



# TVEA ADVOCATE



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## Issue 02

November  
2016

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## 2016 General Election Results are in....

**Propositions: California Voters Pass Proposition 55; Other Education-Related Ballot Measures are Approved  
Rutz-Robbins Re-Elected to TVUSD School Board in District 5, Darling wins Non-Contested School Board  
Seat in District 1**

TVEA worked as part of a broad coalition of labor and tax fairness groups to assure the passage of Proposition 55 by a convincing statewide margin of 62% to 38%.

Proposition 55 officially known as the "Children's Health Protection and Education Act" will maintain the income tax rates on the very wealthy Californians for another twelve years. This should provide some general budget stability to education funding in the state of California, yet its passage does not directly address the multimillion dollar projected deficit for the 2018-19 year announced by TVUSD in September in its Unaudited Actuals Report. See the related article in this newsletter on TVEA's squad of members who worked tirelessly to contribute to the passage of Proposition 55.

In other education-related propositions, Proposition 51 was victorious in securing \$9 Billion in school bonds for building projects for K-12 California Schools and Community Colleges. It was passed by California voters with a 54% to 46% margin.

Proposition 58, which changed course from previously passed "English only" Proposition 227 in 1998 passed resoundingly by 72% to 28%. This measure will allow local communities more discretion in developing its own English Language Learner program which seems consistent with the nature of Local Control Accountability Plans (LCAP).

In local Temecula school board elections, only one of two seats in the first ever By-Trustee District Election was contested. In the southern end of TVUSD, District 5, incumbent Kristi Rutz-Robbins defeated Ron Prentice. TVEA did not take a position to recommend either candidate despite interviewing both. Lee Darling, a 2007 Great Oak High School graduate ran unopposed in District 1, Allen Pulsipher's seat as Pulsipher chose not to seek a 3<sup>rd</sup> term.

TVEA was the loudest voice against the abrupt move to the By-Trustee District system. We argued that the districts were not finalized until May, leaving little time for citizens to understand what district they resided in, let alone mount a campaign for office. Despite being handicapped by time and precise data in organizing for the initial By-Trustee district election, TVEA looks forward to implementing a strategic plan to encourage a viable pool of potential candidates for Districts 2, 3, and 4 in 2018 and Districts 1 and 5 again in 2020.

STAY CONNECTED...



## PRESIDENT'S MESSAGE NOVEMBER 2016:

### CELEBRATING OUR HOME GROWN TVUSD TALENT

TVEA will be recognizing up to ninety of our members we have identified as TVUSD Alumni on November 15<sup>th</sup> before the TVUSD School Board Meeting. This is a project we are working collaboratively on with TVUSD and are pleased to see it come to fruition.

As TVUSD nears the ripe age of thirty itself, a new generation of educational leaders has emerged. Many of this group have come through our own Temecula schools and graduated from one of our comprehensive high schools or in a couple of cases Elsinore High when Temecula Valley High did not yet have a senior class.

This is an incredible story of community connectedness in which these teachers and specialists have made the decision to come back to Temecula and "Pay it Forward" to our current Temecula students.

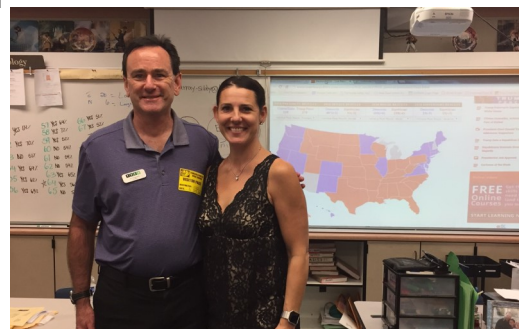
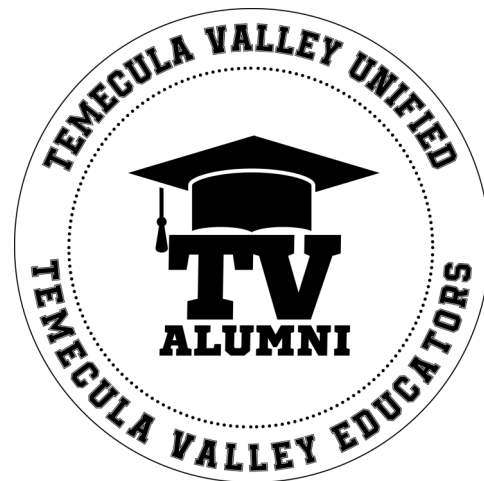
Being in my own 30<sup>th</sup> year as a Temecula teacher, I have seen this district emerge in 1988-89 as a unification effort between the Temecula Union School District (K-8) and the Elsinore Joint Union High School District to which Temecula Valley High belonged its first three years from 1985-88.

Now here we are almost thirty years since the creation of the Temecula Valley Unified School District and the torch is being passed to these homegrown leaders (and others who went to high school elsewhere.) Some of the identified 'Local Heroes' are quite familiar to me. I count at least twenty TVEA members as former students in my Social Science classes at either TVHS or CHS between 1987 and 2014. Here is my "TVEA President's Brag List": Alison Armijo (CHS), Morgan Ault (LCAP PE Specialist), Amy Blackburn (TLES), Ginger Brady (CHS), Courtney Evans (SNHS), Jeff Forrest (TVHS), Derek Heid (TVHS), Jennifer Mohr (CHS), Carrie Moore (VES), Dawn Murray-Sibby (TVHS), Durley Nolen (LCAP PE Specialist), Jacob Paino (CHS), Jon Paino (TVHS), Kim Preite, (TVHS), Bree Ramer (TES), Jessica Suttan, (TLES), Javier Vargas (TVHS), Erin Wilcox (DMS), Stephen Wood (BVMS), and Abby Woelke (GOHS). There could be others I am omitting due to name changes, memory loss, etc.!

