TVHS)	Randall Walden (VRMS)
Georgia McQuade (TVHS)	



Lisa Bronson
Social Worker in the
Student Support Services
Department receiving her
Temecula Educators Care
water bottle after she
signed up online and
became a member!

Save the Dates

School Board Meeting 10/19

Bargaining Session 10/21

Executive Board Meeting 10/21

TVEA Leadership Council Mtg 10/28

School Board Meeting 11/9

Veteran's Day Holiday 11/11

Thanksgiving Break 11/22 - 11/26

TEMECULA EDUCATORS CARE

Remember to wear your shirts on
Thursday's to Stand behind and
support our TVEA Bargaining Team!



You're Due a Do-over!

Here's your second chance enrollment opportunity
for CTA-endorsed Disability and Life insurance



Guaranteed enrollment with no health questions
asked for eligible members!

With everything on your plate last year, you may have missed our chapter's special enrollment opportunity for CTA-endorsed Disability and Life insurance. If so, this is your second chance. Now you have an exclusive, limited-time second chance to enroll in the only CTA-endorsed coverage and are guaranteed to be enrolled¹ with no health questions asked!

Your Enrollment Offer: Guaranteed enrollment¹ with no health questions asked for:

- CTA-endorsed Disability insurance to protect your paycheck
- \$50,000 of CTA-endorsed Life insurance² to protect loved ones

¹ Guaranteed enrollment is for eligible CTA members.

² Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Offer not available to retirees.

³ Based on the claims decisions data developed by The Standard for period of 9/1/18 - 8/30/21.

Contact Standard Insurance Company at 800.522.0406.

Don't miss this special enrollment opportunity! Apply by November 30, 2021. [APPLY HERE TODAY!](#)