



# TVEA ADVOCATE



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## Issue

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## PRESIDENT'S MESSAGE MAY 2016: MANY THINGS TO BE GRATEFUL FOR

As the year winds down I want to express my appreciation to each of you for being an aware and engaged member. We have been able to develop quite a bit of two - way communication with a large number of our members through E-Mail Blasts, Our Advocate Newsletter, I AM TVEA Publications, Member Surveys, Executive Board Site Visits, and Effective Site Leaders.

TVEA has strived to be proactive in providing our own members with more events and activities than ever before. We have also raised our community profile with our 2<sup>nd</sup> Annual Fun to Be Fit event and our successful student recognition program linked to our participation in the Temecula Holiday Parade. We will continue to seek ways of connecting our members across the various sites and job duties of each individual. For us to have continued success in this sphere, we will need more hands on deck. Please contact TVEA if you would like to get involved even in a small way to build our collective capacity. Make your TVEA pledge count toward being a supporter and advocate of our teaching profession and public education. It is our duty to stand up as highly educated professionals in influencing both local and state educational policy.

Do we always agree on every issue and priority across our entire 1350 membership body? No, yet our members have been willing to participate in dialogue with their elected TVEA Leaders. As I begin to prepare for a second term as President, I urge our member awareness and engagement to continue. We have had members actively participate in TVEA related communication with association and district leadership through Superintendent's Council, School Board Meeting Public Comments, and TVEA Committees which communicate directly with TVUSD such as LCAP, Insurance Advisory, Special Education, and of course Bargaining. These vigorous conversations must continue if we are to be primary TVUSD stakeholders.

In looking ahead to 2016-17, there are a couple of areas I have identified to bring to our Executive Board for implementation: 1) Ongoing Member Recognition and 2) Networking with Community Groups such as the Chamber of Commerce and Rotary Clubs. I realize we need to share both the work and perspective of the Site Leaders and Committee Members who are doing critical work to move our association forward. This needs to be ongoing as opposed to an end of the year recognition. It is also in our interest to network and form alliances with other community groups who are working to keep Temecula a desirable place.

I am especially thankful for the support of our 2015-16 Site Leaders, Committee Chairs and Members, and our elected Executive Board. A special thank you to exiting Executive Board members Brian Balaris, Rob Clause, Michelle Stevens, and Marcia Varner. I am grateful for your commitment and energy in moving us forward and while you will be missed, I know you will find ways to stay involved and contribute to the betterment of our Association.

Jeff Kingsberg



### STAY CONNECTED...



**THE TVEA YEAR IN REVIEW 2015-2016....**

**August**

TVEA leadership provides lunch and addresses new teachers and specialists at the TVUSD Orientation on August 7. Vice-Presidents Edgar Diaz (GMS) and Rob Clause (CHS) along with President Jeff Kingsberg meet and greet our newest members.



On August 28<sup>th</sup>, The TVEA Executive Board conducts its first business meeting of 2015-2016. The meeting is hosted by city Temecula council woman Maryann Edwards at the City of Temecula Conference Center. The afternoon is dedicated to the theme of Member Engagement in light of the Friedrichs v. CTA U.S. Supreme Court Case the high court will hear in the 15-16 term.

**September**

TVEA holds a Site Leader Training on September 15<sup>th</sup> for over twenty-five 2015-16 site leaders. The morning is dedicated to the nuts and bolts of representing members and the afternoon delves into the themes of organizing and member engagement.

On September 18, 2015 TVEA negotiates and signs a Grievance Settlement with TVUSD related to an October 2014 grievance related to Article 5.9. It is agreed that in the future when teachers incur extra students due to acting as a substitute they will be paid extra duty per student over the grade level maximum at their site. The two impacted teachers from the grievance are compensated in this manner as well.

TVEA holds a “Member Benefits Open House” on September 23<sup>rd</sup> attended by approximately twenty-five (25) members. CTA Staff reviewed Insurance, Disability, Travel Discounts and other member benefits.



**October**

Principal Recognition: TVEA recognizes four TVUSD principals at the October 6<sup>th</sup> school board meeting as exemplary based on the Principals Survey from 2014-2015: Keith Moore (GOHS), Anna Tapley (FVES), Kevin Groepper (VRMS), and Chris Dixon (BES).

TVEA hosts a Football Night in a gridiron clash between two of our district schools. In an overtime thriller, Great Oak outlasts Chaparral 34-28. Pizza and drinks are provided at a member reception and TVEA donates a sporting goods gift card to the 50/50 raffle.



