



# TVEA ADVOCATE

## PLEASE FILL OUR BUCKET BLITZ



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## Issue 04

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## Features

I AM TVEA Campaign  
President's Message  
PLC  
Calendars  
By-Trustee Area Election  
Upcoming Elections  
LCAP Survey and Roundtable

## Upcoming Events

3/9 Leadership Council  
3/15 School Board Mtg  
3/16 Medical Bridge Meeting  
4/5 School Board Mtg  
4/14 Exec Board Meeting  
4/16 Fun-2B-Fit  
4/19 School Board Mtg  
4/20 Leadership Council Mtg

### TVEA EXECUTIVE BOARD EXECUTES SITE VISIT BLITZ IN A SINGLE DAY AT ALL 27 SCHOOL SITES!

On February 25<sup>th</sup>, the TVEA Executive Board visited ALL school sites in a single day. We believe this to be a historic event in an effort to capture feedback from members. The TVEA Executive Board along with Committee Chairs Lynn Breen-Insurance, Alan Underwood- Elections, Melissa Young-Organizing, and Site Leader Kerri Bodemer-TES visited sites for twenty minute meetings before school, lunch, and after school.

TVEA leadership asked attending members two very open ended questions: 1) What is TVEA doing well in representing members and 2) How can TVEA better serve members?

In conducting this "Listening Tour", TVEA leadership had the opportunity to hear member feedback. In addition, members had the opportunity to complete color coded anonymous feedback cards they dropped in a bucket. TVEA collected 365 feedback cards from members we used in a discernment process.

Here are the patterns that clearly emerged from the Site Visit Blitz:

#### What TVEA is Doing Well in Representing Members

- The most common member response was communication and e-mail information blasts to members.
- Members believe they are well represented in negotiations and TVEA has made progress in this area.
- TVEA is viewed by members as visible and accessible and members believe they are being listened to. Site visits such as the blitz and surveys are seen as a positive here.
- Members believe that TVEA is advocating for them in addressing the district and school board in avenues such as board meetings.
- The transition to electronic voting for accuracy and member convenience is viewed positively.
- The commitment and work of Site Leaders, particularly at the elementary level is appreciated by members.

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How Can TVEA Better Serve Members?

Elementary Members would like:

- Lower Class Sizes
- Reducing and/or Eliminating Grade Level Combination Classes
- Reduction of Special Education Caseloads and Workloads
- Prep Minutes that are equal to other Instructional Levels
- Continued Information and Workshops related to Retirement

Secondary Members would like:

- Transfers based on Seniority
- Continue to seek the best insurance coverage available
- Consistent TVEA Site Meetings and Bulletin Board Updates
- More “Shout-Outs” to Members
- Focus on a higher top end salary based on Longevity

The TVEA Executive Board sincerely thanks all members who attended a site visit during our first ever Site Visit Blitz. We believe that it was a success and we received valuable feedback that can continue to build and strengthen our organization.

**I AM TVEA CAMPAIGN: ENGAGED. UNITED. COMMITTED.**

TVEA is in the midst of a campaign to promote the good work of our association both now and over our nearly thirty-year history. The tagline of our campaign is I AM TVEA: Engaged, United, Committed.

You have now received two special publications- one in January and one in February. These editions are designed to provide information related to both the causes of attacks on public education by wealthy billionaires and the effects in states where they have been successful. For example, in so called “Right to Work” states where paying union dues is not mandatory wages, benefits, and pensions have significantly decreased. The final publication expected in April will look at the history of TVEA and our accomplishments over the years. At that time TVEA will launch a pledge drive asking members to unify and commit going forward.



This topic has heightened significance with the United States Supreme Court accepting the Friedrichs V. California Teachers Association court case with oral arguments heard January 11 (See related article). Whatever the outcome of the Friedrichs case, TVEA is looking to the future and promoting both member awareness and member engagement.

