



THE ADVOCATE

TVEA Enjoying a Surge in Capacity and Strength at a Crucial Time

1358 Members. 110 New Members in 2019-20. 97% Membership. 89 Members of our Leadership Council with every school site represented and 22 brand new council members. Yes, these are only numbers, yet I can say as TVEA President they mean much more than that. They demonstrate that support for and interest in our association of teachers and specialists is at an all-time high. Despite the efforts of the Freedom Foundation and other education for profit groups to try and undermine our ability to advocate for teachers and students, we stand tall and proud.

The holiday period is a good time to take stock of the positives and blessings in our lives, professional as well as personal. I am thankful to have such energy and teamwork across our leadership structure and membership. We just concluded our Site Visit Plan with twelve (12) members of our team spending the day at the six middle school sites. This follows a September effort with eighteen (18) team members at the seventeen elementary sites and an October visit at the four high schools with eight (8) team members. How many other associations have this capacity of thirty-eight (38) TVEA leaders on the ground to seek conversations with members and gather feedback? Very few!

We have intentionally become more meticulous in targeting and tracking our efforts. Site Leaders may earn a stipend equivalent to their local TVEA dues if they meet criteria including attending leadership council, conducting site meetings and meeting with site administration. We track attendance at all TVEA events for our own internal records and potential outreach.

TVEA is well on our way to hitting many of our targets for 2019-20. We acknowledged our 30 Year Members who have been with TVEA and TVUSD since the district's inception in 1989, have met with and enrolled dozens of new members and are supporting eleven (11) of them to attend the upcoming New Educator Weekend in San Diego. We will also be awarding two special curriculum support grants in our collaborative efforts with the Temecula Education Foundation. We continue to work as a team to advocate for members to insist upon contract adherence and provide representation. I as President continue to dedicate a portion of my release time to schedule additional site visits to gather ongoing member feedback.

Thank you for staying connected and your continued support of your site and TVEA leadership. Happy Holidays, Jeff



Don't Miss out On ALL the Exciting Things Happening at TVEA!

30 YEARS TVEA IN TVUSD CELEBRATION

26 TVEA Members Recognized for their longevity in TVUSD

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QUALITY COUNTS

TVEA Fall Site Visits Reach Record Number of Attendees

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CTA SCHOOLS & COMMUNITY FIRST

Sign the Petition! Our Schools Deserve More Funding

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PAC SETS COURSE FOR 2020 ELECTIONS

Committee Seeking High Caliber, Quality Candidates for TVUSD School Board

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TVEA Rings in 30 Years in TVUSD at Rodrigo's

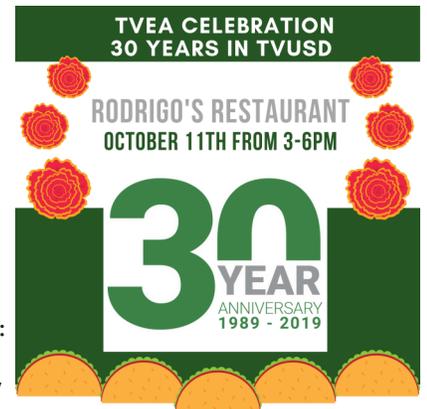
TVEA held a special member recognition event October 11th as we honored the twenty-six (26) members who have 30 years of consecutive service to TVUSD since its inception in fall of 1989. The acknowledgement of this milestone was held on the patio at Rodrigo's Mexican Restaurant on Winchester Road across from Chaparral High School. More than sixty TVEA members and invited guests attended the event.

The TVUSD Teachers and TVEA members achieving this status are (in descending seniority order are: Matt Craven (TVHS), Kari Reynolds (PES), Mark Koscielak (CHS), Jeff Kingsberg (TVEA), Jodi Zaleski (LES), Cathy Bamber (RES), Sue Robertson (VHES), Alyce Johnston (ARES), Scott Wrisley (EXA/SNHS), Olivia Flores (MMS), Alison Orzechowski (PES), Mariza Badger (TMS), Leanne Cornwell (VES), Jeff MacLean (GOHS), Kathy Boyd (ARES), David Prevo (ARES), Debbie Prevo (DMS), Joe Campbell (GMS), Michele Osinski (LES), Carol Balona (PES), Heidi Mewes (TMS), Lori Belenzon (TVHS), Dave Dempster (TVHS), Gary Gelinas (TVHS), Steve Rapaport (TVHS), Susan Petch (VRMS).

Each of the attending 30 Year TVEA members who attended were introduced by TVEA President Jeff Kingsberg and Vice-President Edgar Diaz and given a complimentary commemorative TVEA "30 Years in TVUSD" T-Shirt with our motto of "Proven Leaders of Student Success" emboldened across the back. Jeff and Edgar shared where each attendee served TVUSD and their job title at the start of their career in 1989, the midpoint of their career in 2004, and now in 2019.

An overriding theme of the event was how both TVUSD and TVEA have evolved over the years. Steve Rapaport shared how as we moved from one high school (TVHS) to two with the addition of Chaparral, he got billed \$4000 as TVHS Athletic Director for the CHS football field painting as the teams shared Golden Bear Stadium while the CHS stadium was built. Scott Wrisley, who has been a TVEA Site Leader since 1989 spoke to how TVEA met in Peter Ricchio's Kindergarten classroom on the tiny chairs back in the day. The TVEA President would use a wagon to carry materials to meetings as there was no TVEA office. Mark Koscielak spoke to the memories of playing before school staff basketball first at TVHS in 1989 when the "old" gym opened and subsequently at CHS. This is an example of a 30-year tradition which has continued into 2019-20 as staff games still occur twice a week at both CHS and Great Oak High School.