On October 17 at the Riverside Convention Center TVEA Vice-President and Bargaining Chair Edgar Diaz is recognized by the NAACP as a “Foot Soldier” in a regional labor awards event.

On October 27 under the direction of Special Education Chair Lisa Fuehrer (TVHS), TVEA hosts the TVUSD Special Education leadership in a discussion of SPED “Hot Topics”. This is first of three such seminars TVEA will host throughout the year advocating for a myriad of Special Ed issues.

TVEA launches a member e-mail campaign the last week of October, encouraging members to contact Superintendent Ritter and the Governing Board in regard to their disappointment over the lack of a viable compensation offer to complete 2015-16 negotiations.



**November**

At the November 10<sup>th</sup> School Board Meeting an estimated 125-150 TVEA members come out and show their support for our Bargaining Team and communicate their dissatisfaction with TVUSD for not offering further on-schedule compensation. TVEA members Robert Eilek (TMS), George Elias (VHES), Peter Ricchio (DMS), Tony Rossi (CHS) join President Jeff Kingsberg in speaking during public comments.

TVEA offers two new Member Events around the holiday period. First a hike on the Santa Rosa Plateau on Veteran’s Day morning November 11 and a Hockey Night involving the San Diego Gulls visiting the Ontario Reign during Thanksgiving weekend November 8<sup>th</sup>. Thanks to Tammy Iverson (LES) for leading on the hockey game!



CTA Trainer Karen Taylor presents a workshop on Special Education Issues at TVEA November 12<sup>th</sup> focusing on IEP Rights and Responsibilities, Ed Code, and Strategies for both General and Special Education Teachers. TVEA provides meaningful and timely professional development to our members.

## December

The TVEA Negotiations team signs a Tentative Agreement with TVUSD on December 3<sup>rd</sup> to complete 2015-16 Negotiations. The following pieces are added to the contract: 1% additional compensation to the salary schedule, increasing the 2015-2016 total compensation increase to 4% (A one-time 1% off-schedule bonus was agreed to as well). A five-year Medical Bridge benefit for qualifying TVUSD retirees and a collaborative based Ad Hoc Budget Committee giving TVEA an early voice in budgetary process are key contractual additions.

On December 4<sup>th</sup>, the TVEA Community Organizing Committee under the leadership of Melissa Young (PVES), participates in the City of Temecula Holiday Parade. A contingent of over forty TVEA teachers and recognized students march through Old Town Temecula showing off our outstanding students.

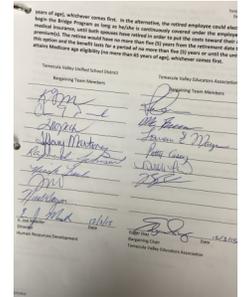


TVEA holds a Committee Chair Workshop on December 10<sup>th</sup> @ TVEA. All twelve TVEA Committee Chairs participate. Strategies are shared related to developing roles within each committee and various ways that each committee can engage and inform membership.

Killarney's on Highway 79 South is the location for TVEA's Annual Holiday Happy Hour on December 17<sup>th</sup>. Nearly fifty TVEA members stop by for holiday cheer and to wish one another well before winter break.

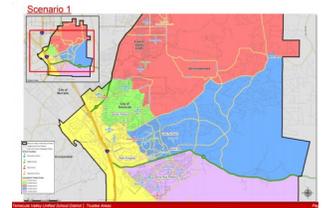
## January

TVEA members ratify the December 3<sup>rd</sup> tentative agreement through our first ever electronic vote by a margin of 513 YES and 56 No. This 90.16% to 9.84% margin announced January 11<sup>th</sup>, demonstrates the confidence of our voting members in the efforts of the TVEA Negotiating Team.



By-Trustee Districts Public Hearing: At the January 12<sup>th</sup> School Board Meeting, the first of three public hearings are conducted. TVEA Executive Board Members Rob Clause (CHS) and Kim Evans (GMS), and Political Action Chair Peter Ricchio (DMS), and President Jeff Kingsberg all speak to advocate for the "Oppose" position adopted by the TVEA Executive Board.

At the January 13<sup>th</sup> Leadership Council Meeting, action is taken to approve six new members of the TVEA Leadership Council: Position Specialists, who represent various Special Groups. The following members were approved as TVEA's first Position Specialists: Barbara Hinman (Nurses/Counselors), Deanne Johnson ( School Psychologists), Ilka Jordan (RSP SPED), Lisa Lozosky (LCAP Specialist), Hitasha Mitera (Speech and Language Pathologist), and Vera Whitfield ( SDC SPED).



