

# LVEA TODAY



## Proposition 55 Wins!

CTA and LVEA worked hard to promote Proposition 55 that successfully passed with 62.3% of the vote! LVEA ran weekly phone banks and ended on a high note the night before election with its biggest turnout that included your site reps and three district cabinet administrators – thanks to all for your awesome efforts!

Proposition 55 extends for another 12 years the modestly higher income tax rates on wealthy individuals that were due to expire in December 2018. This continues the funding of \$8-11 Billion each year in California that will go into a special fund to support K-14 education. Without Proposition 55, our district could have returned to the stressful years of 2008-2012 that saw higher class sizes for our students, employee lay-offs and no raises for the foreseeable future. CTA initiated and promoted this successful proposition and our district is now in good shape to make investments in its students and employees!

## Districtwide Climate Survey Response Update

Your LVEA Organizing Committee and the District have continued to reflect on the Climate Survey Responses from last spring. We recently created site specific reports that customized the responses by site along with the district averages for each questions. The District shared these site reports with site administration and LVEA offered to share these results with members as well. If your site wants to see these site specific reports and has not yet viewed them, please contact your site rep.

As a reminder, LVEA generated three main goals in August from the survey responses. Your Organizing Committee is now scheduled to meet with the District on December 15 to create common goals. We have an interest in creating goals with mutual buy-in from members and administrators. We sincerely hope that these goals will lead to a productive action plan for improved districtwide and site morale. Enhanced morale is better for employees, administrators and especially our students!

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## Contract Negotiations for 2017-18

Your LVEA Negotiations Team is in the beginning stages of working on our Collective Bargaining Agreement for 2017-18. We are currently in the second year of a three year contract that ends June 2018. While the *whole* contract will not be renegotiated until discussion begins for the 2018-19 school year, the District and LVEA can jointly reopen certain articles on a yearly basis and each party is entitled to two reopeners of its own. These reopeners will be organized into a Sunshine document that will be announced at a Board meeting soon. This is a California requirement that informs the community of our joint desire to negotiate and allows for community input. The following are likely to be discussed:

- Salary and Benefits: The passage of Proposition 55 last month should really help. Thanks again for your help with getting this CTA created and promoted proposition passed!
- Peer Assistance and Review (PAR): This program is already assisting with the improvement of experienced teachers. More contract language clarification is needed.
- Catastrophic Leave Bank: Work is needed to clarify the distinction between this type of leave and disability leave.
- Evaluations: We need to reassess the new evaluation form for certificated employees.
- Distance Learning: More discussion is needed on our distance (mostly online) learning programs, specifically caseloads, compensation, etc.

If you feel that LVEA should emphasize a specific issue for the good of all certificated employees, then please convey your thoughts to your LVEA site rep. Our next Rep Council meeting is December 12 and your site rep can forward your ideas to Rep Council at that time.

We anticipate initial discussions in early 2017, so stay tuned for updates!

## Health Benefits Committee

Health Benefits were discussed at our September 19, 2016 Rep Council meeting, specifically that employees with families pay too much out-of-pocket for coverage. A motion was made and approved to explore the possibility of changing our current health benefits structure. As a result, we have set up a Health Benefits Committee that will include certificated, classified and management employees that will initially meet on January 24, 2017. We currently purchase medical benefits through PERS (Public Employee Retirement System) and we'll discuss whether or not this is the best option moving forward in 2018. We'll also discuss the possibility of offering optional insurance coverage, like long-term care, accident, cancer and critical care. If offered, employees would have the opportunity to purchase these extra policies with their own money.

While this committee will explore Health Benefit options, any changes to your health coverage would have to be formally negotiated with the District and all members would vote to ratify any changes.