I was pleased to get an invite from one of my first ever TVUSD students, Dawn-Murray Sibby to visit her TVHS Government class this week and participate in an election results discussion with her students. I am pictured with Dawn in her TVHS classroom.

We at TVEA hope to continue to stay connected to this entire TVUSD Alumni Group and celebrate their continued successes. Many of them have already made their mark leading students in the classroom as well as in the athletic and performing arts arenas. Check out the back page of The Advocate to read a sample of what our alumni members shared about their former teachers who are now their teaching colleagues across TVUSD.

Jeff Kingsberg



## October

### TVEA Hosts 2<sup>nd</sup> Annual Football Night

TVEA held its second annual football night on October 7<sup>th</sup>. The game was a rematch of last year's cross town rivalry between the Chaparral High Pumas and the Great Oak Wolfpack. Representatives of the TVEA Executive Board provided pizza and drinks along with Halloween treats and snacks to members and their families attending the game. Perhaps the biggest TVEA play of the night was distributing TVEA balloons during the second half to the little ones sitting with Great Oak staff in the end zone! For the record, Great Oak was victorious over Chaparral for the second TVEA football night in a row. Next year we plan on a football night to be held with TVHS as the host team.



## November

### "Pub PD (Professional Development)

We so appreciate the educators who joined us on November 3<sup>rd</sup> at The Shamrock for our third "Pub PD". Pub PD is a low-key, high-enthusiasm Happy Hour-ish that is held the last Thursday of each month\*. Anyone interested in learning more or sharing and helping with technology questions are welcome to attend. We have been "granted" the back room at The Shamrock for these dates. They provide us with free WiFi, attendees order their beverage of choice, and we get geeky! On November 3<sup>rd</sup>, TVEA was kind enough to sponsor appetizers, so we had Irish Nachos and Irish Eggrolls ... and a few other odds and ends ... compliments of our association. Our group is growing, and we hope that since so many members attended the GAFE Summit at Bella Vista this past weekend, more people will join us and grow with us! Look for reminder posts on Facebook and Twitter! We'll also be sending a flyer (or two) out to each school site in early January. Contact any of us with your questions. Michele Osinski (LES), Rosalinda Jaimes (LES), and Michelle Voyer (NVES) \*Due to the holidays, Pub PD will be on hiatus until Thursday, January 26<sup>th</sup>.



### Leadership Council Mixer

TVEA held a social for its Leadership Council on Friday November 4<sup>th</sup> sponsored by the TVEA Member Engagement Committee. The social was held in honor of our site leaders who wear many hats in representing members at their sites and facilitating two-way communication with TVEA leadership. The event was held on the patio at Bailey's in Old Town on a beautiful sunny afternoon. Next time you get a chance be sure to thank your Site Leader!



## UPCOMING TVEA EVENTS

### Insurance Vendor Presentations for 2017-18@ the TVEA Office Nov 14/Dec 5

Join the TVEA Insurance Advisory Committee (IAC) as they hear presentations from Insurance Brokers with the purpose of comparing our current SISC set of plans to other offered plans. All members are welcome and no RSVP necessary. Two presentations will be provided on **Monday November 14<sup>th</sup>** from Keenan and Associates followed by CA Valued Trust (CVT) beginning at 4pm. A single presentation by our current broker SISC will be on **December 5<sup>th</sup>** at 4pm. Drop in as your schedule permits. Feedback forms will be available for attending members to complete in assisting the TVEA IAC with selecting a broker for next year.

*Keenan*  
Health Care



CALIFORNIA'S  
VALUED TRUST  
Healthcare Benefits for the Education Community



**SISC**  
SELF-INSURED SCHOOLS OF CALIFORNIA  
*Schools Helping Schools*

### TVEA/TVUSD Alumni Recognition: November 15

As mentioned in the Presidents Message, we will be honoring alumni from TVUSD high schools who are now TVEA members as teachers and specialists. This will be a brief thirty- minute ceremony from 515-545 in the TVUSD Conference Center before the scheduled school board meeting at 6pm. TVEA members are welcome to attend and support their fellow Local Heroes!



## November

### All Member Holiday Social/Happy Hour: November 17<sup>th</sup> 330-600 Islands Restaurant Temecula

We hope you will save the date as you reach for the finish line leading into

Thanksgiving break and join fellow members for conversation and camaraderie at Islands Restaurant (Margarita Road on the outside of the Promenade Mall). We will be at Islands from 330-6pm and will provide appetizers for attending members and Islands will have friendly pricing for our members on drink specials.

### San Diego Gulls @ Ontario Reign Sunday November 27<sup>th</sup> 3pm Citizens Bank Area, Ontario

Last year we had nearly sixty members, family, and friends enjoy our first Hockey night. This year it is a Sunday afternoon affair with a 3pm start. Hope you bought your pre-sale ticket to enjoy the final day of your Thanksgiving week break with TVEA on the ice!