On January 29<sup>th</sup> the TVEA Executive Board holds a Spring Planning Workshop. Two major initiatives are discussed: 1) Executive Board Spring Site Visits (A "Site Visit Blitz" for a single day is planned) and 2) Restructuring the Executive Board for 2016-17 (The two Vice-President roles are consolidated into one with more responsibility and time provided for the VP to facilitate our committees, and a Position Specialist Executive Board representing the various Special Interest groups is created). The ultimate goal is to serve members with a representative and relevant TVEA Executive Board.

## February

TVEA involves membership directly for the first time in the development of our Local Control and Accountability Plan priorities and strategies. A survey is conducted from February 5-11 with nearly 500 members participating. This survey drives the TVEA LCAP Committee moving forward.

TVEA welcomes members to the Claim Jumper in Temecula February 11 for a member Happy Hour leading into the four-day President's weekend.

TVEA participates in one of the many Ad Hoc Budget Committee meetings held with TVUSD this spring on February 22<sup>nd</sup>. The Ad Hoc Budget Committee is made up of TVEA Bargaining Team Chair Edgar Diaz, members Brian Balaris (TAVS), Lowena Manzano (CHS), along with Chris Meglio (GOHS) and Mark Mitchell (VRMS).

TVEA offers a professional development session titled "Retirement: The Great Second Half" on February 23<sup>rd</sup>. The event is moved to the TVHS Theater with 175 members and guests attending the presentation by Rose Luna of CTA.

Site Visit Blitz: On February 25<sup>th</sup> the thirteen members of the TVEA Executive Board plus Melissa Young, Alan Underwood (CHS), and Kerri Bodemer (TES) conduct site visits at ALL twenty-seven school sites. 365 feedback cards are collected across sites to guide the executive board.



## March

TVEA shares concerns related to Elementary Professional Learning Communities with TVUSD leadership and conducts a member survey from March 9<sup>th</sup> to March 16<sup>th</sup> and utilizes the survey to address the board in an April TVEA Spotlight.

The TVEA Common Core Advisory hosts TVUSD on March 11<sup>th</sup> in a discussion of the uses of one-time discretionary state budget monies.

Pre-Bargaining Meetings with the goal of resolving a Level III Grievance related to Class Size and Mainstreaming continue on March 14<sup>th</sup> between TVEA and TVUSD. The two parties move closer to recognizing elementary teachers who go over class size caps or intended site LCFF caps.

TVEA's Member Engagement Plan is shared and highlighted at a CTA Region IV President's Meeting and Leadership Conference in San Diego on March 18<sup>th</sup>.

## April

TVEA representatives attend and speak publicly at the County Committee on School Reorganization meeting held April 4<sup>th</sup>. TVEA serves as a critical voice questioning the rushed implementation of voting districts by a board whose existing members could benefit as candidates in November.

TVEA Site Leaders contribute mightily to the Proposition 30 Extension Petition Signature Drive to maintain higher income taxes on the wealthiest Californians that will keep education funding strong.

TVEA holds its 2<sup>nd</sup> Annual Fun 2B Fit Community Event at TVHS. Over 250 people participate in the 5K run, field games, or as an event volunteer.

TVEA announces its WHO (We Honor Ours) Awards for the San Geronio Service Center Awards Event in May. 2015-16 TVEA awardees for outstanding service to the Temecula Valley Educators Association are Brian Balaris (TAVS), Rob Clause (CHS), and Melissa Young (PVES).

TVUSD announces their selection for TVUSD Teachers of the Year. TVEA is proud of this recognition for members Michelle Truax (PVES), Jodette Fontes (GMS), and Ed Avedessian (TVHS).

## May

From May 2-6, TVEA conducts its first Executive Board and State Council election using electronic voting as the primary voting method. Re-elected are President Jeff Kingsberg, Vice-President Edgar Diaz, Secretary Amy Eytchison. Newly elected are Mike Wassan Treasurer, Melissa Young Elementary Area Representative, Liz Cooke Position Specialist Area Representative, and Alan Underwood CTA State Council.

The final Superintendent's Council meeting of the year is held May 5. TVEA has a strong turnout at both the secondary and elementary level. Spirited discussion is held in regard to both LCAP and PLC.

The final TVEA Happy Hour celebrating Day of the Teacher is held in Old Town Temecula for the first time at Front Street Bar and Grill. Our TVEA members enjoyed sitting on the patio socializing and relaxing on a beautiful spring day.

TVEA presents twelve scholarships to deserving seniors from CHS, GOHS, and TVHS at the annual Dollars for Scholars event at Golden Bear Theatre on May 16<sup>th</sup>.



