

LVEA TODAY



A MAJOR SUCCESS – LVUSD/LVEA EARLY RETIREMENT PILOT!

Last August, we ratified a Tentative Agreement between LVEA and LVUSD that included a 4% raise for this school year and initiated a three-year Early Retirement pilot program. Last Friday was the 2014-15 deadline to sign up for this pilot program, and **twenty-seven certificated employees** have indicated their intent to retire. Normally, the District projects around 11-12 retirees each year. We all knew that this pilot program would lead to a higher number, but we had no idea that that it would be this successful!

While it has been whispered that some of our experienced employees may have come down with the daunting “Common Core” bug, we are convinced that many of our experienced employees are attracted by the LVEA designed incentive that assists retirees with medical benefits coverage until the Medicare eligible age of 65 – it also helps with employees who have already reached that age. This program helps our most experienced employees and saves the district money – it’s a win-win!

A MAJOR CONCERN – LVUSD PLANS TO ADD A DISTRICT OFFICE SENIOR ADMINISTRATOR!

Your Bargaining Team and Rep Council recently learned that the district office is planning to add an additional administrator in Educational Services (Curriculum) at the District Office. This position comes at a time of increased class sizes and just as we begin working to convince our community to renew an expiring parcel tax.

The Measure E Parcel Tax provides about \$2.4 Million to the District each year and is set to expire soon, and the District seems likely to put this measure up for renewal this November. Renewing this measure requires a 2/3 vote, so LVEA will put ALL of its energy into getting this measure passed this fall. We’ve even discussed delaying salary increase discussion for 2015-16, since we don’t want anything to get in the way of passing this measure. That’s one of the big reasons why we’re so concerned about this proposed increase in centralized administrative spending.

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LVEA Executive Board

Craig Hochhaus, President
LasVirgenesEA@gmail.com
(805) 402-7347

Jeremy Janton, WES, Vice-President

Pat Brooks, AHS, Treasurer

Carrie McClellan, AHS, Corresponding Secretary

Diane McEvoy, CHS, Recording Secretary

Kathy Heukrodt, CHS, High School Liaison
LVEAhsvoice@gmail.com

Mike, LaFrenz, LCMS, Middle School Liaison
LVEAmsvoice@gmail.com

Vacant, Elementary Liaison
LVEAelemvoice@gmail.com

Joanne Kress, WOES, Bargaining Chair

Jake Anderson, CTA Staff
janderson@cta.org
(818) 309-7206

Las Virgenes Educators Association

100 E Thousand Oaks Blvd, #124
Thousand Oaks, CA 91360
(P) (805) 497-8220
(F) (805) 497-1458
(W) www.lveateachers.com

LVUSD wants to expand its current administrative model in Ed Services from one to two directors who would both report to the Assistant Superintendent. The current director's position is vacant and temporarily covered by three part-time retired administrators. The district's rationale in adding another director level position in Ed Services is to divide the curricular responsibilities into two areas: elementary and secondary. They also feel that the current administrative workload with Common Core is too much for their current management structure. Instead, LVEA feels that more emphasis and resources should be focused on the classroom where the Common Core workload has exploded!

The following link includes the responsibilities of the Assistant Superintendent – assuming that two directors are hired – along with the recently Board approved job descriptions for the two Ed Services Directors:

<http://lveateachers.com/>

This proposal unnecessarily adds an additional “layer” of District management. We encourage you to read through the list of responsibilities on the link above. Most of the items are represented in a “passive” sense...we need more “action” focused on the classroom along with smaller class sizes if we really want to conquer this Common Core challenge for our students!

LVEA leadership agrees that the curricular responsibilities should be split between elementary and secondary; however, we don't see the need for an extra administrator between them and our District Superintendent. We suggest having two (not three) Ed Services administrators, and we really don't care if they both end up as Assistant Superintendents, since the cost difference is about \$10,000 between an Asst Sup and a Director; whereas, hiring a third administrator would cost an extra \$150-160K by the time benefits and payroll taxes are included.

The District has countered that this added curricular “support” is really needed to rollout Common Core, and the district is receiving one-time Common Core money for next school year. LVEA leadership cedes this point and has suggested going forward with three curricular administrators for one year only...a temporary “surge” of support that is financed with one-time Common Core funding. The District is open to this suggestion but won't “commit” to cutting back to two Ed Services administrators after 2015-16.

LVEA wants strong curricular support for our students, employees, and site administrators; however, we want it to be provided efficiently. We feel that this extra funding should go toward the classroom in areas like decreased class sizes – not another District administrator!

As LVEA ramps up its efforts to support the crucial renewal of our expiring parcel tax, we strongly suggest that the District develop a long-term plan that is more fiscally prudent with an emphasis on the classroom!

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