Tentative Agreement is Ratified for 2021-22 Compensation

TVEA Members voted this week to ratify a Tentative Agreement signed by our Bargaining Committee in conjunction with TVUSD Bargaining.

1003 bargaining unit members casted votes through TVEA’s electronic vendor Big Pulse with 878 (88%) voting Yes and 125 (12%) voting No.

The agreement for 2021-22 related to Article 7: Compensation and Benefits includes:

- A 4.3% increase to all Salary Schedule cells except Column D Step 25, retroactive to July 1, 2021
- A 5.0% increase to Column D Step 25, retroactive to July 1, 2021
- An Increase to the Staff/Curriculum Development Non-Instructional Rate to $50.00 per hour from $39.00 per hour
- An Increase to the Class Overage Rate under Articles 11.2 and 11.4 to $3.00 per student per day from $2.25

TVEA President Jeff Kingsberg commented: “This tentative agreement reflects TVEA securing the best deal we could bring to members for 2021-22 and demonstrates several key interests shared across membership in the Bargaining Survey we conducted in early November with nearly one-thousand (1000) members participating including: Focus on an Equal Across the Board Salary Schedule Increase.

Seeking to Maximize the Top Salary Within Available Resources, Steering Away from an ‘Off- Schedule’ or One-Time Compensation Component, and Bringing a Tentative Agreement on Compensation to Members to Vote Before the Winter Break”.

Members can expect to have their monthly salary adjusted on their December (January 3, 2022) pay warrant and the retroactive monthly pay since July and any additional extra duty will follow in coming pay warrants.

This ratification is a result of the ongoing work from both the TVEA Ad Hoc Budget and Bargaining Teams. We know our members appreciate the work of both TVEA cohorts who provide many additional hours to our association in addition to performing their classroom and instructional duties. Thanks to all members for their feedback and participation through the bargaining process for compensation.

Bargaining is still open for 2021-22 as the TVEA and TVUSD teams are still discussing articles such as Article 12 Transfers, Article 13 Evaluation, Article 17 Due Process and Just Cause, and Appendix A-1 Teacher and Student Calendar for the next three years. Once these items are finalized, members can expect a subsequent ratification vote on updates to our existing contract. This would create a “new” contract with an updated term.
BARGAINING AND CONSULTATION SUBCOMMITTEES PROVIDE ADVOCACY AND BUILDING MEMBER CAPACITY

TVEA Bargaining on Compensation is now closed for 2021-22 with the ratification of the tentative agreement. The work on other interests including the TVEA Bargaining platform plank of “Professional Supports for Educators” as well as the implementation of CA Senate Bill SB 328 related to Secondary School Start Times in 2022-23 are still being discussed with TVUSD.

TVEA has found these subcommittees, which are inclusive of members beyond the appointed TVEA Bargaining Committee, to be a way to involve more members in the process of working through issues with TVUSD. Here are three examples of TVEA cohorts working behind the scenes outside of the formal negotiations process to develop proposals to bring to the teams in future sessions.

*DEFINING THE ROLE OF SPECIALISTS BARGAINING SUBCOMMITTEE

TVEA Members: Brian Balaris, Jeff Kingsberg, Maria Castillo (Math Coach at GOHS), and Meghan Manion (Literacy Specialist at BES)
Description: The group met on 11/18 to categorize the Specialists into four subgroups based on their formal job location (School Site or District) and supervisor with the intent of clarifying their rights to voluntary transfer including inclusion at the various stages of filling a vacancy. The group meets again with TVUSD on Thursday January 13th.

*EVALUATION TOOL: HOME INSTEAD INNOVATION ACADEMY HIIA EVALUATION SUBCOMMITTEE

TVEA Members: Brian Balaris, Nicole Paino (TVEA Bargaining/HIIA Counselor), Bridget Cloonan (HIIA Educational Coach), Christine Weir (HIIA Virtual Teacher)
Description: TVEA wants to ensure members are being evaluated under valid tools which allow them to demonstrate competency in their roles. Home Instead Innovation Academy is a new online instructional delivery program. The Educational Coaches and Virtual Teachers who are assigned to support students and families in the Self-Paced Model need appropriate criteria outside the traditional Teacher Evaluation Tool. This group had its first meeting on November 30th.