## DISTRICT TEACHERS OF THE YEAR

### ED AVEDISSIAN TEMECULA VALLEY HIGH SCHOOL

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

A – Flexible B – Humble C - Humor

**What one quality still stands out to you about your own most memorable teacher?** Mr. Robinson believed in me and always made me feel important.

**Who in the Temecula Valley Unified School District has most influenced your success?** All the educators I have had the opportunity to collaborate with have helped me grow as a teacher.

**If you could change or improve one thing in public education what would it be?** Bring back more Vocational classes like Wood and Metal Shops, Electronics/Robotics classes for our students.

**What would be an alternative career to teaching for which you might be well-suited?** I would have become a Civil Engineer or Architect.



## DISTRICT TEACHERS OF THE YEAR CONTINUED

### **MICHELLE TRUAX PAUBA VALLEY ELEMENTARY**

**What are the three characteristics that you believe define you as a teacher?** I am a life-long learner who is excited about new teaching methods and unique ways to get kids to think, I have absolute belief in each child's potential for individual growth, and I love getting students excited about learning.

**What one quality still stands out to you about your own most memorable teacher?**

I was lucky enough to have been taught by Temecula's finest teachers, some of whom are my colleagues today. Each of them was passionate about students and their subjects...from the kinder/1st grade teachers who loved teaching kids to read, through primary/middle school teachers who embrace students at each developmental level, to math and science and language arts and history teachers who had/have a real passion for their subjects.

**Who in the Temecula Valley Unified School District has most influenced your success?** I have been surrounded by supporting principals, coworkers and staff throughout my years at Pauba Valley. My kinder team, followed by my 1st grade team, then my 2nd grade team, and now my 3rd grade team are some of the most inspiring and compassionate people I know.

**If you could change or improve one thing in public education what would it be?** I would delay standardized testing...our young students miss out on instructional time when they spend so much time testing and they really don't have the technology background necessary to be successful. I would also love to balance reading, writing and math with a healthy dose of art, music, drama and physical education.

**What would be an alternative career to teaching for which you might be well-suited?** I think that I would be well suited as a Children's Librarian or perhaps a Disneyland employee :)



## STUDENT LOAN FORGIVENESS

### CARLA KESTLER, FISCAL COMMITTEE

Did you know that you may be eligible for student loan forgiveness? At this time, student loan debt averages more than \$29,000 per borrower. If you are a teacher and a new college loan borrower, as much as \$17,500 of a subsidized or non-subsidized loan may be forgiven.

You are eligible if you have been teaching full-time in a low-income elementary or secondary school (or at an educational service agency) for five consecutive years. This applies to the William D. Ford Federal Direct Loan Program (Direct Loan) and the Federal Family Education Loan Program (FFEL) loans. Also, if you work full-time in a public or nonprofit elementary or secondary school system as a teacher working with students from low-income families, or as a special education teacher, a teacher in math, science, foreign languages, bilingual education or any other specialties for which the state has determined that there is a shortage of qualified educators, the Federal Perkins Loan Program (Perkins Loan) allows for loan cancellations up to 100% after 5 years. There are other special circumstances in which a loan may be forgiven, canceled or discharged, including a total and permanent disability and, in certain cases, bankruptcy. In addition, you can also check out the Income-Based Repayment plan (IBR), which sets the borrower's monthly payment at a fixed percentage of your income. As your income goes up, your monthly payments will increase. If you want to be considered for any loan forgiveness program, you need to communicate with your student loan servicer and indicate which option you are interested in. Then, you may need to complete a great deal of paperwork and follow-through, including forms that your employer has to sign. If you've taught in different districts, each one will need to sign off on the application. And, if you have several loans with different companies, you will have to follow the same process for each one.

If you aren't able to take advantage of any of the student loan forgiveness programs, you may be able to reduce the interest rates on the loans. There are not any federal programs that can lower your rate, but many student loan-servicing companies offer incentives to lower the rate. The incentives may include signing up for automatic payments or direct deposit. Or, if you pay you monthly obligation on time, many lenders will reduce your rate. See the full article published in NEA Achieve!

Check out NEA Member Benefits and the US Department of Education websites for more information.