In January, former TVEA President Dick Gale (1991-1996) spoke to the Leadership Council as part of our kickoff event. He shared that whatever might happen to agency fee (mandatory fees collected for the benefits of collective bargaining) we have the ability to make OUR association relevant to OUR prospective members. See the picture of Dick with current President Jeff Kingsberg and another past President, Ed Sibby (2007-2010)

In February, recognized Site Leaders Karie Shorack (VHES) and Scott Wisley (RVHS) shared their insights on being involved over a period of years. Both shared satisfaction over how their own involvement has had an effect on others at their sites recognizing the many ways that TVEA provides representation and desirable working conditions.

TVEA has also established a Member Engagement Committee this year. The TVEA Executive Board took on this role to start the year before the committee took shape in December. Members Maureen Bourgois (RES), Amy Eytchison (TES), Chris Jones (VHES), Chris Newell (GMS), Rachel Sherman (BVMS), and Michelle Thompson (VHES) have provided much energy and commitment. If you are interested in building community within our membership, please contact one of the above committee members or President Jeff Kingsberg who is the Interim Chair.

# **SUCCESSFUL PROFESSIONAL LEARNING COMMUNITIES REQUIRE TEACHER AUTONOMY TO MAKE DECISIONS**

President's Message: Jeff Kingsberg, TVEA President



As I have visited elementary schools over the course of the year the most common concern expressed at sites has been the nature of Professional Learning Communities (PLC's). In 2014-15 teachers reported they were required to meet in PLC's for forty-five minutes on modified Wednesdays. With the increase in individual planning time in 2015-16 due to VAPA and PE, TVUSD moved to a required seventy-five minute weekly PLC. The issue became a hot topic of discussion at the Superintendent's Council Elementary cohort in October and December. As the time for the February 17<sup>th</sup> session was about to expire, Superintendent Ritter told the group that site principals were being instructed to reduce elementary PLC time to sixty minutes in an effort to make PLC time commensurate with secondary PLC time. He also mentioned that the district was considering increasing the instructional day on Wednesdays until 1:15 in 2016-17 with less time needed for PLC.

How much PLC time is needed each and every week? That is a question TVEA will be asking members to weigh on this week as we survey elementary members about PLC. We may follow up with a similar survey to middle school and high school teachers as seems fit. I am also meeting with Tim Ritter and Jodi Mc Clay this week to begin conversations in this area. There have been little to no concerns about PLC to TVEA at the secondary level. Why? My educated guess is that secondary teachers are provided autonomy in the structure and timing of their PLC agendas. While I taught at the high school level, I never recall being directed by an administrator to follow a set PLC agenda.

According to the TVUSD/TVEA Collective Bargaining Agreement it states: "PLC is a culture of collaboration among educators (teachers, administrators, etc.) to address student learning and make instructional decisions based on content standards and student performance data that encourages success for all students..." It is clear from our contract that TVEA is a willing participant and PLC stakeholder. We do expect members to participate and contribute to their PLC cohorts.

While the number of required minutes for PLC seems to be a concern to elementary members, the larger issues might be the structure and agenda for PLC time. Is PLC to be teacher directed? Should administration pass on agendas to grade level teams through site appointed leadership teams? Must PLC teams be face to face for the full allotment of time for PLC in order to be successful?

If PLC is working well at your site, we need to know why or how it is working well. Do teachers have autonomy in setting the structure and agenda with administrative support? Does administration strive to work side by side with you as collaborative professionals?

Through the aforementioned survey as a first step, TVEA looks forward to exploring these questions and gathering member input. Your participation and feedback is appreciated. Thank you!

## **TVEA AND TVUSD COMPLETE CALENDAR NEGOTIATIONS**

A process that began back in October 2015 finally came to an official end at the Tuesday March 1<sup>st</sup> TVUSD Board Meeting when the TVUSD Governing Board approved the 2016-17, 2017-18, and 2018-19 Student/Teacher Calendars.



It was a lengthy process and there was a definite lack of cohesiveness in TVEA receiving clear information related to the district and board interests. TVEA surveyed members in late November with various scenarios and as one would imagine a school calendar can have myriad interests among various subgroups.