*SECONDARY START TIMES COMMITTEE

TVEA Members: Edgar Diaz (TVEA Vice-President/Social Science Teacher CMS), Eric Burlingham (Activites Director, TVHS), Darren Caster (PE Teacher, BVMS), Jeff Maclean (Science Teacher, GOHS), Tina Mey (Counselor, CHS)
Description: California law requires by 2022-23 that Middle Schools start no later than 8:00am and High Schools by 8:30am. TVUSD scheduled three meetings to consult on this with the first two held on November 29 and December 6 and another scheduled for December 13. There are multiple impacts to be discussed and addressed and TVEA is pleased to have a representative group of members participating in these critical discussions with TVUSD.
MEMBER SURVEY FEEDBACK GUIDES
TVEA BARGAINING IN 21-22
COMPENSATION NEGOTIATIONS

Nearly one thousand (974, or 76%) of TVEA members participated in a survey which provided TVEA direction on 2021-22 Compensation Negotiations under Article 7 of the TVEA/TVUSD Contract. The survey was conducted November 1-3 and was timely in representing consensus member interests at the bargaining table at forthcoming November 4th and 15th sessions.

The clearest indicator from the survey was support for the concept of the best allocation of a potential TVEA increase as an equal across the board increase to existing salary schedules: 86% Strongly Agreed or Agreed with only 3% combining to Strongly Disagree or Agree. The remaining 11% were Undecided.

Members also provided clear guidance on both the timing and necessary threshold for them to vote on a potential tentative agreement for compensation. When asked, “Which of the Three Position Best Describes Your Position Toward TVEA’s Bargaining Efforts”, members responded:

- Continue Trying to Increase Raise and Allow for a Member Ratification Before Winter Break: 51.99%
- Place 4% On Schedule and 1% Off Schedule into a Tentative Agreement as soon as Possible: 28.49%
- I will Vote No on any Tentative Agreement Less Than 5%, Keep Bargaining into Spring as Needed: 19.52%

One of the other interests queried was enhancing Step 25 on the current schedule or considering a Step 28 or Step 30 (like the Murrieta Valley Unified District’s Schedule). This would reduce the allocation of the across the equal board increase which members strongly demonstrated support for. When asked about selecting one of these paths to addressing highest salary, 63% supported the idea versus 37% who did not. A plurality of those in support favored the most inclusive approach of with increasing Step 25.

TVEA and our Bargaining Committee utilized this survey data to move TVUSD to agree to increase the on-schedule amount added to the salary schedule (4.3%), address our highest salary cell (5.0% Increase), and bring members the best agreement they could negotiate before the Winter Break.

YOUR ASSOCIATION ADVOCATING ON YOUR BEHALF

There is substantial work done behind the scenes in advocating for our members. While the specifics and identity of those involved cannot be shared, we wanted to return to sharing some examples in this issue to give you a sense of how TVEA represents and advocates for membership.

- TVEA represented a member in a meeting with Risk Management and successfully assisted in facilitating a Reasonable Accommodation related to COVID-19 Testing due to a Religious Exemption.
- TVEA successfully represented a member in a meeting with Risk Management related to an interpreter being provided at in-person staff meetings to accommodate a hearing disability.
- TVEA represented a member who was first placed on paid administrative leave and then interviewed in HRD for concerns involving contact with a student. An attorney referral was provided by CTA Group Legal Services.
- TVEA and CTA met with eighteen (18) members who attended a virtual meeting regarding their legal standing and rights related to their temporary contract status (See Article)
- TVEA President Jeff Kingsberg represented three members who participated in ninety (90) minute interviews with a TVUSD attorney. The members were interviewed as witnesses regarding a formal complaint issued against a TVUSD administrator by parents at their site.
- TVEA Executive Board Members Alan Underwood, Edgar Diaz, Melissa Gibson, and Jeff Kingsberg met with a group of member Instructional Coaches (New Job Title in 2021-22) about their job duties and ability to successfully serve their fellow colleagues.
- A member received representation in meeting with HRD regarding their COVID-19 testing status. Being placed in unpaid leave was averted.
- TVEA leadership met with thirty-five (35) members who contacted TVEA since October about their concerns regarding the implementation of the August 2021 California Public Health Order regarding vaccination status and testing.
- TVEA learned that a new hire member whose start date was delayed due to a cancelled Governing Board meeting had the start of her insurance benefits put on hold. TVEA contacted and successfully lobbied HRD and Risk Management who agreed to backdate the member’s insurance eligibility.
TVEA Investigates Use of Temporary Contracts; Thirty-Six Bargaining Unit Members Converted to Probationary Status