## DECEMBER

### TVEA Holiday Parade: December 2nd 7pm

Join TVEA and Students in the Temecula Holiday Parade Friday December 4<sup>th</sup>. Last year we had over forty teachers, student standouts, and community members. All TVEA members and one Student Stand Out chosen from each site will be showcased in the parade. We are going to show our unity and positive presence in our community by participating in this year's event. Let's have fun and join our community during this celebratory time. Wear green and a Santa hat and meet your colleagues in the staging area. The parade starts at 7pm yet the TVEA group will begin to gather after 530. If your site has not nominated a student standout or you have questions contact Melissa Young (PVES), our Community Events Coordinator at [mytveaorganizing@gmail.com](mailto:mytveaorganizing@gmail.com)

### TVEA LCAP Community Forum: Local Control Accountability Plan (LCAP) Information Session and Discussion December 6<sup>th</sup>

TVEA will be sponsoring a one-hour workshop discussing topics such as:

- What is LCAP and why does it matter to me?
- How is TVUSD utilizing LCAP funds?
- Parent discussion on what services might best support students.

All Community Members are welcome!

This event is being held at the Margarita Middle School MPR from 5:30-6:30pm.

Pizza and drinks will be served from 5:00-5:20pm.

Please RSVP to TVEA at [lstvea@verizon.net](mailto:lstvea@verizon.net) or call 951-699-9970.

**Educators and Specialists, please invite the parents of the students you work with to attend this important Community Forum.**



**PROMOTE SUCCESS**

Calling all Parents who want to share ideas on promoting student success for all students

**Local Control Accountability Plan (LCAP) Information Session and Discussion**

Tuesday December 6<sup>th</sup> 530-630  
Margarita Middle School MPR

Doors open at 5pm.  
Pizza and Drinks offered from 5:00-5:20

LCAP currently funds such Actions and Services as:

- Intervention Literacy Specialists
- PE& VAPA Specialists
- ELA & Math Specialists
- Counselors

This is a one-hour workshop sponsored by the Temecula Valley Educators Association (TVEA).

Topics Include:

- What is LCAP and why does it matter to me?
- How is TVUSD utilizing LCAP funds?
- Parent discussion on what services might best support students

All Community Members are welcome!

Please RSVP to [lstvea@verizon.net](mailto:lstvea@verizon.net) by Monday December 5<sup>th</sup>. You may also call TVEA at 699-9970 to RSVP or seek further information.

## **MY EMPLOYEE RIGHTS:**

### **WHAT IS A GRIEVANCE VERSUS A COMPLAINT?**

TVEA members should be aware of how to address concerns and how a concern might be formalized through the Grievance or Complaint process.

#### **Grievances- Article 16 TVEA/TVUSD Collective Bargaining Agreement**

A Grievance is defined in Article 16.1.1 as a “formal written allegation by one (1) or more unit members..... that there has been a violation of the specific provisions of the Collective Bargaining Agreement”. This distinguishes a grievance from a complaint in that a grievance must be linked to the TVUSD-TVEA Contract. A member does not file a grievance against an individual including a supervisor or fellow employee, but in relation to a part or parts of the contract not being enforced.

“A grievance must be submitted within twenty (20) days from the date of the most recent act, omission, or practice giving rise to the grievance” per Article 16.2.2. Before a grievance is filed, Article 16.3.1 calls for a Level I Problem Solving Meeting with your immediate supervisor to identify the problem and seek resolution. Please notify your site leader of the issue and seek their assistance toward meeting support as desired. There is again a twenty (20) day time limitation to move the Grievance to a formally submitted grievance at Level II. Note that all the time limitations regarding grievances are based on a day being defined in Article 16.1.2 as “A day upon which the District Office is open for business”.

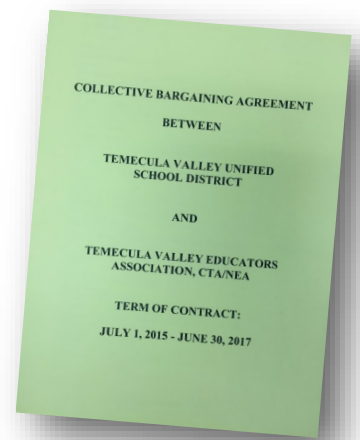
The Grievance process and nuances are spelled out on our website at [tveducators.org](http://tveducators.org) both in the contract and on the Grievance Committee page. While the term grievance may have a surface negative connotation, the process should be viewed as a method to work collaboratively in addressing issues and problem-solving at the lowest possible level.

#### **Board Policies 4144 and 1312 Complaints**

Board Policy 4144 states that “The Governing Board recognizes the need for providing employees with a complaint process”. In the same numbered Administrative Regulation (AR) a complaint is defined as “An alleged misapplication of the district’s policies, regulations, rules, or procedures”. It further states that “Employees are encouraged to resolve complaints informally. Formal Complaint procedures shall not be initiated unless informal efforts to resolve the complaint have been exhausted....”

Complaints often center around harassment and hostile work environment issues, including sexual harassment. On AR Exhibit 1312.1, there is a place to name a person(s) against whom the complaint is being made. The document further states that an employee is to submit their complaint to their immediate supervisor unless it relates to an administrator. Complaints related to an administrator are to be filed with the Superintendent or designee, which is normally the Human Resources Department (HRD). Complaints related to the Superintendent should be filed initially with the School Board.