## HIGHLIGHTS FROM APRIL 19 SCHOOL BOARD MEETING

### DAY MIDDLE SCHOOL PRESENTED BY SEAN O'HARA AT

#### **School Wide Efforts**

4 C's – Collaboration, Creativity, Critical Thinking, and Communication  
NGSS Awareness

More technology integrated into lessons

**ASB / Leadership-** Mrs. Tara Fry, our new ASB director, began a leadership class this year. Some of the activities they lead that promote positive school culture and collaboration with feeder schools are 6<sup>th</sup> grade orientation, Mentoring TES 5<sup>th</sup> Grade leadership group, and Peer Buddies with our BRIDGE students



#### **SWAK (Student with Amazing Kindness)**

Mrs. Cindy Bean is the leading teacher in promoting activities that promote kindness, anti-bullying and student recognition throughout campus. The group recently took an eye-opening field trip to the Museum of Tolerance in Los Angeles.

**Science Olympiad-** Mrs. Aruna D'Souza once again served as the Science Olympiad coach with additional support from Mr. Peter Ricchio and Mrs. Leslie Gregory. DMS placed 4<sup>th</sup> competing against Riverside County Schools. For the second year in a row, our students moved forward to the state competition.

**CAPS Field trip to CSUSM-** All 7<sup>th</sup> grade DMS students spent a day at CSUSM campus to experience a university campus. Mr. Rodney Bayaca, our school counselor, coordinated the event for over 300 students.

### LAVORGNA ELEMENTARY PRESENTED BY TAMMY IVERSON

During our Open House this year, PTA sponsored our first ever **ART WALK**. Each student in the school created art that was displayed throughout our campus during Open House and was available for purchase. All money raised from each class was returned to that teacher's budget.

The new **SMART Boards** were installed over Spring Break for all grades except Kindergarten who will be installed next week. Mike Brewer is a huge asset at La Vorgna. He is holding "**Tech Tip**" sessions every Friday before school for the rest of the school year to help those with questions about anything and everything SMART Board related. It has helped to ease the fears of those who were apprehensive about incorporating them into their lesson plans. On the day SMART Boards were installed, Rosalinda Jaimes, Michelle Osinski and Mike were all on hand to roam around supporting teachers in need.

Now that the SMART Boards are here, teachers are getting creative and many have initiated "**Flexible Seating**." This concept was passed on to us from Chris Dixon. Basically, the students get to sit anywhere they like as long as they are productive. Students now have alternative seating available. There are different types of chairs, bean bags, stools and a mix of table arrangements. Students are no longer sitting in rows. There are of course rules they must follow and the teacher reserves the right to adjust their seating choices.

Recently, the **Animal Friends of the Valley** put out a call that they were running low on canned puppy food and blankets for the puppies at the shelter. So on Monday, we made an announcement to our students and promised the class with the most brought in, that they would win a Popsicle party. In 4 short days, our students brought in 70+ blankets, and nearly 900 cans of dog food, along with 200+ dog treats. It was quite a sight to see how generous our staff and students were to help out the shelter.

We have a wonderful group of close-knit teachers at La Vorgna; many who have been there since its opening 11 years ago. We appreciated the opportunity to share with the TVUSD Assistant Superintendent Raymond Johnson the qualities we would like to see in our next principal.



**Susan LaVorgna Elementary School**  
**Home of the "LIONS"**

## **UPDATE ON FRIEDRICHS V.CTA SUPREME COURT CASE**

Friedrichs V CTA Deadlock Protects California Public Employees and Collective Bargaining

On March 29<sup>th</sup> the United States Supreme Court announced their ruling on the Friedrichs V CTA case. The plaintiff group, led by Orange County elementary teacher Rebecca Friedrichs filed a suit objecting to mandatory fair share fees used for collective bargaining. Despite the fact that they benefit from the collective bargaining agreement like other dues paying members, they claimed that collective bargaining is inherently political and they were paying for political causes they may not ideologically support.

Only eight justices ruled on the case from the January hearing due to the February sudden death of judge Antonin Scalia. With the court being deadlocked, the previous ruling stating that since workers cannot be forced to join a union, but legally unions are required to represent all workers, they may be allowed to impose "Fair Share Fees" for the costs of representation including bargaining.

This is a victory for CTA against the heavily funded conservative billionaires like the Koch brothers and Eli Broad who supported the plaintiff efforts. They are part of the school privatization for profit movement that would seek to pay public employees less to increase corporate profits. The outcome of the Friedrichs case is a win for teachers and other public employees who desire to be part of the middle class.

TVEA is fortunate to have an engaged, unified, and committed membership with only 8 of our 1362 members opting to be fair-share fee payers, with the remainder being fully fledged members. Our 2016 I AM TVEA Campaign was utilized to create more member awareness about the threats to public education and employee groups. We expect other well -funded groups will continue to use the courts as a way to weaken public employee unions so it is critical our members stay engaged and well-informed.