We appreciate and respect the 30 Year TVUSD teaching veterans, who have provided a sum of 780 years of service to TVUSD, TVEA and our community of parents and students.. We look forward to the next generation of educators who will follow in their footsteps continuing the legacy of being strong advocates for student success.



RECOGNITION OF OUR 30 YEAR MEMBERS



Area Reps Build Capacity Providing Critical TVEA Organizational Link

Do you know what is a TVEA Area Representative? If not, here is a primer... TVEA Area Representatives represent and supervise their instructional area (Elementary, Middle, High School). They serve as an elected member on the twelve member TVEA Executive Board for a two-year term. While this position has historically had an undefined role, TVEA and our current set of leaders is well on our way to changing that. Our area reps are leading and guiding Site Leaders in their instructional level and responding to issues brought their way. Your 2019-20 Area Representatives (**pictured below sharing at the October 3 Leadership Council**) are: Anastasia Bortcosh and Karie Shorack (Elementary), Lauren Davis (Middle), Dawn Murray-Sibby (High School), and Melissa Gibson (Specialists)

At TVEA's inception in 1990, from our predecessor union Temecula Teachers Association, we had 200 members at 7 schools. Thirty years later we have nearly 1400 members at 29 schools. While in the early years the TVEA President was seen as a chief sole problem solver, TVEA has evolved as an organization to where Site Leaders are tackling site issues and utilizing our array of Area Representatives for guidance and support. This is an asset for TVEA in many ways yet one would be to allow the President to Conduct Site Visits, Interview Potential School Board Candidates, Build Partnerships and Coalitions through Community Engagement and so on.

The last couple of years our area reps have led "House Meetings", which are meetings for their specific level of Site Leaders and invited interested members on "hot-button issues". This year our Area Representatives led a focused discussion for their group at our Site Leader Orientation in August and have met pre or post Leadership Council meetings with their teams.

TVEA President Jeff Kingsberg says: "We are getting more mileage out of our Area Representatives than ever. They are super committed to supporting their 2019-20 Site Leaders and members. This provides us strength in the upper middle levels of our organization as communication channels have been broadened".



TVEA Members Shine at TVUSD/TVEA 6-12 Professional Development Day

On September 13th TVEA worked collaboratively with TVUSD in conducting a Professional Development (PD) event. This was a one-half day event on Friday September 13th from 800-1100. There were sixty-eight TVEA members presenting over the three fifty minute sessions.

There were sessions for content areas such as Math, Science, Social Science, and English yet also workshops on Technology, Physical Education, Special Education, Career and Technical Education, and others.

This PD effort, unique for the secondary level was the brainchild of **TVEA Instructional and Professional Development Committee Chair Kristan Morales (CHS)**. Kristan and TVEA President Jeff Kingsberg began meeting with TVUSD two years ago and her persistence paid off. Secondary Directors Joe Balleweg and Nicole Dayus helped provide the needed support from the District side.

TVEA had a table at the event providing our TVEA book bags to each presenter along with some school supplies. We also raffled off a variety of items for our members who took a photo at the event and posted it on social media.

The following members claimed their respective prize listed below:

Office Depot Gift Card: - **Sonja Grover (CHS) and Michelle Hill (GMS)**

TVEA 30 Years in TVUSD Commemorative T-Shirt - **Liz Hammond (GOHS) and Kelly Maxey (VRMS)**

Starbucks Gift Card - **Kristie Gin and Michele Hill (GMS), Erin Jordan (DMS), Breeze Patten (BVMS), and Lexie Sadowski (MMS)**

TVEA/CTA Grant to Attend CTA Good Teaching Conference South in March 2020 -**Steve Campos (VRMS), Veronica Kubes (TVHS), and Elyce Mandich (CHS)**





QUALITY COUNTS

TVEA Fall 2019 Site Visits Reach Record Number of Members

TARGET. CONVERSE. STRATEGIZE

TVEA revised its Site Visit model this fall, moving away from the Site Visit Blitz model of stopping at all twenty-eight TVUSD school sites on a single day. The thought was that we could target our audience at each instructional level by creating an Elementary Day (September 17), a High School Day (October 8), and a Middle School Day (November 5). This model proved to be successful in that we created more quality time at each instructional level to meet with respective members. In all, TVEA had 572 participants sign-in to the Fall 2019 Site Visits representing over 40% of our membership. Here is a summary of each day:

Elementary Site Visits September 17th

A team of eighteen TVEA leaders went to nine elementary sites for full lunch visits and eight elementary sites for after school visits. About 285 elementary members signed in to the meetings.

On the positive side, members are very pleased about having more planning time provided to them in 2019-20. The extra support from the PE Specialists is not only good for them, but even more importantly good for their students.

In terms of common issues to continue to address elementary members cited English Language Learner Instruction, Clarifying the Roles and Responsibilities of Intervention Administrators, and

Safety Issues such as Window Coverings and Gate Keys. At the first Superintendent's Council of the year on September 24th it was shared that these safety issues are being addressed and blinds and staff keys are being ordered.