Complaints are hopefully rare as opposed to common, yet are a necessary vehicle for an unresolved conflict. The key to successfully navigate workplace issues in both spheres is to keep communication lines open and make problem solving efforts through meeting with your supervisor and or colleagues.



### **DID YOU KNOW?:** **YOUR JOB DUTIES DO** **NOT INCLUDE** **EVALUATION OF** **FELLOW MEMBERS OR** **CLASSIFIED** **EMPLOYEES**

TVEA Members are NOT responsible for providing evaluative feedback in relation to teaching colleagues or classified employees such as Instructional Assistants. California Education Codes 44660-44665 speak to the authority of the governing board and administration in the evaluation and assessment of personnel. Article 13.8 of the TVEA/TVUSD Collective Bargaining Agreement states: “The principal or administrative designee is responsible for the evaluation of all school-based employees”. Our members should know that assisting administration in this sphere is NOT part of your job duties per the collective bargaining agreement and becoming a third party in a fellow employee’s evaluation could become problematic in multiple ways.

## **ADVOCATING ON YOUR BEHALF: TVEA SIGNS MEMORANDUM OF “UNDERSTANDING WITH TVUSD OVER CLASS SIZE LIMITS FOR GRADES 4 AND 5 WITH NON-ROSTERED STUDENTS**

TVEA and TVUSD have reached an agreement on acknowledging when the flow of non-rostered students places a 4<sup>th</sup> or 5<sup>th</sup> grade teacher over the contractual hard cap of thirty-two students.

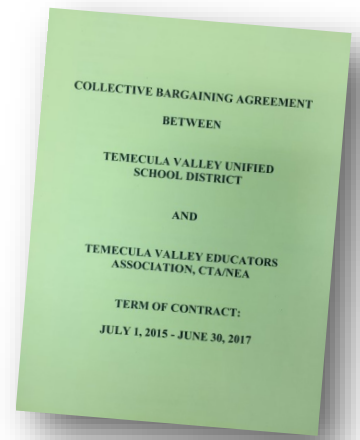
This outcome is a result of several meetings between TVEA leaders and the TVUSD Human Resources Department over an eleven-month period from October 2015 to September 2016. TVEA brought forth a grievance regarding Article 11.2 due to the fact that fourth and fifth grade class sizes were going over the cap with the addition of mainstreamed students. After multiple Level I Grievance problem solving meetings, level two and three grievances were filed on behalf of our unit members. TVEA and TVUSD met through Spring 2016 before the parties agreed to bring in a neutral state mediator in August upon our return to school. Despite that meeting itself not producing an agreement, the parties stayed hopeful and persistent and it paid off with Bargaining Chair Brian Balaris signing off for TVEA on September 12, 2016.

Teachers will receive compensation for each student which puts them over the aforementioned caps, as long as the student is mainstreamed for a minimum of one hundred and fifty minutes per week (daily equivalent of thirty minutes) in any combination of English-Language Arts, Mathematics, Science, and Social Science. There is a timesheet or extra duty sheet to be completed, yet once it is established, it does not need to be completed again unless there are adjustments in student attendance.

“This is an acknowledgement of recognizing that our upper elementary general education teachers are teaching beyond the contractual caps for parts of their day”, said TVEA President Jeff Kingsberg. “The compensation per student is in line with what our middle and high school teachers are receiving if they go beyond their period class caps or total student load respectively”.

This agreement runs from September 1<sup>st</sup> 2016 through June 30, 2017 and is a Memorandum of Understanding (MOU). It is a trial and is not voted on by members like a permanent addition to the contract. There is also a Grievance Settlement as a result of this MOU and TVEA has agreed to not grieve this topic during the above MOU period. TVEA will monitor this throughout the year and utilize member feedback to determine our direction on this matter in the future.

The MOU can be viewed in its' entirety on the TVEA website at [www.tveducators.org](http://www.tveducators.org)



## **ARTICLE 5.12 AND SITE BASED INTERVENTION PLANS**

Over the last month or so, TVEA leadership, site leaders, and members have been sharing an interest in invoking our contractual rights related to being decision-makers for Intervention Programs at the various school sites. Article 5.12 reads “Each site will have school-wide intervention program(s) to be approved by 60% of the bargaining unit members that submit a ballot. TVEA and Site Administration will conduct the vote”. This process should occur at least once within the duration of the current contract (2015-16 or 2016-17).

President Jeff Kingsberg has brought this provision forward with various district leaders and there is consensus that the contractual language is clear:

First, each site must have an intervention program or programs.

Second, intervention program(s) need to have consent of 60% of the affected members.

Third, this needs to be a formal vote done with an anonymous ballot as opposed to a show of hands in a staff meeting.

How all stakeholders at a site determine what is proposed is less clear. Since intervention is a by-product of Professional Learning Communities (PLC), our members should have a voice as well as administration. If a plan does not muster 60% of the vote, then another plan should be developed collaboratively (using the tenets of PLC) until a plan or plans have consent of the unit members who submit a ballot.

