

# LVEA TODAY



## Teacher Evaluation Change

Our contract ratification vote this past July began a new era for teacher evaluations in LVUSD. On Monday, January 11, your site reps and administrators were jointly trained on how to communicate this change to employees. For years, we have been evaluated in each of the six California Standards for the Teaching Profession with the following scale:

1. Satisfactory
2. Needs Improvement
3. Unsatisfactory

Starting this school year, the scale has been changed by adding a fourth option and reversing the order:

1. Unsatisfactory
2. Needs Improvement
3. Satisfactory
4. Exceeds Standards

Employees and administration have complained for years that the previous scale was unrealistic. While most will agree that we can all improve in one or more area, the previous system pressured administrators to give all 1s to everyone in all six teaching standards. Anything less than a perfect score of 1 for every standard suggested a perceived “bad” evaluation. The district and LVEA Negotiating Teams felt that this was simply unfair and needed to be changed. If you are doing well in a standard, you will now receive either a 3 (Satisfactory) or 4 (Exceeds Standards). In fact, the most common score for each standard will be a 3. If you receive ALL 3s on an evaluation, you are doing great. If you receive a 4 in one or more standards, then your supervisor has indicated that you are truly exceptional in those areas.

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## State Budget

The Governor released his proposed budget for the coming school year. There is an increase in the funding we are receiving (approximately 4%). There aren't many new programs that will impact us greatly. This is one of the least eventful releases of the Governor's proposal in many years. The proposal still needs to be negotiated and voted on by the legislature so we won't know exactly what we are receiving until June/July. The proposed amount can go up or down based on the negotiations and the facts on the ground (like the stock market). We will keep you posted on any news.

## Special Education Update

We addressed Special Education concerns in each of our two previous newsletters. In October, we reported concerns with the new KTEA-3 testing program. In collaboration with our SpEd teachers, LVEA and district administrators has led to a more efficient testing implementation that we hope will be less taxing on our SpEd colleagues. In our Nov/Dec newsletter, we reported that LVEA collected narrative survey input from SpEd department members and used this to create a new, more focused digital survey that was administered this month. With over 80% of our SpEd teachers responding to this January digital survey, we have learned valuable insights into how we can start working to improve the working conditions for our SpEd colleagues. We plan to share these survey results with SpEd teachers and our Negotiating Team soon as we look to improve their working conditions.

## Early Retirement Incentive Reminder February 15 is this year's deadline!

This is a reminder that you must notify the personnel office by **February 15, 2016** if you want to retire this June and receive the Early Retirement Incentive Plan. Information on this plan was sent to you via email from Megan Zitt in the Personnel office on January 15. It's available at <http://lveateachers.com/> as well. The intent of this plan is to help you pay for retirement medical benefits until the age of 65 when Medicare kicks in. If you are already 65 years of age and retire this year, then you can receive one year's worth of incentive payment with this plan.

Last school year, a few certificated employees notified the district in May/June that they wanted to retire and receive the incentive benefits from this plan. Since they had not notified the district of their intent to retire by February, 15, 2015, they were NOT allowed to receive any incentive benefits. **You MUST adhere to the timelines in order to qualify for the benefit.**

If you notify the personnel office by February 15, then you have until April 30, 2016 to withdraw your intent to retire/resign from the district.