It was clear to TVEA that members wished to report to school on a Monday to begin the work year and preferred students start on a Wednesday with the recent pattern of a modified first day. Members clearly wanted to protect the two weeks at Spring Break and the full week at Thanksgiving. While there was some interest of a three-week Winter Break, the district opposed. TVUSD also wanted to

end the school year in early June if at all possible and suggested a board interest in a later start (3<sup>rd</sup> week of August as opposed to the 2<sup>nd</sup>).

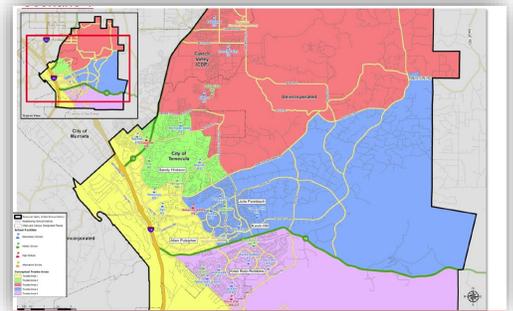
As proposals were exchanged back and forth, the 15-16 calendar moved forward and speculation and questions about the 16-17 calendar arose. With the delays, the parties agreed to maintain the 16-17 calendar as close to the 2015-16 calendar as possible. Teachers will officially report Monday August 8<sup>th</sup> with the first day of school Wednesday August 10<sup>th</sup>. School will end Friday June 2. One thing to note is that to avoid ending the school year on a Monday (June 5<sup>th</sup>), the February Friday President's holiday had to become a work day, resulting in a one-year adjustment of a three day rather than four day February weekend.

In 2017-18 and 2018-19 Teachers and Students will start the 3<sup>rd</sup> week of August, (resulting in an extended summer for 2017), and end the 2<sup>nd</sup> Friday in June. The school calendar will go later in December (the 22<sup>nd</sup> and 21<sup>st</sup>) in these years yet the payoff will be a winter break deeper into January with return dates for teachers January 8<sup>th</sup> and 7<sup>th</sup> respectively in out years. The four day February weekend will return in these years as well. Happy vacation planning TVEA members! Book your trip early!

## **BY-TRUSTEE DISTRICTS APPEAR TO BE ON THE WAY FOR 2016 TEMECULA SCHOOL BOARD ELECTIONS.**

At the February 16<sup>th</sup> School Board Meeting the Temecula Valley Unified School District Governing Board voted 3-2 to send a Waiver forward to the Riverside County Commission on School Organization to approve By-Trustee Districts for our school district. The trustees approved Scenario # 1 (See graphic) by a 5-0 vote.

Kevin Hill joined Allen Pulsipher and Kristi Rutz -Robbins on the approval vote, with Julie Farnbach and Sandy Hinkson dissenting. The district emphasized the need to avoid litigation by advocacy groups who have used the provision of the California Voter Rights Act (CVRA) of 2001 suggesting that public entities can be held responsible for "racially polarized voting".



The TVEA Executive Board adopted an "Oppose" position when our feedback was requested by TVUSD for the waiver application. TVEA representatives spoke at the first two public hearings on January 12<sup>th</sup> and February 2, Jeff Kingsberg spoke as a concerned citizen during Public Comments on February 16<sup>th</sup> in regard to the lack of community interest in changing our election method. Despite no documented testimony in favor of the switch and TVEA's suggestion to delay actual implementation until after the November 2016 election, the board voted to move forward after spirited discussion.

Member Julie Farnbach suggested that this should have been established as a two- year process and more could be done to involve the community. TVEA agrees. Prospective 2016 candidates Ron Prentice and Day Middle School Parent Samuel Lopez spoke during the February 16 Public Hearing immediately preceding the vote. They both suggested that this proposal would negatively impact them as candidates in 2016. Prentice, an aerospace engineer who resides on the south side of Temecula mentioned a lack of clarity about his electorate until at least June when the process would be official. If the waiver is approved, Prentice could be matched against incumbent Kristi Rutz-Robbins in District 5. He suggested that an incumbent with name recognition has an advantage when their electorate is reduced to one-fifth the size of all voters. If not finalized, his campaign would run a broader scale campaign approaching all district voters. The stakes are even higher for Lopez. Residing near Day Middle School in District 2, Lopez would be ineligible to run this year under a By-Trustee Model and would need to wait until 2018 when Sandy Hinkson's term is expiring.