High School Site Visits October 8th

Eight TVEA leaders fanned out to the four high schools and TVEA signed in 106 members across the sites with Great Oak having 45 members come by the TVEA station during prep period or lunch.

Conversations were often one on one and of high quality. TVEA shared its School Board Election Awareness Campaign as we did at the other instructional levels. There were two topics we polled on: 1) 6/5 Assignments- All members who reported on this topic at TVHS and CHS would like a rotating ladder system for these extra duty assignments as opposed to assigning them by administrative discretion. The members were split 50/50 at GOHS as at least the core subjects seem to have a department- based approach to such extra duty assignments. 6/5 seemed to be a non-issue at RVHS/SNHS.

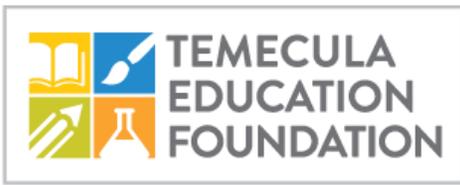
2) In terms of Site Based Interventions, there was moderate concern about intervention becoming what members consider an extra prep with extra students. All three comprehensive high schools seem to believe it is prudent to exercise our contractual right under Article 5.12 to provide consent to their plan(s) and some would like to see more defined language triggering such a vote. (Picture: GOHS Site Visit Team - Dana Portis and Jeff Kingsberg)

Middle School Site Visits November 5th

The TVEA Middle School Site Visit Team of twelve TVEA leaders charted a new course on November 5th in spending most of the day at our six middle schools. In utilizing a technique called "Site Mapping", the group charted members prep periods as well as classroom locations and conducted one on one visits as well as group lunch meetings. The team met with a record 181 members across the six middle school sites.

TVEA also sought feedback related to Student Behavior and Discipline which had been shared as an ongoing concern though our governance structure. One site reported a positive trending in the site's perceived response to adverse student behavior while the other five tilted toward a mostly negative trend. TVEA members would like more clarity on the School Safety and Discipline Plan and a common framework of expectations and consequences that all staff and students clearly understand. One common thread across sites was that due to a perceived lack of support from site administration on defiance issues, many teachers are attempting to handle these on their own to negate them from escalating into more severe behaviors. This information will be reported to site leaders at the November 7th Leadership Council Meeting for further consideration.





TVEA Announces Two Curriculum Support Member Grants in Conjunction with the Temecula Education Foundation (TEF)

TVEA has made professional development and support for our members a priority for 2019-20. We co-sponsored the 6-12 Professional Development Day at TVHS, and we are sending a dozen New Members/Educators to CTA's New Educator Weekend December 6-8 in San Diego. Our efforts were furthered when at the October 1st Governing Board Meeting TVEA President Jeff Kingsberg utilized the TVEA Spotlight time to present a check for two (2) \$750.00 curriculum support grants to the President of the Temecula Education Foundation, Dr David Lu.

These grants are targeted for one elementary and one secondary member for up to \$750.00 and must meet the TEF criteria of furthering creativity and innovation in the Arts or Sciences. In addition, for these special grants, three (3) characteristics of the CTA Strength-Based Matrix must be exhibited by the grant projects for our students. Grant applicants are asked to share evidence of the following in their projects:

Student Centered: How will your grant project promote Creativity, Invention, and Resourcefulness for your students?

School-Wide Relations: How will your grant project increase Commitment from school and /or community stakeholders for the Teaching and Learning Process?

Future Oriented: How will your grant project boost Student Expectations, Hope, and Optimism about the future?

The TVEA/TEF Grants application period closed November 1st. TVEA and TEF are expected to notify the recipients before Thanksgiving and honor them at the December 2019 Governing Board Meeting.

TVEA OVATION!

TVEA OVATION! Member Recognition Program Receives a High of Thirty-Three (33) Nominations; Thirteen (13) are Selected as Recipients



The TVEA OVATION Member Recognition Program is in the process of completing its fifth semester of nominations and presentation of awards. TVEA OVATION is a member to member peer recognition program executed by TVEA. Members submit nominations and rationale in a category such as Support/Team Player, Professionalism, Volunteer/Community Contributor, Inspiration/Overcoming Adversity, and Going the Extra Mile. Recipients are presented their mug and gift card in front of their school staff. All nominees get a recognition letter from TVEA as well as a similar certificate to the recipients. The TVEA OVATION! program is a standout program among our four county CTA Region 4 comprising nearly 150 local teacher associations.

TVEA OVATION Fall 2019 Recipients:

Elyce Mandich CHS

Heather Anderson CHS

Jerry Burdick-Rutz GOHS

Julia Ebel GOHS

Lenny Dykes TVHS

Debra Washko SNHS

Andrea Hayek TMS

Tom Helm DMS

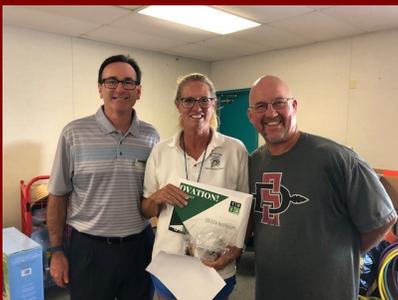
Karen Vogt PES

Chris Villanueva VHES

Calah Hurd PVES

Taylor Lundin VES

Jolene Buxbaum Elem PE/TTES



TVEA Advocating on Your Behalf - Fall 2019



The primary purpose of TVEA is to represent our members in employer-employee relations including the areas of wages, benefits, hours, and other contractual areas.