TVEA has historically sought to chart the use of TVUSD Temporary Employment Contracts to our members. In 2021-22, with ninety-five (95) bargaining unit members initially issued a temporary contract, TVEA sought to involve members in both clarifying and verifying their status.

Bargaining unit members who are on temporary contracts were invited to a Zoom meeting conducted by TVEA on October 25th and eighteen (18) members in this status attended.

The workshop was conducted by CTA Staff Member Anthony Saavedra, who is new to the CTA Murrieta office this year and has been assigned to support TVEA. Anthony explained that the status of Temporary is allowable for the following reasons: Replacing a Teacher on a Leave of Absence, Filling or Backfilling a Position which is Categorically or Temporarily Funded, College, Career and Technical Education or ROTC Positions, and 90-Day Contracts to Start the School Year.

While temporary contract educators, may understandably view themselves in a tenuous and vulnerable position, there are some Education Code rights regarding their contract and status such as:

- Right to Advanced Notice: Employees must be informed in writing of contract status before first workday
- Future Employment Rights: Districts have discretion to the length of a temporary contract, yet there are protections for educators serving in temporary status for two or more years
- Seniority Protections: Bargaining unit members may be eligible for seniority credit if they become probationary and have served 75% or more of the school year with no Break In service
- Collective Bargaining Agreement Rights: Temporary members are entitled to generally the same rights as probationary and permanent members under the TVEA Contract

Mr. Saavedra explained that a privilege of TVEA membership is to be considered for a CTA Group Legal Services Referral (GLS) for education code matters such as contract status. A handful of TVEA members had their case referred to a CTA Attorney for review.

On November 9th the TVUSD Governing Board unanimously approved the change in contract status for thirty-six TVEA Bargaining Unit members from Temporary to Probationary as part of the Personnel Listings under the Consent Calendar reducing the number of temporary contracts for 2021-22. Congratulations to all who are one step closer to Permanent Employee Status!

Introducing Your TVUSD Instructional Coaches!

You may have noticed fellow teacher collaborators out at your sites, or perhaps emailing resources/updates and inviting you to trainings. But What ARE Instructional Coaches? Instructional Coaches are fellow teachers here to support YOU and students in gaining equal access to our viable curriculum, as well as aid in learning how to use your educational technology and resources. If you choose to meet with a coach, it is between you and the coach. Instructional Coaches are here to support you and students in the way that YOU need.

Times when you would reach out to an Instructional Coach:
- Trying out a new lesson but need an extra set of eyes and hands?
- Want to attempt new tech but need somebody to help students while you actually teach the lesson?
- Need somebody to model a lesson?
- Need one on one tech or curriculum support?

Reach out to your coaches! They can do this and so much more. For a listing of Secondary Instructional Coaches and content specific area support click HERE. For a listing of Elementary Instructional Coaches click HERE.
ALLISON BARCLAY APPOINTED AS TVUSD GOVERNING BOARD MEMBER FOR TRUSTEE AREA 1 NOVEMBER 16TH AT SPECIAL GOVERNING BOARD MEETING

On Tuesday afternoon November 16th, Temecula Trustees conducted a Special Meeting to fill the board vacancy created by the resignation of Steve Loner in Trustee Area 1.