TVEA Executive Board Area Representatives Tammy Iverson and Melissa Young, Elementary; Kim Evans, Middle School, and Raul Miranda, High School are communicating with Site Leaders about their interest in conducting a vote. To date, TVEA is aware of two elementary schools and one middle school who are pursuing a vote at their sites.

Since this a site-based model, TVEA encourages members to work at the site level and seek our support and guidance as needed. TVEA and TVUSD have discussed a goal of having all intervention programs voted on and modified as necessary by the start of semester two in January.

## TVEA CONTRIBUTES IN PROPOSITION 55 VICTORY!

TVEA members stepped up made sure our own members knew about the TVEA members stepped up made sure our own members knew about the critical nature of Proposition 55 helping to ensure its passage and preventing major cuts to education funding.

There were two major efforts made by TVEA:

**Site Visits:** A combination of TVEA Site Leaders, TVEA Executive Board Members, and CTA Staff visited sites during the month of September and were able to contact and get feedback forms from 824 of our members. This is more than 60% of our membership. Special recognition goes to six of our sites Barnett, French Valley, La Vorgna, Pauba Valley, and Temecula Elementary Schools who achieved over the goal of 95% or better at their site. Joining this elite group is the Sparkman Alternative Complex, including Rancho Vista and Susan Nelson high schools. Each of these sites will receive a lunch delivered to them later this month. Honorable mention goes to Chaparral High and Day Middle who each achieved 77% on their Prop 55 feedback forms.

**Phone Banking:** Thirty-two TVEA volunteers made 3743 calls over five nights in September and October from the TVEA Office. Eleven of the thirty-two volunteers called on multiple nights! We followed up with our own members and contacted CTA members who teach in other districts throughout California. Our calls by the end of phone baking stretched to Orange County and northward to such communities as Santa Rosa and Redding. TVEA gets the job done once again.

The fabulous phone bankers were:

Karie Shorack (VHES)	Liz Cooke (CHS)	Linda Damewood (FVES)
Chris Jones (VHES)	Greg Cooke (SNHS)	Chris Lindberg (FVES)
Jeff Kingsberg (TVEA)	Randy Arnayro (NVES)	Bob Rollins (RVHS)
Charles Hartley (Community)	Mike Arroyo (GMS)	Max Cantu (VHES)
Diann Moyer (GMS)	Lisa Teets (TES)	Carolyn Thomas (RES)
Chellle Urbanek (Retired TVEA)	Amy Eytchison (TES)	Kerri Bodemer (TES)
Anne O'Donnell-McCann (RES)	Cheryl Bryant (TTES)	Olivia Flores (MMS)
Bill Moyer (CHS)	Edgar Diaz (GMS)	Patty Doody (RVHS)
Donna Scott (GOHS)	Sheri Patterson (TES)	Chris Klair (CHS)
Raul Miranda (GOHS)	Tammy Iverson (LES)	Alan Underwood (VRMS)
Mitch Brown (SNHS)	Belisa Guerrero (TLES)	



### DID YOU KNOW?

TVEA has openings on our Member Engagement, Retirement, and Elections Committees. If you would like to learn more about the scope of any of these committees or may be interested in participating, contact chairs Melissa Young or Alan Underwood (Member Engagement), Marcia Varner (Retirement), and Karie Shorack (Elections).

## BY THE NUMBERS... TVUSD CBEDS

Each October TVUSD Reports its enrollment numbers to the California Basic Educational Data System (CBEDS). TVEA thought our members might be curious as to the 2016-17 enrollment numbers of their own site compared to other sites.

<u>Elementary Schools</u>		<u>Middle Schools</u>	<u>High Schools</u>
ARES 785	CHES 624	BVMS 1,269	CHS 3,176
NVES 791	RES 510	GMS 1,160	GOHS 3,348
TES 632	VES 565	TMS 1,202	TVHS 2,736
AES 968	FVES 924	DMS 1,030	RVHS 177
PES 590	RHES 575	MMS 916	SNHS 202
TLES 918	VHES 677	VRMS 1,005	
BES 934	JES 536	SN 9	
PVES 551	LES 842		
TTES 890	<b>Elem Total: 12,312</b>	<b>MS Total: 6,591</b>	<b>HS Total: 9,639</b>
		<b>District Total</b>	<b>Pre-School-12: 28,542</b>

## Committee Chair Workshop

On Wednesday October 5<sup>th</sup>, Vice-President Edgar Diaz (GMS) led our 2016-17 TVEA Committee Chairs in a planning workshop for executing their role and leading their committee groups.

Committee Chairs reflected upon how the goals of their committee might fit the TVEA message of "TVEA Members are Proven Leaders of Student Success" who are dedicated to supporting all students and our community, committed to providing a quality education, and advocates for improving teaching and learning conditions.

Committee Leaders shared ways that they can distribute tasks and specialize sub-roles within their group. For example, in relation to bargaining, two subcommittees will address communication, one handling incoming and one outgoing. The idea of planning a yearly calendar for two time periods, fall and spring semester was encouraged.

TVEA Office Manager Lisa Sisco shared the various TVEA tools available to communicate not only with the elected Executive Board and Leadership Council but to all members through vehicles such as the TVEA Website, TVEA Advocate Newsletter, and E-Mail Informational Blasts.

