

# LVEA TODAY



## Salary Increase for 2016-17!

Your LVEA Negotiations Team worked very hard this summer to get all certificated employees a much needed 2% salary increase, \$150 yearly health benefits allowance increase, Special Education improvements that include two extra paid preparation days for all SpEd teachers, inclusion of Buttercup Early Childhood Education teachers into our bargaining unit and two more positive attendance staff development days for all certificated employees with new flexibility that promotes employee creativity and autonomy. LVEA overwhelmingly ratified this agreement with a 99% electronic, affirmative vote this summer.

We especially want to thank your Negotiating Team members for their hard work on your behalf. Joanne Kress is your Negotiations Chair and she leads the team of Ian Godburn, Lisa Hatfield, Darci Miller, Joan Woods, Christine Zahka and Jake Anderson (CTA staff).

With this latest agreement, all certificated employees have received a 13.5% cumulative salary increase over the past four years! This would not have happened without our collaborative negotiations relationship with our District and School Board AND the increased funding that the District received from Proposition 30 over the past four years.

## Proposition 30 is Expiring but Proposition 55 is on this November's ballot

California voters approved Proposition 30 in 2012, which helped put California back on the road to budget stability. Had Prop. 30 not passed, California schools would have faced another \$6 billion in cuts in 2013 alone. Over the past four years, LVUSD has received an extra \$40.7 Million that helped stabilize our District's finances and allowed for the 13.5% cumulative raise. Without Proposition 30, we would have probably seen higher class sizes, lay-offs, more unpaid furlough days and NO RAISES!

Proposition 30 is temporary and increased sales tax by 0.25% and slightly increased state income tax rates on high wage earners (singles earning over \$250,000/year and couples over \$500,000/year). The sales tax portion of Prop 30 expires this December and the income tax portion expires in December 2018.

CTA worked hard to get a replacement funding source on this November's ballot and it's called Proposition 55.

## LVEA Executive Board

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This proposition will extend only the income tax portion on our highest wage earners for another twelve years – i.e. no sales tax extension.

Extending this funding source will raise \$8-11 Billion each year in California that will go into a special fund that supports K-14 education. If passed, it will provide for the continued stabilization of educational funding for LVUSD and our state. Stay tuned for more information from LVEA and CTA on Proposition 55.

## Districtwide Climate Survey Response Update

As you may be aware, LVEA conducted a districtwide Climate Survey in May 2016. Our LVEA Organizing Committee worked hard over the summer to create goals from the survey results and comments. These goals, along with the survey results and comments, were shared in early August at a District Round Table that consisted of several LVUSD Cabinet members, LVEA Vice-President Brittany Stone, CTA's Jake Anderson and LVEA President Craig Hochhaus. On August 24 the entire LVEA Organizing Committee, LVUSD Cabinet, Board President Lesli Stein and Board Vice-President Angela Cutbill then met to further discuss these goals. We are pleased to announce that we had a productive meeting with all goals shared and discussed. LVEA especially wants to thank our Organizing Committee members for their outstanding efforts:

|                                |                               |                                |
|--------------------------------|-------------------------------|--------------------------------|
| Brittany Stone (Chair), Willow | Andi Camacho, Calabasas HS    | Michelle Costantino, Chaparral |
| Jody Dugandzic, Lindero Canyon | Catherine Foley, Calabasas HS | Jody Larkin, Bay Laurel        |
| Sue Levy, Chaparral            | Darci Miller, AE Wright       | Jason Rosenthal, Agoura HS     |
| Todd Shipley, Agoura HS        | Jake Anderson, CTA            |                                |

LVEA shared with everyone its three main goals along with several sub-goals. As a brief review, the main goals are:

1. For each site to be recognized as an individual site that is allowed to make decisions based on its own needs.
2. For teachers to be able to speak up and share their thoughts without retribution.
3. To create a master calendar of meetings, trainings and testing windows and have it sent out in September.

There was a great deal of collaborative discussion surrounding goals 1 and 3. New District Curriculum leaders, Assistant Superintendent Clara Finneran and Director Ryan Gleason, are already working on goal number 3 – expect a comprehensive update soon. Goal 1 was enthusiastically debated with lots of interest on inspiring site creativity and independence but recognizing the need for consistency across the district.

Goal 2 was probably the most difficult topic to discuss. Are fears of retribution a perception or reality? All parties agreed that increased trust is needed to address this goal.

All parties agreed to work collaboratively on these three goals. They will be discussed at weekly District Round Table meetings and all parties agreed to meet again in a few months to assess progress.

LVUSD is a great school district with dedicated employees and awesome students. The willingness to work in a collaborative manner towards these goals is a testament to everyone's dedication to make LVUSD an even better district. We will keep everyone informed on our mutual desire to improve along this path.

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