Despite the testimony of interested candidates Prentice and Lopez, TVUSD moved the process forward to take place in the next election nine months away. While TVEA understands TVUSD's legal interest in this sphere, the rights and opportunities of interested candidates could have been more thoroughly considered.

TVEA's Political Action Committee (PAC) will be working on continuing to educate members on the likely change for this year and determine how it impacts our potential involvement and strategy to influence the November 2016 election.

## **TVEA POLITICAL ACTION COMMITTEE (PAC) ENCOURAGES TVEA MEMBER ATTENDANCE AT SCHOOL BOARD MEETINGS**

The TVEA Political Action Committee is encouraging TVEA members to attend TVUSD School Board Meetings. Regardless of whether there is a hot-button issue or not, it is in our personal and collective interest to be engaged in the actions of the governing body of TVUSD.

Members are encouraged to attend any time, yet for the remainder of 2016, our Political Action Committee will designate specific sites to attend in an effort to have a group presence. The TVEA PAC Committee will assign two elementary sites and one secondary site which are connected regionally and as feeder schools.

Meetings are on Tuesdays @ 6pm and members need not stay for the entire meeting. This is also an opportunity for sites to address the board in public comments about the good work being done at their site or areas of concern.

The schedule for the April and May meetings are:

<b>Tuesday April 5</b>	<b>Tuesday April 19</b>	<b>Tuesday May 3:</b>	<b>Tuesday May 17:</b>
Pauba Valley Elementary	Red Hawk Elementary	French Valley Elementary	Paloma Elementary
Temecula Luiseno Elementary	Tony Tobin Elementary	La Vorgna Elementary	Vintage Hills Elementary
Great Oak High School	Vail Ranch Middle School	Day Middle School	Temecula Valley High

## **TVEA HOSTS RETIREMENT WORKSHOP FOR OVER 150 MEMBERS**

One of TVEA's priorities this year is to create member awareness and engagement amongst our 1350 members. This was very evident at the Retirement Workshop sponsored by TVEA February 23<sup>rd</sup> at the Golden Bear Theater on the Temecula Valley High School campus.

CTA Presenter Rose Luna provided TVEA members with critical information related to Cal STRS Defined Benefits, Cal STRS Enhancements and Legislative Reforms, and Social Security Offsets. The audience peaked at approximately 175 including spouses and guests.

This is the largest gathering of TVEA members we are aware of for any type of professional development TVEA has provided. We are pleased to be able to inform and make members aware of a subject that is VERY important to them: RETIREMENT! With over 500 of our members reaching the distinguished age of 55 or higher, we will seek to provide this again in 2016-17.

Thanks to our Retirement Committee led by chair Liz Cooke, CHS who helped coordinate and distribute handouts. One of the attendees was longtime TVUSD teacher Debbie Knapp (VHES) who commented: "This was the best information a member can get about retirement. I would encourage everyone to attend regardless of their age and start planning early. I hope TVEA does this every year!"

## **EXECUTIVE BOARD SPRING PLANNING SESSION YIELDS PLAN FOR SITE VISITS AND EXECUTIVE BOARD RESTRUCTURE**

On Friday January 29, the TVEA Executive Board held a spring workshop to review initiatives for the remainder of 2015-16 and begin planning for 2016-2017. The Executive Board approved the idea of the first ever TVEA Site Visit Blitz which occurred February 25<sup>th</sup>.

TVEA leaders held twenty-minute member meetings at ALL sites on this day (See Related Story on Front Page).

The board also developed language to give the first Vice-President a more defined and expanded role as the coordinator of all TVEA committees. This would result in an increased stipend for the Vice-President. The other new position proposed was a Position Specialist Area Representative Executive Board Member for 2016-17. This person would be a voice representing our six specialist groups that encompass 367 members. These include RSP, SDC, LCAP, SLP, School Psychologists and Nurses/Counselors. With these changes the Executive Board proposed expiring the Second Vice-President position and one of the High School Area Representative Positions. TVEA Executive Board Area Representatives would be elected at a ratio of 1-400 members.