### **DID YOU KNOW?**

Have you received a Jury Duty notice for the last few weeks of the 2015-16 school year? What if you get one for the outset of the 2016-17 year? Perhaps you prefer not be away from your classroom for jury duty during the school year. There is some extra financial support from TVUSD providing you can get a postponement from the Riverside County Courts to serve on Non-Contracted TVUSD workdays.

Administrative Regulation AR4140.2 provides for **POSTPONEMENT OF JURY DUTY TO NON-CONTRACTED DAYS** for Certificated Non-Administrative Employees. AR 4140.2 states:

- Each certificated, non-administrative employee who postpones jury duty to non-contracted days must provide proof of same to the District HRD office. All days served
- Upon receipt of proof of postponement and actually serving days served on jury duty, the District will issue a warrant to the employee at the rate of \$50/day with proportionate proration for less than full time employees. All days served must be days in which full day attendance is mandated by the court system.

Thanks to BVMS teacher Annette Cortese for bringing this to our attention and allowing us to confirm this policy!

## **TVEA Elections RESULTS**

### **TVEA SPRING ELECTION RESULTS AND YOUR 2016-17 EXECUTIVE BOARD**

TVEA administered voting for TVEA Executive Board positions from May 2-May 6. This was our first actual election utilizing electronic voting as our primary voting. Voter turnout was a bit lower than expected, possibly in part that none of the seats were contested with multiple candidates.

Re-elected to office were Jeff Kingsberg (TVEA) President, Edgar Diaz (GMS) Vice-President, and Amy Eytchison (TES) Secretary. Newly elected were Mike Wassan (GMS) Treasurer, Liz Cooke (CHS) Position Specialist Area Representative, Alan Underwood (CHS) CTA State Council Representative, and Melissa Young (PVES) Elementary Area Representative. All positions are for a two-year term of July 2016-June 2018.

Joining these above seven leaders on the 2016-17 Executive Board will be Kim Evans (GMS) Middle School Area Representative, Tammy Iverson (LES) Elementary Area Representative, Raul Miranda (GOHS) High School Area Representative, Mitch Brown (SNHS) and Bob Rollins (RVHS) CTA State Council Representatives. The three executive board seats will be up for election in spring 2017 for a term of July 2017-June 2019. State council has a three year term of July 2017-June 2020).

TVEA welcomes any feedback you have in regard to the implementation of electronic voting.

## TVEA SPRING 2016 SURVEY RESULTS

### Member Awareness Survey

Conducted: March 3-17 2016 Total Responses: 801



**Purpose of Survey:** TVEA Member Engagement Committee desired to gather some baseline demographic information about our TVEA membership to better respond to various groups of people.

#### **Key Findings:**

We have a fairly veteran TVEA membership of teachers and specialists. Nearly three-quarters of our responding members have been with TVEA more than a decade and just under half are in the 11-19 years range.

58% of responding members live locally here in Temecula. Another 21% live either in Murrieta or Winchester/French Valley. 105 people or 13% reported that they commute thirty minutes or more.

57% of our members currently have children attending a TVUSD school in TK-12. Another one-third reported that they have children who graduated from a TVUSD high school

About one in five responding members report that they have a spouse, child, or sibling who also works for TVUSD.

Fifty of our respondents attended a TVUSD school. Eleven of our seventeen high schools, four of our six middle schools, and all three of our comprehensive high schools are represented here. Thirty-seven of those fifty members graduated from a TVUSD high school.

**Implications:** Many of our responding members are in the midst of their TVUSD careers and have the potential to be with TVUSD and TVEA for another decade or two. Most live close and are either current parents or previous parents of students of TVUSD children. Others are further connected to the Temecula school community through family employment. Our members are stakeholders in local educational decisions in multiple ways. A representative group of our former students are cycling through as teachers and specialists, giving back to the community in which they were reared.

**Possible Next Steps:** Follow up with a second Member Awareness Survey early next year. Gauge the ability of members to be engaged and involved with TVEA in various capacities. TVEA can work to identify our group of TVUSD graduates now employed by TVUSD and recognize them appropriately.

### Elementary Professional Learning Community (PLC) Survey

Conducted: March 9-16 2016 Respondents: 364

**Purpose of Survey:** TVEA President had collected concerns at elementary site visits about the number of mandatory minutes for Wednesday PLC and the rigid nature of agenda setting and execution of PLC. TVEA sought to verify these concerns on a wider level before advocating for making adjustments to elementary PLC in 2016-17.



#### **Key Findings:**

A supermajority of respondents (64%) strongly agree or agree that PLC's are valuable to themselves and their grade level teams. Furthermore, over 90% spend time beyond structured PLC planning and collaborating with their teams.