## TVEA Hosts Pre-Parent Conference Week Workshop for Elementary Teachers

Alan Underwood, Member Engagement Committee Co-Chair

On September 28th, TVEA hosted a Parent Conference Workshop for elementary teachers to share ideas about parent conferences. There was a great panel of veteran teachers that shared out and took questions from the members in attendance. On the panel was Melissa Young, Randy Arayro, Tammy Iverson, and the 2016 TVUSD elementary teacher of the year, Michelle Truax.

The discussion included making sure to leave time open in the week for rescheduling. Teachers should check if classroom behavior is congruent with behavior at home. Teachers should be honest, and be comfortable to disagree in a pleasant manner. Teachers were encouraged to have the whole "team" attend if the student has been working with another teacher or specialist. It is important to say "I will get back to you on that" if you do not have the answer that parents need during conference time. To make the environment more welcoming, try small things like mints or water bottles for the parents. Make sure you have a paper and a plan to take notes on the discussion. If you want that extra touch, have some business cards made up to hand out to the parent so they can contact you later.

The event went well, and TVEA hopes to do more events like this in future. Thank you to those who attended and especially our veteran panel who offered their wisdom for a successful week of parent conferences!

## Site Leader Feature

TVEA asked two of our experienced Site Leaders to respond to five questions about this role in which they have served over time. Kudos to Scott Wrisley (Rancho Vista High School) and Pamela Moore (Redhawk Elementary) for continuing to serve their members by providing two-way communication between TVEA and members at their site.

### *What is your experience or longevity as a TVEA Site Leader?*

**Scott Wrisley (SW)** - I began just before we unified mid-year 1989-90 with Gaylon Simmons, meeting in Peter Ricchio's kindergarten classroom; the "Union" was kept in a Banker's Box. I've been at it ever since. **Pamela Moore (PM)** - I have served as a site rep for approximately 11 or 12 years.

### *What do you believe are most important for Site Leaders in terms of personal quality they bring to the position and their most critical task?*

**(SW)** - Ya GOTTA listen – to EVERYONE! If you haven't seen someone around for a while, seek him or her out and get a feel for how things are going both at school, and at home, if able. Also the most difficult at times is to be able to work with the site administrator to sort out issues before they can grow into problems.

**(PM)** - A willingness to participate in not just the monthly meetings but various activities set up by the leadership team and the most critical task is the need to be fair and unbiased in presenting information back to the members.

### *What has been most satisfying to you as a Site Leader?*

**(SW)** - The most satisfying for me has been on those occasions when I can help a colleague solve a problem, especially if the issue involves two sides where both are teachers. If we can work a deal where both can walk away feeling as though their needs have been met, and peace has been restored, that is the best.

Over the long haul, though, has been the way our contract language has developed from a document full of "whatever is in the best interests of the operation of the district", to articulated specifics that truly protect teachers from capricious administrators.

**(PM)** - Always being aware of what is going on in the district. It's important to stay informed so I can make clear, productive choices in regards to TVEA decisions.

### *What has been a challenge for you?*

**(SW)** - By far the most difficult part of this job is to try to bring about a just solution to an issue that is not specifically addressed in the contract. These are usually individual or personal issues, often a matter of style, and if an administrator is inflexible, too often it can leave a teacher twisting in the wind alone.

**(PM)** - Balancing work load with maintaining the energy to participate in TVEA events!

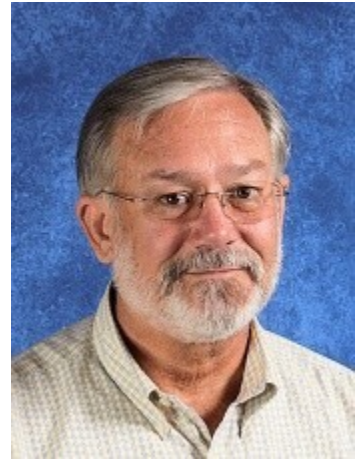
### *What is a bit of advice you can offer for members new to the Site Leader Role?*

**(SW)** - First, be personable, but don't take things personally. Treat all with dignity and respect, and if things go south, know that you have done your best.

Second, almost NOBODY likes to confront an administrator. When it is necessary, get ALL of your facts laid out, brainstorm possible tangents with a co-worker, keep the tone logical and professional, and be the big kid in the room.

Finally, there are rewards beyond that "FAT" stipend check at the end of the year. Enjoy the process of having an inside seat to what is going on at your site and within the district, but mostly, feel good about helping your co-workers because they are the ones who are helping kids.

**(PM)** - Knowledge is power, staying informed keeps you from being in the dark regarding our districts decisions and being an active participant gives you a personal buy into the direction of our district.



## **BARGAINING NEWS:** BRIAN BALARIS, BARGAINING CHAIR

Thanks to everyone that participated in the recent survey regarding transfers. The results indicated that members have certain preferences that the bargaining team will look to achieve through negotiations. First among these preferences is to adjust the procedures by which members elect to seek a transfer. The survey suggests you would like the ability to explore new prospects, interview in a round prior to out of district candidates, and improve communications regarding the interviewing schedule. Second, there were elements of the interview procedure itself that need to be addressed. Among these were individual interviews, seniority, and observations. Finally, following the interview, there were some concerns regarding the flow of information. We will look to improve the timeliness and efficiency related to the manner in which members get feedback.