## TVEA Executive Board Elections

If our Leadership Council approves the before mentioned changes to our Executive Board, below is the schedule and position descriptions for each open position. If the changes are not approved, the open positions will remain as in the past, President, First Vice President, Secretary, and two Area Director positions; Elementary and High School. The timeline will remain the same regardless of the proposed changes. Nominations are open to any active unit member of the TVEA. Any unit member can nominate any other eligible unit member, including himself/herself. The term for each office is for two years.

We will also be running our State Council Representative Election with one open position. (3 year term) To understand what our State Council Representatives do, please visit our TVEA website under About TVEA.

### Candidacy Forms

**Candidacy Forms** for Executive Board and State Council are available at the TVEA Office or online at [www.tveducators.org](http://www.tveducators.org). Anyone interested in running for office should file a declaration of candidacy form with the TVEA office no later than **5:00pm on March 18th, 2016**. If you have any questions contact the TVEA Office 699-9970

### Election Timeline

March 18th ~ Declaration of Candidacy forms due  
April 4-20th ~ Candidates may Campaign  
April 22-26th ~ Voting for TVEA Exec Board & State Council  
April 26th ~ Ballots are Counted  
April 27th ~ Election Results Posted  
May 5-10th ~ Run Off Election if Necessary\*

## Open Position Descriptions

### President

Duties include; Act as the chief executive officer of the Association and its policy leader; Call and preside at meetings of the Association and the Executive Board; Prepare the agenda for the meetings of the Association; Be familiar with the governance documents of the Association, CTA and NEA; Appoint all Chairpersons and members of committees with the approval of the Executive Board; Suggest policies, plans, and activities for the Association and be held responsible for the progress and work of the Association; Attend meetings of the Service Center Council of which the Association is a part; and Attend other CTA/NEA meetings as directed by the Executive Board.

### Vice President

Duties include; Serve as assistant to the President in all duties of the President; Assume the duties of the President in the absence of the President; Serve as the primary contact for Committee Chairs in conducting their committee business and in communicating with TVEA Governance bodies; Be responsible for the coordinating of the TVEA Committee Meetings/Activities Calendar for the Association.

### Secretary

Duties include; Maintain a careful and accurate record of the proceedings of each meeting, regular or special, of the Association and Executive Board; Be responsible for distribution of all notices, agendas, and minutes of meetings to members of the Representative Council, and to the membership when appropriate; Maintain an accurate roster of the membership of the Association and of all committees; Carry on the correspondence pertaining to the affairs of the Association as directed by the President.

### Area Directors - Elementary School and Position Specialist

Duties include serve on the Executive Board as voting members; Serve on the Leadership Council as non-voting members; and be responsible for coordinating grievance processing at each appropriate elected level; Serve as first contact for teacher issues brought from site leaders at your specific level or position whenever appropriate.

## **AD HOC BUDGET COMMITTEE EXPECTED TO FACILITATE IMPROVED NEGOTIATIONS**

One of the new pieces of the most recent tentative agreement ratified in January is the establishment of the TVEA-TVUSD Ad Hoc Budget Committee. This committee will meet several times a year following major critical budget benchmarks such as Governor's Budget Proposal, 1<sup>st</sup> and 2<sup>nd</sup> Interim Reports, Unaudited Actuals, Governor's May Revise, and TVUSD Budget Approval.

The intent of the committee from the TVEA perspective is to facilitate transparency regarding the \$280 million dollar plus TVUSD budget and for TVEA to be a key stakeholder in early stages of allocating resources. The Murrieta Valley Unified School District and the Murrieta Valley Educators Association have used the committee over the last several years to facilitate rapport and effectively negotiate. This has improved the working relationship between the two entities and allowed for common understanding at the table. The Ad Hoc Committee makes recommendations to the Bargaining Teams in regard to available compensation. TVEA believes we will avoid future misunderstandings such as the expectation TVEA had to return to the table and agree upon further 2015-16 compensation. The district came back to the table in October and initially offered no new monies leading to an acrimonious period in fall negotiations before the December 3<sup>rd</sup> tentative agreement.