Less than 10% of respondents believe that seventy-five PLC minutes are a weekly necessity for their teams. Forty-Five minutes and then sixty minutes are the preferred weekly allotments in that order.

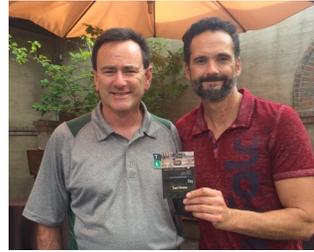
Under 40% of respondents are content with the PLC structure and agenda setting at their site. Many comments reflected the need for more flexibility of tasks during PLC time. For example, only one quarter believe that PLC teams need to meet face to face 100% of the time to be effective.

**Implications:** It appears that PLC is working well in some elementary teams and sites and not so well in others. Our members clearly understand they have a contractual duty and time designated to collaborate, yet they seek more autonomy and flexibility in decision-making and PLC execution.

**Next Steps:** TVEA addressed the board in regard to this on April 5, 2016. President Jeff Kingsberg has met with Tim Ritter and Jodi McClay expressing an urgency to examine the survey issues. The Superintendent's Council and/or an Ad Hoc (temporary) Committee comprised of elementary teachers, TVEA and TVUSD leaders, and site principals will meet in late May in hopes of designing a list of guiding principles for elementary sites that empower teachers to meet the needs of their students through PLC.

## DAY OF THE TEACHER

TVEA enjoyed hosting the Day of the Teacher Happy Hour at Bailey's Front Street Bar and Grill May 13th. Over 40 teachers gathered outside on the patio and enjoyed hot appetizers, the sunshine and socializing with colleagues across the district. The raffle prizes were a hit as usual!



## TVEA END OF THE YEAR RECOGNITIONS

At the TVEA Leadership Council Meeting on May 18, 2016 the following awards were presented by President Jeff Kingsberg with the input and consent of your elected TVEA Executive Board:

### **SUPER SITE LEADERS:**

David Cook- Rancho Elementary School  
Chris Jones- Vintage Hills Elementary School  
Chris Newell- Gardner Middle School  
Susan Wedertz- Temecula Luiseno Elementary School

### **COMMITTEE PERSON OF THE YEAR:**

Peter Ricchio, PAC Chair - Day Middle School

### **SPECIAL RECOGNITION: TVEA LONGEVITY OF SERVICE**

Larry Thompson- Temecula Valley High School  
Congratulations to all our award winners!!

## 2015-16 TVEA WHO (WE HONOR OURS) AWARD WINNERS

Each year TVEA recognizes three members who have provided outstanding service to our association. They will be awarded a WHO Award at the San Geronio Service Center dinner and awards ceremony to held May 20<sup>th</sup> at the Fox Theatre in Redlands. We are thankful for their significant contributions and are all deserving of this honor.

### **Brian Balaris, Temecula Advantage Virtual School**

Brian has been a highly engaged and participatory member of the TVEA Executive Board the last two years. He has helped the association make progress in numerous areas with his willingness to give extra time on a multitude of subcommittees in addition to his expected duties. Brian has also been a valuable member of our bargaining team. His experience as a former administrator and district bargaining team member has been invaluable to our own team. We like to say he has come over "from the dark side". Brian is expected to be named and confirmed as chair of our TVEA Bargaining team in 2016-17. When TVEA needs something done and done well Brian is our go to player!



### **Rob Clause, Chaparral High School**

Rob has made a huge impact in changing the parameters of TVEA's working relationship with the district. As Vice-President he has been a forceful advocate working to change the parameters used to discuss state funding and potential member compensation. He has effectively addressed the school board multiple times on a variety of issues. Rob has also served as our Fiscal Committee Chair the last two years. As an Advanced Placement Economics teacher, his expertise in this sphere has been an asset to the association. For example, he led his committee on a thorough review and revision of our own TVEA budget to make it both more relevant and transparent to our association membership.



### **Melissa Young, Pauba Valley Elementary School**

Melissa is a veteran site leader at one of our more highly engaged elementary sites and an Executive Board candidate this spring. Most significantly she has effectively served as our Community Organizing Chair for the past two years. In doing so, she has raised the Temecula Valley Educators Association community profile by successfully coordinating a free community 5K Run and Field Games for two years. This "Fun 2B Fit Event" under the theme of "Educators Encouraging Wellness" has presented TVEA in a different light to both members and community. In addition, she spearheaded TVEA's involvement in the Temecula Holiday Parade this year. This event included both our participating members and their nominated student standouts who walked the route behind the TVEA banner. Thank you Melissa!