In order to begin negotiations, Bargaining has met with the District and started the complicated process of reworking Article 12. The session explored many aspects of the models in use and potential models we could use. We also set several dates for follow up meetings hoping to make some progress in this area over the next month. If we are successful here, we will then look to reformat Article 10 - Leave. Each element of the article was written at different times and with different structure that we hope to align into a single format that will clarify this for all members.

We are also looking to start examining the entire contract to ideally develop the next multi-year contract as the current contract expires in June of 2017. To this end we are communicating with Site Leaders in the Leadership team, the Executive Board, and the entire membership with a survey in early December. This will provide the needed guidance for the Bargaining Team to represent your interests at negotiation dates already scheduled for January and February. Thanks again for all your support.

## **TVEA Holds Site Leader Training and Welcomes New Site Leaders**

On Tuesday October 18<sup>th</sup> TVEA held a very productive training for new or returning from absence site leaders. Thank you to Bobby Arban (GMS), Anastasia Bortcosh (AES), Carleen Cook (PVES), Derrick D'ablaing (TVHS), Olivia Flores (MMS), Christine King (BVMS), Chris Klair (CHS), Cara Ramsay (TVHS), Tammie Schertzer (GMS), and Darcy Sorensen (PVES) for taking the time to invest in your critical role.

Key topics discussed at the training included one on one meetings, maintaining ongoing communication with members at your site via a monthly ten-minute meeting, and representing members in a potential disciplinary situation in meeting with site administration. TVEA Area Representatives Kim Evans, Tammy Iverson, and Melissa Young were on hand to add their experience and perspective. CTA Staff Patti Bailey led the training and provided each attendee with a reference notebook. Recently retired TVEA member Larry Thompson shared his experiences on representing members in potential disciplinary meetings at the site and role played in a scenario with TVEA President Jeff Kingsberg acting as site principal.

### **WELCOME NEW SITE LEADERS:**

TVEA is pleased to announce that the following members have been added as Site Leaders for the remainder for the 2016-17 year:

Jackson Elementary School: Melia Pommier, Rancho Elementary School: Dina Landazuri/Anne O'Donnell-McCann  
Great Oak High School: Mark Hartneaux

## **TVEA MEMBER COMMUNITY RECOGNITION**

Congratulations to Vintage Hills Elementary teacher Debi Oddi, who was one of four community members recognized at the Temecula Stake of the Church of Jesus Christ of Latter Day Saints. Nominated by members of the community, recipients include those whose actions exemplify strong family values, impact our community and further the cause of strengthening the family unit.

Congratulations Debi!

The Veterans Support Services Network recognized nearly sixty TVEA members at their annual **Salute to Heroes Event** September 17th at the Promenade Mall. Nearly sixty TVEA members were recognized alongside public safety personnel and military veterans. It was great to see so many sites across the district represented as it is testimony to the great work our TVEA teachers and specialists are doing.



## **TVEA COMMITTEE REPORTS**

*Edgar Díaz, Vice President*

In a move to streamline communication between TVEA members and committees, all committees now have a Gmail address where you will be able to contact the committee chair for any pertinent information. Also, our committees will have meetings published for the year to allow for members to participate on a drop in basis. Meetings (topics and results) will also be published in a variety of venues, email blasts, our Facebook page, and on committee pages on the website. Stay informed and make it out to an event or meeting. Witness the great work our colleagues accomplish to create events, workshops, and support groups for us. Our strength is within us. We are TVEA!

## **GRIEVANCE**

*Kim Evans, Chair*

A main goal is to increase our efficiency in tracking grievances as they relate to the contract. This will facilitate the evaluation of contract language that needs to be addressed by the Executive Council and the creation/alterations of specific language by the Bargaining Team. Another area that we are working on is coaching members to advocate for good classroom environments with site administration. This does not need to be adversarial, and can occur when both parties share the common goal of focusing on students. Anytime both parties are able to talk about concerns and come to a common resolution, the classroom environment is improved for students.

## **INSURANCE ADVISORY COMMITTEE**

*Lynn Breen, Chair*

We have three informational meetings planned to review insurance options for Open Enrollment in October of 2017. Two in November and one in December. Any member is welcome to attend the informational meetings. A feedback form will be available for members to participate.

Monday, November 7	4pm McGregor and Associates	5pm CA Schools Employee Benefits Association
Monday, November 14	4pm Keenan and Associates	5pm CA Valued Trust
Monday, December 5	4pm SISC	

After the meeting on Monday, on December 5th, only IAC members will meet to discuss next steps.

## **MEMBER ENGAGEMENT**

*Alan Underwood and Melissa Young, Co-Chairs*

Our focus is to create opportunities for member to interact with each other in a variety of different formats. This year our committee has planned the following:

- Sponsored PubPD at Shamrock's Nov 3rd.
- Leadership Council Happy Hour Nov. 4th
- Launching of Member Engagement Challenge at Leadership Council November 10th
- Gulls vs Reign Hockey on Nov.27 Citizens Bank Arena, Ontario

We are excited to have found out that we received a CTA grant for membership engagement.

## **RETIREMENT**

*Marcia Varner, Chair*

On November 9th Liz Cooke (CHS). Deanne Johnson (DMS/RVHS) and Jackie McKew (FVES) met to begin the development of a survey to collect information on potential retirees for 2016-17. There appears to be much interest in reviewing and potentially suggesting adjustments in the Medical Bridge Language (Article 7.5) added to the contract last year. There is also an interest in reaching out to our younger members and educating them in relation to "its Never Too Early to Plan for Retirement" We meet again on Wednesday November 30th and all interested are welcome to check out our committee.