Representing TVEA are Edgar Diaz (GMS), Brian Balaris (TAVS), and Lowena Manzano (CHS) from the Bargaining team. TVEA is pleased to also have Chris Meglio (GOHS) and Mark Mitchell (VRMS) who both have backgrounds in business and finance on the team as well. Representing TVUSD are Lori Ordway-Peck, Assistant Superintendent of Business Services, Raymond Johnson, Assistant Superintendent of Human Resources, Joe Mueller, Director of Human Resources, Nicole Lash, Director of Fiscal Services, and Jackie Benson, Business Support Services.

The committee has met three times in the last five weeks and both sides are believing in the process. TVEA representative Brian Balaris commented, "The new Ad-Hoc committee has started off on the right foot. The union and the district are working together to understand the budget and the ongoing fiscal situation with the state. Meetings thus far have been extremely effective and informative. I feel that this committee will serve us all very well."

## **A MESSAGE FROM YOUR INSURANCE ADVISORY COMMITTEE** *Lynn Breen, IAC Chair*

### **Why do insurance rates continue to rise?**

Increase in health care premiums is tracked directly with the growth in underlying medical costs. Thus, as health care costs increase, so do premiums. One of the biggest culprits of rising health care premiums is the rise in use of expensive specialty drugs. It costs anywhere from \$500 million to \$2 billion to bring a new drug to market. Those costs, of course, must be borne by consumers. New enrollees in the health care system under the health care reform law may also be causing premiums to increase, as medical providers shift costs to the private sector to make up for low reimbursement rates under Medicare and Medicaid. People have unhealthy habits. About half of the cost of treating chronic diseases, such as heart diseases, are attributable to obesity, smoking and other unhealthy habits. Chronic diseases account for 75 percent of all healthcare costs. Advancements in medical technologies, such as MRI, CT scans, robotic surgery, are growing rapidly. These high-cost procedures improve the quality of care, but they also push up costs for consumers.

### **What is the IAC doing to try to limit these increases?**

Each year the IAC looks at several agencies to see which one can give us the best medical, dental and vision rates. Currently we are with SISC. Who is SISC? Self-Insured Schools of California (SISC) was established in 1979. It operates as a public school Joint Powers Authority (JPA) administered by the Kern county Superintendent of Schools. The staff members are certificated and classified public school employees covered under the same benefit programs as its membership. This gives them a unique and personal perspective into how best to serve its members. Self-Insured Schools of California (SISC) has grown into the largest public school pool in the United States. SISC represents 400 educational agencies in 40 counties in CA with 300,00 members. Their size allows them to obtain the best benefits at the lowest cost for their members. This large pool gives them tremendous bargaining leverage with health care vendors (Anthem Blue Cross, Kaiser, Delta Dental, VSP). SISC provides a very cost effective rate environment which reflects its commitment to preventing losses and controlling expenditures.

## TVEA MEMBER EVENTS

TVEA is hosting our 2nd annual Fun-2B-Fit event on April 16th at TVHS! We are excited to announce that we have exceeded our registrations from last year. We have 200 kids registered for the Field Events and 260 runners for the 5K! Registrations are now closed. We are still looking for volunteers to help run a successful event for our community. We would love for you to dedicate a few hours to this incredible event focused on health and wellness. Volunteer today on our website: [www.tveducators.org](http://www.tveducators.org).



## READ ACROSS AMERICA



Each year Randy Arnyro from NVES invites TVEA to come read to the students at Nicolas Valley to celebrate Dr. Seuss's birthday. Office Manager Lisa Sisco looks forward to this fun time each year. She had such a great time reading to the TK kids, they loved her book, "The Day the Crayon's Quit" especially as she changed her voice while reading each of the crayon's letters to Duncan.