Here are some examples of how we have sought and facilitated contractual adherence on behalf of our members this fall:

2% Off Schedule Payment: After TVEA asked TVUSD to notify members about the timing and status of what was negotiated last spring, TVEA reached back out on 9/24. On 9/25, TVUSD announced that the 2% off schedule payment would be included on the September pay warrant.

Grievances: Article 5.10.2: TVEA filed a Request for Mediation (Impartial 3rd Party to Seek A Resolution) on behalf of two Speech and Language Pathologist Specialists who filed a Level II Grievance on the fact they are required to do supervisory duties yet receive no release planning days. Article 15: TVEA President Jeff Kingsberg filed a Level II Grievance on behalf of the association related to seeking to end the practice of law enforcement officer interrogations of our members on TVUSD campuses as a first step to investigate a student concern.

Stipends: Elementary Combination Grade Level Stipend: When an elementary teacher shared with us at a site visit that their combination class was dissolved within the first month of school, TVEA requested a pro-rated stipend at the member's request and it was granted.

Case Management Stipend for SDC Members: On the basis of a Memorandum of Understanding for the 2019-20 school year agreed to in June, all SDC members PreK through Grade 5 are to receive a \$750 stipend in conjunction with five (5) release days for their Case Management. When TVEA was alerted that no stipends were received through September, we clarified through Business Services that they inadvertently omitted these stipends from their systems yet will pay the September and October portion in October, and then regular monthly stipends through June 2020.

Representation: TVEA Site Leaders have been quite active as advocates for members who have been called in for a meeting with site administration. We have had site leaders support members in such meetings at Barnett, Red Hawk, and Tony Tobin Elementary Schools along with Temecula Middle School. When a member is interviewed at the District Office by Human Resources, typically TVEA President Jeff Kingsberg serves as the member's representative.



TVEA Members Featured at TVUSD Fall Coin Ceremonies

TVUSD Years of Service Recognition



Scores of our members were honored at the 3rd annual TVUSD Fall Coin Ceremonies. TVUSD recognized Certificated, Classified, and Management employees who have achieved 10, 15, 20, 25, and 30 Years of Service in the District.

The "South" Ceremony was held at Temecula Middle School on October 24 and the "North" Ceremony was held at Bella Vista Middle School on October 29.

Below from South Ceremony: Pictured from Left to Right are: Anastasia Bortcosh- 15 Years of Service, Elementary Executive Board Representative, Belisa Guerrero- 20 Years of Service, Member Engagement Committee Coordinator and Site Leader, and Edgar Diaz- 15 Years of Service- TVEA Vice-President.



From the North Ceremony: Chaparral High School teachers pose for a post ceremony photo: Rebecca Holdstein – 15 Years of Service, Jennifer Mohr- 20 Years of Service, and Becky Green-20 Years of Service.



DID YOU KNOW?

CTA Conference Grants and TVEA Sponsorships Are Coming for Good Teaching Conference South (March 13-15) and Equity and Human Rights Conference (February 28- March 1)

Apply now to stake your interest in attending either of these above conferences. Your first step (if eligible) is to apply for a CTA Conference Grant at www.CTAGO.org/Grants. The application deadline for these grants for New Educators (First five years of CTA membership) or Minority Incentive Grants is January 5th. CTA will pay for your registration and transportation.

Equity & Human Rights Conference

Application Deadline: January 6, 2020

Location: Marriott, Irvine

Conference Date: February 28 - March 1, 2020

Good Teaching Conference - South

Application Deadline: January 6, 2020

Location: Hyatt Regency Orange County, Garden Grove

Conference Date: March 13-15, 2020



TVEA will be sharing a Google sign-up form for interest in these conferences in early December. The TVEA Executive Board will review this interest list at its Thursday January 16th meeting and reach out to those selected for additional TVEA support.



CTA State Council kicks off Schools and Communities First Campaign to Reform Prop 13 Our Schools Deserve more Funding!

Raul Miranda and Alan Underwood, CTA State Council & TVEA Executive Board

On Sunday morning October 27th members of CTA State Council, and the schools and Communities First coalition partners, had a kick-off event for an initiative that will be on the November 2020 ballot. This initiative will be an attempt to reform Prop. 13 that was passed in 1978.

Schools and Communities First is targeting the corporate property tax loopholes while protecting homeowners and renters because it exempts all residential property from being reassessed. **This will reclaim \$12 billion dollars that will go to K-14 schools**, as well as local governments to use for first responders, parks, libraries, health clinics, and much more.

Currently, California is in the bottom third in per pupil spending, which wasn't the case prior to Prop. 13. California was in the top 5 in spending, but after this tax reform, spending has declined. We used to be able to fund full programs at our schools including Arts, CTE, and Vocational Programs. Schools are struggling with funding, our class sizes rank as the highest number of students per teacher and fewest counselors per student, and students lack necessary access to librarians and nurses.

When one buys a home or buys property to start a business, this property is reassessed based on the current property values. Yet corporations, if they never sell 51% of their commercial property, do not have to reassess. Huge oil companies have property that has changed hands over the years yet have not had to reassess. They do this by having several LLCs who usually own 33% of the property. This allows them to sell off a portion of their land and keep the property tax based on the 1978 assessed value. This gives those businesses a huge advantage over newer businesses.