## **BUDGET AD-HOC TEAM**

*Lowena Manzano, Chair*

Last met with DO on Oct 5th. Reviewed the 2015-16 Adopted Budget with county's conditional approval, compared the estimated actuals vs. unaudited actuals, and reviewed the impact of loss of attendance (5% absence rate equates to \$10,000,000 loss).

TVEA Ad Hoc team met on November 4th to conduct a financial analysis with CTA and the Bargaining Team.

Next meeting with the District team is on Nov. 16th.

## WHAT OUR TVUSD ALUMNI TVEA MEMBERS SAY ABOUT THEIR FORMER TEACHERS:

**Michelle Elling:** I baked Mrs Elling a treat for Christmas with a note. Years later Mrs. Elling's daughter was in my class as a student at Vail Elementary. For Christmas, she passed back the same baked goods container with the original note I had written. Believe it or not I love teaching Math now!

**Arnold Alpert:** "He was and is still a father figure to me". He took a chance on a young wrestling coach and has molded me into the man I am today"

**Mark Ritter:** "He is the reason I became a teacher! He was passionate about his subject, hilarious, and I always knew he cared about his students".

**John Camesecceca:** "Was a great inspiration to me. He taught History like he was telling a story" He gave me so much detailed feedback on my writing and encouraged me to write at a college level"

**Debbie Knapp:** "She had boundless energy"

**Jody Zalewski:** "I had her in 5<sup>th</sup> grade as a teacher. I remember lessons learned from her -she was my favorite. Then in my very early years of teaching she transferred to our school. It was a dream come true!"

**Mark Koscielak:** "He made Spanish fun. We always had to do crazy projects. He would give people special Spanish names that he would call you.

**Jeff Mac Lean:** "He was someone who cared for us as students and truly liked his subject matter"

**Jim Nolen:** "I cannot say enough great things about him. From his enthusiasm as a coach, to the integrity that he promoted with his students and players, a good man who is dedicated to his job and family. "He is truly a caring, exceptional public servant with a spiritually inspired heart".

**Brian May:** "Mr. May always made math class fun.... He inspired me to become a math major"

**Mary Venetelli:** "She encouraged me more so than so many teachers to dive into my creativity

**Eric Dukleth:** "He made Spanish fun, whether it was by crazy antics or the way he made the activities fun"

**Crystal Davis:** "She changed my mindset for Math. She made me work for my grade and never allowed us to use excuses. Thanks to her teaching I have my own tutoring business"

**David Yorke:** "He made learning fun and I always felt supported"

**Mike Tapley:** "He always made learning in his class fun and would keep me on my toes with his crazy tricks and antics"

**Matt Albertoni:** "He inspired me. He made teaching fun and interactive"

**Ann Hollins:** "First inspired me to love learning. Reading "Stargirl with Mrs. Hollins is one of the few things in school I will treasure forever.

**Melissa Casady:** "Student-Centered, Passionate, Encouraging. She gave us a popsicle stick at the end of the year with two positive attributes about us. It was personal and thoughtful. I still have my popsicle stick".

**Doug Soles and Daniel Noble:** Were my cross- country coaches throughout high school. They were like fathers to me. I will always remember winning the state championship after four years of hard work".

**Rob Shea:** "Was my 5<sup>th</sup> grade teacher. He made learning so fun and each day you could see how excited he was to be there. It was contagious in the classroom".

**Becky Green:** "Amazing English and AVID teacher. Helped me get to college".

**Karen Papagolos:** "My 5<sup>th</sup> Grade Teacher- She made me feel confident and motivated me to do the best in everything I did".

**Nancy Reza:** "She believed in me and gave me a chance to be a leader and the space to share my talent".

**Andy Arnold:** "I enjoyed his writing warm-ups every day. It made me want to provide that kind of experience when I became a teacher.

**Mitch Brown:** " I was so lost in Geometry but Mitch took the extra time to assess where I was and get me back on track "

**Dawn Murray -Sibby:** "She is a great leader and I have fun memories in the Sun and Ski Club and Friday Night Live with her and Mr. Sibby

## Temecula Valley Educators Association

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### EXECUTIVE BOARD

#### TVEA Officers

Jeff Kingsberg, President

Edgar Diaz, GMS, Vice President

Mike Wassan, Treasurer

Amy Eytchison, Secretary

#### Area Representatives

Raul Miranda (GOHS) HS

Kim Evans (GMS), MS

Melissa Young (PVES) ES

Tammy Iverson (LES) ES

#### CTA State Council

Mitch Brown

Bob Rollins

Alan Underwood

#### NEA State Delegate

Alan Underwood

#### Committee Chairs

Brian Balaris (TVAS) Bargaining

Lynn Breen (LES) Insurance

Alan Underwood (VRMS),

Melissa Young (PVES) Membership

Engagement

Lowena Manzano (CHS)

Adhoc Budget

Karie Shorack (VHES) Elections

Peter Ricchio (DMS) PAC

Kim Evans (GMS) Grievance

Karen Hogan (DO) Special Education

Ricardo Salcido (TMS) LCAP

Consult Committee

Liz Cooke (CHS) Retirement