## SHOUT OUTS!

- **Erin Andrade** (GOHS) who was recognized and featured in the Valley News twice. First in February Erin was recognized by the California Association of Renaissance Education (CARE) for her contributions to a positive climate and culture at Great Oak. Then in April the Team Forss Realty Group selected Erin as their first 'Hero Awardee'. She was presented a check for \$250.00!

- Speaking of local heroes, math teachers **Patty Fullington** of Rancho Vista High School and **Jesus Guzman** of Gardner Middle School were honored by Azusa Pacific University with the "Teachers are Heroes" award for going above and beyond with her students. Congratulations Patty and Jesus!

- TVEA Site Leader **Erin Morrin** (LES) for her advocacy by regularly attending school board meetings. On March 15 she addressed the board on Special Education class sizes.

- Great Oak Science teachers **Jeff Maclean** and **David Miles** for sharing with the board the work of their students in this year's Science Olympiad competition. It is clear they went above and beyond in their commitment level to their students.

- **Sean O Hara** (DMS) and **Tammy Iverson** (LES) for representing TVEA and their sites at the April 19 board meeting by sharing the good work TVEA members are doing at their respective sites during public comments. Great job of sharing the good work of your colleagues! It's amazing how much can be accomplished when no one cares who gets the credit!

- Congratulations to the four winners of restaurant gift cards (**Charlotte Johnson**- TES, **Carrie Nimmo**-PES, **Julie Onstott**- GMS, and **Nancy Robillard** -PES) who attended our "Site Visit Blitz" in late February. We had over 400 members sign in at the Executive Board site visits to solicit member feedback.

- Chaparral High Science Teacher **Jennifer Emery**, who was recently announced in the Valley News as receiving her Master's Degree in Zoology from Miami (OH) University. Jennifer participated in field-work through Project Dragonfly and San Diego Zoo Global, providing her valuable experiences to share with her science students.

- TVEA collected nearly 800 signatures for the ballot petition signature drive to qualify the Children's Education and Health Care Petition Act for the November 2016 ballot. Over twenty-five TVEA members contributed yet a shout out goes to top signature gatherers **Deanne Johnson**- GMS, **Christina Jones**- VHES, **Christine King**-BVMS, **Pamela Moore**-RHES, **Chris Newell**-GMS, and top signature gatherer with 49 signatures- **Peter Ricchio**- DMS.

## 2016 CRYSTAL APPLE AWARDS

On May 1, 2016 the 12<sup>th</sup> annual Crystal Apple Awards were held at the Church of Latter Day Saints on Pauba Road in Temecula. A total of 117 teachers from Chaparral, Great Oak, and Temecula Valley High School were nominated by their students were attend the church.

Each school had two finalists and one Crystal Apple recipient as selected by the church committee who reviewed the incredible things the LDS students said about our teachers.

For each site here are the finalists and Crystal Apple Recipient:

**CHAPARRAL HIGH SCHOOL:** Finalists: Mark Koscielak- Spanish Teacher and Nat Spence- Social Science Teacher Crystal Apple: Amie Charney- English Teacher

**GREAT OAK HIGH SCHOOL:** Finalists: Steve Maxey- Math Teacher and Jennifer Mosley-Science Teacher Crystal Apple: Reuben Villar- Math Teacher

**TEMECULA VALLEY HIGH SCHOOL:** Finalists: Chris Hamill- Social Science Teacher and Steve Rapaport- Math Teacher Crystal Apple: Derek Heid- Drama Teacher

Congratulations to all of the teachers nominated. The event clearly demonstrates the positive impact so many of our teachers are having on our youth.



CRYSTAL APPLE  
AWARDS®  
Recognizing Excellence in Education

## Temecula Valley Educators Association

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### TVEA Officers

Jeff Kingsberg, President

Edgar Diaz, GMS, 1st VP

Rob Clause, CHS, 2nd VP

Mike Wassan, Treasurer

Amy Eytchison, Secretary

### Area Representatives

Raul Miranda (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

Lynn Breen (LES) Insurance

Melissa Young (PVES) Organizing

Rob Clause (CHS) Fiscal Analysis

and Reports

*OPEN* Elections

Peter Ricchio (DMS) PAC

Christine Scull (BVMS) Grievance

Liz Cooke (CHS) Retirement

Lisa Fuehrer (TVHS) Special Ed

Steering Committee

Tammy Iverson (LES) Common Core

Advisory Committee

Jeff Kingsberg (TVEA) LCAP

Consult Committee

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