Seven (7) residents of this district submitted applications and were interviewed by the four TVUSD Governing Board Members for the appointment through November 2022, when the next district election will occur. Trustee Area 1 will now hold an election for a two-year term along with the regularly scheduled election for Trustee Areas 2, 3, and 4. These seats are currently held by Sandy Hinkson, Barbara Brosch, and Adam Skumawitz respectively.

After each answering a series of questions individually over a twenty (20) minute period, the trustees narrowed the selection down to four candidates: Allison Barclay, Lee Darling, Stephanie Goode, and Skylar Tempel. Allison Barclay and Lee Darling were then selected as the two finalists and after a brief two to two deadlock in preference, Allison Barclay was selected and sworn in by Superintendent Dr. Jodi McClay.

Allison is from the Southern California area, having grown up in Escondido. She is the Chief Executive Officer of the San Diego North County Boys and Girls Club in Fallbrook. She received her bachelor’s degree in Recreational Administration from Brigham Young University as well as a minor in Communications. She is the former Vice-President of the Greater Salt Lake City Utah Boy’s and Girl’s Club. Ms. Barclay is the mother of four children who have attended Temecula schools and currently has a son enrolled at Temecula Valley High School.

While TVEA played no official role in the selection process, the association was represented at the four-hour process by President Jeff Kingsberg, Grievance Chair Kim Delacruz, and Office Manager Lisa Sisco. TVEA also submitted a brief to the Governing Board for consideration regarding what qualities might be most important in the candidate’s being considered for this unique position. TVEA welcomes Ms. Barclay to the Governing Board and looks forward to working with her in the coming year.

TVEA MAKES PRESENCE AT 2021 TEMECULA STATE OF THE CITY ADDRESS

A TVEA contingent of President Jeff Kingsberg, Vice-President Edgar Diaz, Elementary Area Representative Anastasia Bortcosh, High School Area Representative Doug Vomsteeg, Elections Chair Michelle Nelson, Insurance Advisory Chair Lynn Breen, Member Engagement Coordinator Belisa Guerrero, and Office Manager Lisa Sisco attended the 2021 Temecula State of the City Address at Pechanga Resort and Casino on Thursday October 14th.

The event was coordinated by the Temecula Valley Chamber of Commerce, of which TVEA is a non-profit member. Mayor Maryann Edwards conducted the program and gave the Mayor’s Presentation after breakfast. More than 300 people attended the “Temecula Cares” themed event. Mayor Edwards shared much of the work being done to continue to build infrastructure within our city as we seek to recover from the pandemic along with much of the work being done by non-profits such as TVEA for those in need, such as our donation drives to the Community Mission of Hope.

This keystone community event is a way for TVEA to make connections with other non-profits as well as community leaders. It is an event that TVUSD cabinet and governing board members attend, and it demonstrates TVEA is a community stakeholder by representing our nearly 1300 teachers and specialists. By participating in community engagement activities such as “State of the City”, TVEA is walking the talk of our own “Temecula Educators Care” messaging and campaign.
**HOME INSTEAD INNOVATION ACADEMY**

**THE “NEW KID IN TVUSD”**

The newest TVUSD school site housing our TVEA members is the TK-8 Home Instead Innovation Academy (HIIA). The school is currently located at 35780 Abelia St. Winchester in what will eventually become the TVUSD K-8 STEAM Academy.

TVEA President Jeff Kingsberg had a chance to visit the site on Friday October 15th. TVEA Executive Board Elementary Representative Jamie Vaughn and Site Leader Alison Sykes coordinated a casual morning meeting for site members for them to share a bit about their unique working environment. Afterward, Principal Sandy McKay graciously walked President Kingsberg around the campus.

