

Talent Development (TD) Frequently Asked Questions and LVEA Responses

How were the 2% raise and the 32.5 hours of TD related?

They are not related at all. Last summer your bargaining team negotiated a 2% ongoing raise in addition to extending the school year by two more days for TD. Each day added to the calendar is equal to .54% of your salary, so the total increase on your paycheck for the 2017-18 school year was 3.08%. If we revert to the standard 19.5 hours of staff development for the 2018-19 school year, your paycheck will go down by 1.08%.

Why can't these TD hours be done during the normal workday?

There are three days each school year that are calendared for TD. For 2017-18, the dates were October 9 (District SDD), January 29 and February 16. If you attended all three days, that covered 19.5 hours (consistent with past years). The extra 13 hours had to be done after school, on weekends, at conferences, via online options, etc. because you were getting paid for two additional work days.

Can there be more options to help those of us who are not able to stay afterschool for TD?

The district explored with online options, like webinars, FLIGHT and online classes which could be done remotely. LVEA will encourage expanding these options that are flexible for employees.

Why is it called Talent Development as opposed to Staff Development?

This is a district created term that refers to enhancing our own talent as a professional.

The buckets at the beginning of the year were confusing. Can this be explained more clearly?

Here goes: You had 32.5 hours to complete. The October 9 SDD took care of 6.5 hours, 13 hours was supposed to be site based and planned and the remaining 13 hours was TD/district based. There was some confusing overlap between site and district TD but you only had to complete a total of 32.5 hours.

Why can't we have 2 extra days on the calendar instead of doing them afterschool?

Because of the existing calendar that was established a few years earlier, there were not two open days to add onto the calendar. The days would have had to be put before school in August, after school in June, or during extended breaks. Your Bargaining Team can ask about this for the future if we agree to extend it.

It's hard to drive to TD after work and then drive home. Also trying to beat school traffic is difficult, time consuming and stressful.

As mentioned above, the district started experimenting with online options. LVEA will recommend more of these flexible options.

Why is there a cap of 6.5 hours on conferences?

Another great question! In past years, there was no consistency on this. At some sites, no conference attendance counted while at others more than 6.5 hours counted. Your LVEA Bargaining Team plans to discuss this issue over the next few months.

Why can't we attend conferences during the summer and have them count?

For 2017-18, the agreement for TA was approved at the end of the summer. LVEA can ask that summer conferences be included for 2018-19 if we decide to continue TD.

Why can't we simply collaborate with our colleagues and earn TD, the way we used to?

Great question! For 2017-18, you could only do this by submitting a proposal for a session that you would supervise and it would have to be open to anyone. LVEA has commented several times that this was a hassle and inefficient. This is an issue that your Bargaining Team can discuss for next year if we continue TD.

Am I getting my same rate of pay?

Yes, you are getting your hourly rate of pay for each TD hour.

It seemed like a lot of hours. How many extra hours was it?

Until this school year, you have always been required to work three extra days or 19.5 hours of staff development. Last school year (2016-17), you were given the option to work an extra 2 days (13 hours) on top of that. If you worked these extra two days, then you got paid extra for them. For this school year (2017-18), these two extra days were required and everyone got paid for them.

What happens if we do not complete 32.5 hours?

At the end of this school year, you will be docked sick days (half or full-day increments) for TD hours that were not completed.

Why are we only docked half or whole days for missing some TD?

This is a carry-over from past labor contracts when sick days could only be dealt with in half or full-day increments. This was due to the fact that subs could only work half or full days. With this new TD program, LVEA plans to discuss this concern and hopefully obtain some flexibility on this for next school year if we continue TD.

Most of the TD seems geared towards general ed teachers. Can we get more sessions for unique groups, like SpEd teachers, nurses, dual language, counselors, psychologists, elective teachers, etc?

We'll pass this on to the district.

Can we get more sessions for current areas of need, like curriculum and report cards?

6.5 hours of TD has been set aside for elementary ELA this spring. We will suggest more opportunities like this for more curricular groups if we continue TD.

Why does the third level of FLIGHT require so much more time than the first and second levels.

This concern has already been shared with the district and they are looking into it.

There was lots of Student 360 options but can we get some more content/substance-based TD?

Another great question that will be forwarded to the district.

Why does the two extra required TD days increase my pension as opposed to when the hours were optional?

Your STRS pension is based on what you earn according to the salary schedule. If the two TD days are required, then they are added to the salary schedule, increasing the school year to 187 days instead of 185. This has the impact of increasing your STRS pension if you plan to retire in the near future. If the days are optional, then a small amount of money would go into your supplemental STRS account but it would not increase your pension.

The incremental enhancement to my pension is insignificant from requiring these two TD days.

Not true! Requiring these two days actually increases your salary by 1.08% for the years that the salary schedule is lengthened. Depending on your age factor and years of service, this could increase your STRS pension by as much as \$700-1,000 per year, if you are full-retirement eligible.

Why can't we get paid for the extra days without attending sessions? We're already working lots of extra days without pay.

With the strong economy over the past few years, our governor has opted to send lots of money to the district in the form of one-time as opposed to ongoing funds. The district (like all districts in CA) has been resistant to use these one-time funds to finance long-term salary increases. Instead it has been willing to use these one-time funds for one-time expenditures; however, we did receive a 2% ongoing raise, beginning this school year, that did not require attending sessions/hours.

Why can't we get TD credit for CPR & First Aid?

If your primary job requires CPR and First Aid, then you got TD credit this past year. This was limited to our preschool teachers at Buttercup. There are lots of stipend positions that require CPR & First Aid (e.g. coaches, activity directors, etc.); however, TD credit could not be earned for these positions since they were not the primary position for the employee. LVEA plans to discuss this at negotiations this summer.

Can outside experts be brought in for more TD, like the active shooter session?

Another great question that will be forwarded to the district!