## NEA LEADERSHIP SUMMIT RECAP *By Alan Underwood*

Very rarely have I gone to an event with so much nervous excitement as the NEA Leadership Summit in Dallas, Texas. The theme of the event was "Unite, Inspire, Lead" and the weekend was nothing if not inspiring.

The summit included three keynote speakers, breakout sessions, and opportunities to meet and talk with teachers from all over the United States. The first keynote speaker was graffiti artist Erik Wahl and his presentation spoke to the fear of the unknown and challenged teachers to take chances and teach creative, joy filled, lessons. He taught that fear is "false evidence appearing real" and he encouraged us to rethink what failure means.

The second day involved more break out sessions, and the sessions I attended spoke to the state of the union and that we need to continue to work on member engagement and making the local union more meaningful to every member. The challenge was to think beyond just "how much is the next raise", but "how can the union help teachers in their day to day lives." The other thing that was spoken to frequently was the need for all of our union members to get involved in local politics. We cannot work to make our teaching environments better if we do not have the support of the local politicians that make the decisions that influence those environments. We need to understand that if we are willing to stand up and make our voices heard when and where it matters we can make a difference in our student's lives. We also cannot wait until our next contract issue to start voicing our concerns but we need to be constant and consistent in our belief that we know what is best for our students and we will work towards that end.

The second day also had us take on the concept of institutional racism and the realities that our minority students face on a daily basis. I felt very fortunate that the district and area I work does not seem to be facing the same overt struggles as school in the south or in Detroit, Michigan where mold and rats appear frequently in the poorer schools. What I was encouraged to do was to look at our profession on a national level and realize that these issues are in our backyard and we can lend our voices and energies to address those issues and disrupt institutional racism when we see it. I was also reminded that for some of our students, we may be the only ones who care how they are doing or show them any support at all.

The last day featured more breakout sessions and again the one I attended focused on building member engagement by developing professional development opportunities. The last keynote speaker spoke about changing how we see our students and encouraged us to measure success not just by where they are, but also how far our students have come.

I have come back from Dallas renewed in my energies to get involved and stay involved and I encourage you to do the same. TVEA offers many different committees to join and I encourage you to come and see what our union does and can offer besides just a pay raise now and then. This is our union and we can only be as successful as we want to be. I do not think we can sit by and be content with the status quo. We need to be vocal at school board meetings. We need to get out in our community and talk to our neighbors about the state of the district. We cannot wait, the next crisis may be an election away.

## UPDATE ON FRIEDRICHS V. CTA SUPREME COURT CASE

The sudden death of Supreme Court Justice Antonin Scalia could have an impact on the Friedrichs V. CTA case pending before the high court. The case involves the practice of teacher associations collecting agency or "Fair Share" fees from workers who may opt not to join the union, yet benefit from the collective bargaining the local association does on their behalf, including salary and health and welfare benefits. This is a practice in twenty-three states including California which the Supreme Court upheld in the Abood V. Detroit City Schools (1977). The plaintiffs argue that this is a violation of their free speech rights since collective bargaining is inherently political in nature and that they may not support the position of the union on aspects various aspects of such bargaining.

The justices heard oral arguments on Monday January 11<sup>th</sup>. In the oral arguments the parties have thirty minutes each to present their side with the ability of the justices to interject at will with questions. Based on the reports from the oral arguments, many believed that the conservative majority might side with Friedrichs in a 5-4 vote.

The passing of Scalia could likely change the landscape. Whether or not President Obama nominates a replacement justice that the United States Senate must confirm, that justice would not be able to vote on the case as they were not part of the oral arguments. Many observers believe this will lead to a 4-4 deadlock based on the current composition of the court. If this occurs, the opinion of the lower appeals court stands which upheld "Fair Share". The court could also decide by June 2016 to reargue the case most likely next year in its 2016-17 term which runs from October to June.

Despite these developments, TVEA is not changing its course. We have less than ten agency fee payers out of 1350 members suggesting we have a strong association. We will continue to promote member awareness and serve our members with the overriding goal of having a local membership that is ENGAGED, UNITED, and COMMITTED!