HIIA’s motto is “Not All Classrooms Have Four Walls”. HIIA offers both asynchronous and synchronous learning with two options: 1) Self-Paced Independent Study, and 2) Teacher-Based Virtual Platform with both synchronous and asynchronous instruction. Supports at HIIA include Instructional Coaches, of which there are currently three (3) and accessibility to enrichment and intervention classes and activities at the on-campus Learning Center. The instructional coaches help students and families design their individual program, update their goals, proctor assessments, and communicate progress. At the Learning Center, students may attend afternoon enrichment classes, lessons, and activities once or twice a week for ninety minutes. Offerings include such areas as Science Labs, Robotics, Coding, Drama, and Music.

Jeff shared that he enjoyed meeting with the staff and walking the campus. Though it is a work in progress and likely a temporary home, the TVEA personnel there are excited to be part of something so cutting-edge and appreciate the leadership and guidance of Principal McKay.

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**MEMBERSHIP REPORT SHOWS STEADY NUMBERS; TVEA CONTINUES TO MEET WITH AND ENROLL PROSPECTIVE MEMBERS**

The 2021-22 school year has been unique in many ways. This includes the number of new employees who continue to be hired by TVUSD as the school year has progressed. Between the orientation TVEA conducted with new hires in August and ongoing hires, we have met with over 120 new employees who are eligible to become TVEA members.

**TVEA Membership by the Numbers**

Members: 1280 (92%)
New Members: 66 plus 9 Rehired Members who Rejoined TVEA
Potential Members: 52 (4%) These are new 2021-22 hires not yet enrolled
Non-Members: 59 (4%)

**New Members Since Our Last TVEA Digest**

Eynaira Aguilar (VRMS)
Katie Beeson (VES)
Kelly Cromwell (VES)
Samuel Cummings (RVHS)
Leslie Demedicis (MMS)
Rachel Force (MMS)
Cleo Garcia (VES)
Alison Green (TES)
Megan McGill (TVHS)
Brittany Ortiz (TTES)
Megan Tunnell (TLES)

**Welcome Back to Rehired Members Who Have Rejoined TVEA in the Same Period**

Sara Brejnak (RES)
Deborah Handzlik (RES)
Terah Nutting Jenkins (CMS)
Emma Stevens (RES)
Shauna Swarthout (LES)
Phil Vergon (CMS)
SPRING ELECTIONS COMING FOR SIX TVEA EXECUTIVE BOARD POSITIONS AND ONE TVEA CTA STATE COUNCIL REPRESENTATIVE POSITION

TVEA Elections are fast approaching after the Winter Break. Elections have been moved up from a March to April Calendar to Declaration of Candidacy beginning February 2, for a two-week period and voting concluding before Spring Break.

The six open TVEA Executive Board Positions open are: President, Vice President, Secretary, 1 of 2 Elementary Area Representatives, 1 of 2 High School Area Representatives, 1 of 2 Position Specialist Area Representatives. They have a two-year term from July 1, 2022, through June 30, 2024.

In addition, there is one of three TVEA CTA State Council Positions open on this same election cycle. This is a three-year term from July 1, 2022 through June 30, 2025.

Below is the calendar with key election dates. Perhaps NOW is the time to consider serving your fellow members and association in a leadership role on the twelve member TVEA Executive Board or to help shape CTA policy at the state level.

W February 2: Announcement of Election
W February 16: Declaration of Candidacy deadline, due no later than 4pm
M February 28: Announce Candidates
M February 28-March 11: Candidate Campaigning
W March 9: Candidates Speak at Leadership Council
M-Th March 14-17: Voting for members online
F March 18: Election Committee verifies/counts ballots.
All Candidates must be notified by phone or email of election results
M April 4: Site Leaders are to post election results at site
F April 8: Last day to contest election results in writing to TVEA
(Postmarked date not accepted)

OPPORTUNITIES FOR TRAINING AND PROFESSIONAL DEVELOPMENT ARE ONE OF THE MANY BENEFITS OF TVEA/CTA MEMBERSHIP.

If you are interested in attending either of these Spring CTA Conferences, please complete the interest form emailed to TVEA Members on December 1st.

TEMECULA EDUCATORS CARE
Remember to wear your shirts on Thursday’s to Stand behind and support our TVEA Bargaining Team!