CTA just wants corporations to pay their fair share so we can level the playing field for new business and small businesses who can't compete. We will be collecting signatures until March to get this qualified for the ballot and get the funding our kids deserve.

For more information, please go to <https://schoolsandcommunitiesfirst.org/>.

TVEA Members Represent at San Gorgonio Service Center Fall Leadership Conference

Each fall the San Gorgonio Service Center (Riverside and San Bernardino Counties) holds a Leadership Conference for chapter leaders and members seeking to learn more about their associations.

This year's event was held Friday September 27- Sunday September 29 at the Riviera Hotel in Palm Springs. Four TVEA leaders invested their weekend to delve deeper into advancing their knowledge and skill sets as association leaders. TVEA Executive Board Elementary Representative Karie Shorack and Site Leaders Chris Jones and Michelle Thompson all from Vintage Hills Elementary along with TVHS Site Leader Veronica Kubes attended. Jones also serves as the TVEA Elections Committee Chair and Thompson is one of four supporting committee members.

Report from Veronica Kubes:

The 2019 San Gorgonio Service Center Council Fall Leadership Conference promised to inspire and encourage, and I was not disappointed. My top four sessions were: The Site Representative Role, Special Ed - Rights, Responsibilities, and Best Practices for IEP Meetings, Restorative Justice, Taking Care of Yourself for the Long Haul. I felt like I was provided the tools and skills needed in today's tough public education environment.

It is said that the cream rises to the top; I felt the most impressive take away was the fact that our own TVEA is part of that cream when comparing our work to other associations. Whether it's attending one of CTA's annual conferences, participating in some of the many trainings or workshops offered throughout the year, or learning from the true experts in the field, I found a wealth of practical information and resources for successful educational experiences in and outside of the classroom.

Report from Chris Jones (TVEA Elections Chair & VHES Site Leader) and Michelle Thompson (TVEA Elections Member and VHES Site Leader)

The 2019 San Gorgonio Service Center Council Fall Leadership Conference was our first, and hopefully not our last. The conference was upbeat, motivating and very informative. We attended sessions such as: Elections, Site Representative, STRS, Taking Care of Yourself in the Long Haul and Teachers and the Law.

Chris: As elections chairperson, I was able to listen and get useful opinions from CTA about areas we can improve on and areas that we should not be as concerned with. It was also great to see how far ahead we are with electronic elections compared to other local associations. I'm convinced this is the only way to go! As an active TVEA member, I was amazed at my level of knowledge on such things as site representative responsibilities, and current legal issues compared to other area members. I feel it is attributed to our leadership's focus on keeping its members up to date and looking ahead!

Michelle: Each session was well thought out and chocked full of useful information. They were led by CTA leaders and experts in their areas. It was a breath of fresh air to hear how well ahead of the curve ball TVEA is on so many issues such as orienting and preparing our Site Leaders. It seems like our Site Representative Training comes straight out of a CTA Leader's Handbook! I enjoyed attending the conference with two of my VHES colleagues who are also two of my best friends. We were able to share ideas from sessions we attended and just enjoy each other's company away from the school site.

TVEA September Member Benefits Event Connects Members with Key Service Providers and Community Partners

TVEA held its first ever Member Benefits Event at the TVEA Office Wednesday afternoon September 25th. Preferred CTA rate providers such as The Standard and California Casualty Insurance attended as well as American Fidelity and Kaiser Permanente. In addition, three of the fellow non-profits TVEA is partnering with: Temecula Dollars for Scholars, Temecula Education Foundation, and Charity for Charity (pictured below) all had tables sharing the good work they are doing in the community and how our members contribute as well. The Temecula Education Foundation represented by Mark Katan brought Protein Sandwiches from Pro-Team Buns for attendees to enjoy. Nine new 2019-20 TVEA members attended and each received a Starbucks Gift Card for a mocha or latte on behalf of TVEA. One of those was School Social Worker Arianna Olvera who enrolled as a TVEA member at the event itself!

Each vendor brought a raffle prize valued at least \$25.00.

Here are the TVEA member winners:

Schools First Credit Union:
Hobby Lobby Fall Décor and Gift Card

Winners: Feartatious Hogan (MMS) and Jamie Valerio-Figueroa (TES)

American Fidelity Amazon/
Starbucks Card & Pen

Winners: Ross Alexander (TVHS) Lisa Gabris AES

Kaiser Gym Bag and Water Bottle:

Winner: Cynthia Lopez (VRMS/CHS)

The Standard – Solar Charger and Gift Bag

Winner: Chris Jones (VHES)

California Casualty BJ's Brewhouse Restaurant Card:

Winner: Claudia Condray (TLES)

Charity for Charity Poggio Leano Wine:

Winner: Sara Brejnak (TLES)

Schools Solar Starbucks Gift Card:

Winner: Kim Tucker (PVES)

Temecula Dollars for Scholars Temecula Valley

Balloon and Wine Festival Gift Basket:

Winner: Michelle Thompson (VHES)



TVEA Member Events

5th Annual TVEA Football Night October 25th

TVEA hosted its 5th annual Football Night at Great Oak High School on Friday October 25th. This has been a rotating event between Chaparral, Great Oak, and Temecula Valley High Schools. TVEA sets up an area set off by our banner and balloons in the staff section and provides pizza, snacks, and drinks to members and their families. Later in the game we take down our area and the young children enjoy getting a balloon. The idea is to support the work of the players and coaches representing our TVEA member schools and build community and relationships with our visibility.