## TVEA LCAP SURVEY PROVIDES DATA FOR TVEA LCAP CONSULT COMMITTEE

The TVEA LCAP Consult Committee created and disseminated a 2015-16 LCAP Survey to TVEA members with nearly 500 members participating. This is the first year TVEA has surveyed membership and by doing so we were able to gather more than ten times the input gathered from last year's leadership council. The survey was divided into five sections with the focus of each section and highlights for each below:

### **Current LCAP Structure:**

82% of respondents would like more site input with their Principal and staff in regard to developing priorities for site LCAP needs. By a 3 to 1 margin (54% to 18%) respondents believe LCAP funds and personnel should be allocated toward the sites with the higher percentages of Unduplicated Pupils (English Language Learners, Free and Reduced Lunch Students, and Foster Youth students).

### **Alternative Uses of LCAP Dollars:**

Members across TVEA would ideally like LCAP monies to reduce class sizes where the greatest need exists.

There is strong support on utilizing LCAP monies for Summer School (74%) and After School Tutoring (77%) with existing staff.

### **Elementary Respondents:**

Members see value in the specialists at elementary sites including Literacy Specialists (76%), PE (75%), and VAPA(74%)

### **Middle School Respondents:**

41% of middle school respondents value the support of ELA Specialists and 38% percent value the support of Math Specialists.

A majority of respondents would like to see LCAP personnel teach in self-contained classrooms rather than coaching or "pushing in".

### **High School Respondents:**

40% of the high school respondents value the support of the Math Specialists while 37% percent value the support of the Intervention Support Specialists.

76% percent of respondents would like to see more elective course offerings through LCAP particularly in the area of Career and Technical Education.

The TVEA LCAP Consult Committee thanks everyone who participated in the survey. We held our first consult meeting with the district on March 2<sup>nd</sup> and are scheduled to meet again with TVUSD May 4<sup>th</sup>.

## TVEA HOSTS LCAP SPECIALIST ROUNDTABLE TO INITIATE LCAP INPUT FOR 16-17

On January 27<sup>th</sup>, TVEA hosted an LCAP Specialist Roundtable to seek feedback on both positives and challenges related to their positions. The event was attended by twenty LCAP Specialists in seven different job positions. This was the first step of an inquiry process conducted by the TVEA LCAP Committee before consulting with TVUSD on March 2 in regard to the 2016-17 LCAP. TVUSD's Local Control and Accountability Plan (LCAP) funding is expected to grow from \$7.4 million to \$9.2 million.

Thanks to all those who attended and provided valuable feedback about their roles. Here are some high lights from what was shared:

### **VAPA and PE:**

- Much needed instruction in the Arts and Physical Education- student enthusiasm and growth are evident.
- One Day Schools" such as RES and PES lead to three classes at a time
- Moving Instruments and Equipment from Site to Site can be difficult
- Availability and Safety Issues w a lack of lock/key and phones in MPR's
- Up to 1500 students a week makes it hard to know student names
- Safety Issues w/ Class Size-Need Aide Support at least at triple class sites

### **Literacy Specialists:**

- Advantage in effectiveness for those at one site
- Small group intervention a safe place for students who do not normally participate
- 95% Phonics Program helping with decoding
- Research suggests early grades intervention. Need Data Grades K-2
- Classroom Teachers need to be trained to assess students
- Weekly meetings at DO takes time away from sites and students
- Focus on Paperwork detracts from instruction
- Sheltered Instruction in Science and Social Science could benefit students. Need for more specialists

### **ELA Specialists Middle School:**

- Teach 3 periods and do some elbow coaching and pushing in Social Studies and Science
- Many are at two sites
- Monday meetings at District Office are time consuming

### **Math Specialists (MS):**

- With CCSS Math Instruction there is a high demand for students with language issues needing assistance
- Most travel and bounce back and forth from site to site. They leave their class at the semester and teach a class at the other sites.

### **Math Specialists (HS):**

- Struggle between site roles of teacher, co-teacher, coach, team site release days, scrubbing at district office, professional development

## Temecula Valley Educators Association

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Rob Clause, CHS, 2nd VP

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