This year's game was a matchup between the Great Oak Wolfpack and the Vista Murrieta Broncos. The Wolfpack ran into a tough Vista team coming off an upset home loss to Temecula Valley and Vista Murrieta defeated Great Oak by a score of 31 to 7.



Upcoming Events

TVEA to Sponsor a Record Number of Eleven Members to New Educator Weekend

Eleven TVEA Members who qualify as “New Educators” (First three years of being a public educator) are set to attend CTA’s New Educator Weekend South in San Diego December 6-8. TVEA has set one of our 2019-20 goals to increase the scope of member conference attendance with New Educator Weekend and the Good Teaching Conference in March 2020 being targets of more TVEA participation.

The weekend is focused on workshops for New Educators such as:

- Classroom Management – Creating a productive and inspiring learning environment
- Navigating IEP’s and Special Education Areas
- What I wish I knew my first years of teaching
- Working with colleagues, administration and parents
- Common Core, State Standards, Assessments and Pedagogy
- Teaching as a Career
- Student Loan Forgiveness Programs for Educators
- Resources and Programs from CTA available to members

TVEA looks forward to assisting in the development of our new educators who will be the future of TVUSD and TVEA!



TVEA to Participate in City of Temecula Holiday Parade December 6th

For the 5th year in a row TVEA will walk behind the TVEA banners in the City Of Temecula Holiday Parade in Old Town Friday December 6th. All members and their families are invited to join in on the fun. Members may invite students and parents to join us as well. TVEA will hand out children’s books and holiday decor to young spectators along the parade route. Our participation in this event demonstrates that we support our community and provides TVEA visibility as a community contributor at one of the City of Temecula’s biggest events. More information to follow via email!

Annual Member Holiday Gathering Set for Killarney’s Friday Dec. 13th

Each year TVEA holds a holiday gathering for members at Killarney’s Irish Pub on Highway 79 South has proven to be a favorite location. Killarney’s allows TVEA to use its great room to allow members to engage in pub conversation and games in a comfortable homey atmosphere. This year on Friday December 13th (Make it a lucky day!), TVEA will be at Killarney’s once again to host members from 300-600pm. Appetizers will be provided by TVEA and beverages will be the responsibility of the member. There will be a \$5 charge (exact change please) for non-members at the event. The event is funded through a CTA Member Engagement Grant we received for the 2019-20 school year. See you at the pub for some holiday cheer!



TVEA LCAP Consult Committee Sets Early Path for Advocacy in 2019-20

The TVEA LCAP Consult Committee is off to a fast start advocating for teaching and learning in preparing to consult once again with TVUSD on the 2020-21 Local Control and Accountability Plan (LCAP). LCAP is the supplemental dollars associated with the Local Control Funding Formula (LCFF) established as the California funding model for public education enacted in the 2013-14 year.

The concept with LCAP is that local stakeholders such as TVUSD teachers and TVEA members provide input into what supplemental services will best provide a bridge to close the achievement gap. Districts are provided supplemental dollars for each “Unduplicated Pupil”, who generates dollars as a Foster Youth, English-Language Learner, or Socio-Economically Disadvantaged.

TVEA has a rich history of participating in the LCAP process and in the past has successfully advocated for an increase in both Counselors and PE Specialists along with Site Based Discretionary Funds. In addition, TVEA has been a voice for proportionality of services to sites based on their LCAP student count.

For 2019-20 the LCAP Committee under the direction of second year chair Julianne Dickinson (GOHS) met on October 10th to review the authorized 2019-20 TVUSD Actions and Services. A subcommittee met on November 4th to develop a member survey which is expected to be conducted before Thanksgiving. The District has moved up its LCAP calendar at TVEA’s urging and has already started its input process as well. Be an informed and participating stakeholder and be sure to provide LCAP feedback at your school site and through the avenues TVEA and TVUSD offers members!

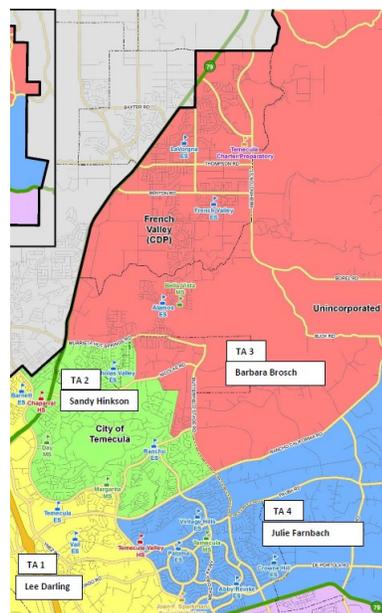
TVEA Political Action Committee Sets Course for 2020 School Board Election

The TVEA Political Action Committee convened on Monday September 30th for their initial meeting of the 2019-20 school year. The group discussed the landscape of the upcoming TVUSD Governing Board Election which is now less than one year away. The 2019-20 TVEA PAC Committee has nine members with a desired mix of campaign veterans and newcomers. The committee members are: Alexa Ingram Dupart (TES)- Co-Chair, Jeff Kingsberg (TVEA-Co-Chair, Raul Miranda (GOHS)-Treasurer, and members Diana Arban (GOHS), Steve Campos (VRMS), Kelly Maxey (VRMS), Jennee Scharf (GOHS), Renee Vacco (VHES), and Nancy Young (CHS).

TVEA has sought a board which is open minded and accessible to our leaders and members as opposed to seeking perspective from the District and it feels like this is the case more than ever before. TVEA announced recommendations in the November 2018 election for Sandy Hinkson (TA-2), Barbara Brosch (TA-3), and Adam Skumawitz (TA-4). Brosch and Hinkson won convincingly and Skumawitz won a tight three-way race yet resigned in June as he learned that due to California Labor Code 1090 that his wife could not advance from a 40% to 100% TVUSD position while he was in office.

In 2020, Trustee Area 4 will have a special two-year election and Skumawitz will once again be eligible as a candidate. Trustee Areas 1 (Incumbent Lee Darling) and 5 (Incumbent Kristi Rutz-Robbins) will hold their regularly scheduled four-year term elections through 2024.

The TVEA PAC Committee intends to hold interviews with interested candidates by early May before the summer candidacy declaration period. TVEA is interested in speaking to potential quality candidates or members who know of such individuals. This strategy of starting early led to us finding and encouraging high caliber people connected to their community and school district to seek election in 2018. The group meets again Wednesday December 4th at 4:15pm. Please contact the TVEA office at 699-9970 or at tvea@verizon.net if you would like to join the committee or know of potential candidates TVEA should have an informal conversation with.



TVEA Cleaning up Loose Ends while Prepping for 20-21 Negotiations

From Brian Balaris, Chair

Bargaining has continued meeting in subcommittees with TVUSD on the following issues:

- 1) We have successfully mutually developed a new **Evaluation Tool for Social Workers** that will be piloted this year to better serve this 2nd year TVEA subgroup.
- 2) We continued a Memorandum of Understanding modifying the qualifications for **Medical Bridge Retiree Insurance** for 2019-20 to further assess their effectiveness.
- 3) We have continued discussions regarding the current **Athletics Stipend Schedule** with the hopes of creating a formulaic method of determining stipends that might extend to VAPA and Academic stipends as well.

In addition, we hope to meet soon to continue the **placement of students of Special Education students** when mainstreamed into General Education classes. TVEA hopes to work with TVUSD to develop **“Master of Field” criteria** for additional CTE positions.

Bargaining Reps have participated in Site Visits this fall at Elementary, Middle and High Schools. Feedback is being used to help develop goals for this year’s negotiations. We will be discussing 2 articles along with Compensation and Benefits (Article Seven) this Spring for 2020-21 negotiations. Thanks for your continued support!

“Generation Next Chapter” Seeks Feedback on Retirement Interests Through Fall Member Survey

Our “Generation Next Chapter” cohort, chaired by Marcia Varner (CHES) and under the direction of Member Engagement Coordinator Belisa Guerrero sought feedback from TVEA members in an electronic survey conducted October 16-24.

Of the 526 respondents, 105 or 20% suggest that they intend to retire in the next three years by 2022. The projected age of future TVUSD retirees appears to be split into thirds with 60 or younger at 32%, 61-62 at 35%, and 63 or higher 33%. A majority (58%) of members intend to seek the Medical Bridge Retirement Insurance (Article 7.5) while only 11% said no. Nearly another one-third are unsure or need more information.

It is clear our members are thirsty for more Retirement related information. When asked about workshops members would like TVEA to offer, the top choice was a STRS Workshop (359 or 75%) and another 280 (58%) would like the training we offered in 2016 and 2017 from CTA on an overview of STRS, Medicare, and Social Security for Educators. Another interest shared by members is Pre-Medicare Age Health Insurance Options (56%) and TVUSD Medical Bridge (49%).

In terms of survey comments, there were interests ranging from New Educators getting started with basic retirement awareness to veteran educators hoping to begin a discussion with TVUSD about a retirement incentive or “Golden Handshake”.

You’re Invited! Insurance Provider Presentations

From: Lynn Breen, Chair

The Insurance Advisory Council (IAC) has been hard at work this year. It is our goal to find the best insurance to benefit the majority of TVEA members. This winter we will be meeting with three Insurance Providers to get information about other insurance options.

On Monday, December 2 we will be meeting with CA Schools Employee Benefits Association (CSEBA) at 4pm and CA Schools Veba at 5:15pm.

On Monday, January 27 we will be meeting with CA Valued Trust (CVT). All meetings will be held at the TVEA office. These meetings will be open to all TVEA members. We encourage you to join us.

Please watch for an informational email on these meetings in November.

MEDICAL INSURANCE PROVIDER PRESENTATIONS

JOIN IAC MEMBERS AS WE HEAR FROM THREE INSURANCE PROVIDERS ABOUT THE MEDICAL INSURANCE PLANS THEY OFFER TO ASSIST US IN SELECTING A BROKER FOR 2020-2021

Mon. 12/2 4:00 CA Schools Employee Benefits Association (CSEBA), Ellen Alcalá	Mon. 12/2 5:15 CA Schools Veba, Heather Simonson and Matt Bittner	Mon. 1/27 4:00 CA Valued Trust (CVT), Anthony Pulliam
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Presentations at TVEA Office 29377 Rancho California Rd, Ste 206

NEW GRIEVANCE LEVEL FORMS

From: Kim Evans, Chair

The Grievance Committee page has been updated on our TVEA website!

The Grievance process is explained with timelines for your review. You can also download new editable grievance level forms.

If you need any assistance with the grievance process, please email tveagrievance@gmail.com.

TVEA ADHOC BUDGET COMMITTEE UPDATE

From: Lowena Manzano, Chair

The TVEA Ad Hoc Budget Committee is in its fourth year of existence since first meeting in February of 2016. The Committee’s purpose is to collaborate in an effort to reach consensus regarding a recommendation for compensation to the TVEA/District negotiations teams.

Last spring, the Committee made a recommendation to the negotiations teams that resulted in a 2.3% increase to the salary schedule, a 4.3% increase to the Speech and Language Pathologist salary schedule, a 2% off-schedule payment paid in September and a change in longevity from 3.25% to 3.85%. We continue to meet after financial reports are approved by the Board and additional times as needed. The last session was held on September 19, following the Board approval of the 2018-19 Unaudited Actuals Financial Report.

The next scheduled session will follow the approval of 1st Interim which will occur in December. Committee members are scheduled to attend the Governor’s Budget Workshop in January where we will get a glimpse of the 2020-21 budget proposal. Changes to the proposal will be presented at the May Revise Workshop. If you have any questions, please feel free to contact the committee at tveabudget@gmail.com.

Learn About Our Newest TVEA 2019-20 Executive Board Members



I am Dawn Murray-Sibby, 25-year teacher with Temecula Valley Unified School District.

I arrived in Temecula when I was 14 years old, before the city incorporated, as a freshman at Temecula Valley High School where I teach today. After graduation, I attended Cal State Fullerton where I received my B.S. in Child Development; I then received my teaching credential through Chapman University. Because I worked in banking during college, all of my undergraduate hours for graduation (120 hours) were achieved on a volunteer basis at TVHS. I received my Masters in Education, Curriculum, and Instruction, in 2001, also from Chapman University. I teach in the Social Science Department; I have taught Geography, Psychology, World History, Fastrack-ASC freshman study skills, U.S. History, Child Development Program (CTE), as well as my current teaching assignment, Government and AP Psychology.



I became involved with TVEA many years ago as a site representative after telephone banking and precinct walking as a member starting in my first year of teaching, 1995. I Co-Chaired Organizing Committee that planned the first annual Fun 2B Fit Event. I am now looking forward to supporting high school site representatives throughout our district, as the High School Area Representative.

I am married to Edward Sibby, former TVEA President 2008-2010, now CTA Communications Staff for our region in CTA, Region 4. We have four daughters and a new granddaughter born in July of this year. We have TVUSD-TVHS graduates who went on to Berkeley and UCSD. We currently have a sophomore at TVHS whose goal it is to be a teacher. Our eldest daughter is an SLP (Speech and Language Pathologist) for the Irvine Unified School District. The Sibby family supports Public Education! Thank you for the honor of serving on our TVEA Executive Board!

Greetings fellow TVEA members! My name is Lauren Davis and I am excited to be in a more involved TVEA role as your Middle School Area Representative.

Like many Executive Board members I started as a Site Rep., then last year upped my commitment by participating in the LCAP Committee. I learned a lot through this committee and the education and involvement from this committee inspired me to take on a more active TVEA role. I hope to unite the middle school Site Representatives as a collective powerful voice and improve communication amongst us.



I began my teaching career at TES in 2003 after spending my first career as a Technical Sales Rep. After three years as an elementary teacher, I moved to DMS and have been here ever since! I currently teach Computer Science (CTE) and Science. Although I have taught a few different subjects and grade levels over the year, Science continues to be my most favorite.

In the last five years, I have earned my master's degree, my CTE Industrial Arts and Technology credential, and am finishing up my Single Subject Biology credential now. School, school and more school! In addition, I saw my oldest son off to the Navy and graduated two other kid's from High School. My youngest is a sophomore at TVHS (empty nest is in sight!).

Thank you for the opportunity to serve as your Middle School Area Representative on the Executive Board!



Connect with Us!



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Executive Board

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Edgar Diaz, GMS, Vice President

Mike Wassan,, GMS, Treasurer

Amy Eytchison, TES, Secretary

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Lauren Davis (DMS), MS

Anastasia Bortcosh (JES) ES

Karre Shorack (VHES) ES

Melissa Gibson (TVHS) PS

CTA State Council

Alan Underwood

Steve Campos

Raul Miranda

NEA Local Delegate

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Lowena Manzano (CHS)

Adhoc Budget

Kim Evans (GMS) Grievance

Lynn Breen (LES) Insurance

Kristan Morales (CHS) IPD

Alexa Ingram Dupart (TES) PAC

Belisa Guerrero (TES) Membership

Engagement

Kerri Bodemer (TES),

ME - New Members

Marcia Varner (FVES)

ME - Generation Next Chapter

Chris Jones (VHES) (VHES) Elections

Julianne Dickinson, LCAP Consult

Amy Eytchison (TES), Alan Underwood

(VRMS) Bylaws Co-Chairs

Karen Hogan (BVMS),

Special Education 12