

# LVEA TODAY



## Substitute Teacher Shortages

As LVEA visits all sites in our district this fall, we have heard increased frustration about the shortage of substitute teachers. The demand for subs has increased this school year due to more Professional Development during the school day that might have been covered with our required TD hours outside the school day in past few years. The District is aware of this problem and wants to solve it. For starters, they are trying hire more subs. Here's our suggestion: either have a large pool of subs ready to go at the start of the school year or delay Professional Development activities during the school day that require subs until at least October or November for next school year.

In the meantime, please note that our LVEA/LVUSD Contract stipulates the following (note that we have used **bold** font for this newsletter to highlight key issues that you should consider):

### Article 6.4.4.1 Secondary Schools

Teachers who volunteer or are required to cover a class during their prep periods shall be compensated at their substitute pay rate per hour or earn compensatory time, **at the unit member's discretion. After using 12 of one's prep periods or its equivalent for this provision, the unit member shall begin to earn his/her hourly rate for prep period coverage...**

### Article 6.4.4.2 Elementary Schools

The following resources shall be considered by the principal when a substitute is not available...

Options:

- **Administrative coverage**
- **Cancelation of staff development activities**
- Coverage by a specialist or other certificated support staff
- Division of students into other classrooms at the same grade level **(this option should be exercised only when the others are not feasible)**

If a teacher is required to supervise an excess caseload due to the inability of the District to acquire a substitute, **the teacher shall be compensated for one additional hour of service for that day to paid and his/her daily rate.**

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## CalSTRS Retirement Workshop

LVEA and CTA are presenting a CalSTRS Retirement Workshop on Thursday, November 14 at the Westlake High School Library, 100 N Lakeview Canyon Rd. See flyer that is attached to the email that has sent this newsletter for more information. If you can't make it on that date, the same workshop will be held in Simi Valley on Tuesday, November 5 at Monte Vista School, 1220 Fourth St, room 17. Please RSVP for either at [lasvirgenesea@gmail.com](mailto:lasvirgenesea@gmail.com).

## **55 years or older? Check your STRS Option!**

Most of you have selected your beneficiary(ies) for your retirement plan, but have you selected an “Option?” This is a selection which will determine how your benefits will be paid once you retire. The selection of this option is something you should not go into lightly. It will determine how your benefits will be paid to you and then to your beneficiary(ies) once you pass away. This option can only be made after your 55<sup>th</sup> birthday, and the sooner you make this selection after that age, the better. It can potentially increase the benefits you receive since STRS can plan ahead for your benefits pay-out.

There are four different options:

-100% Beneficiary Option: Provides your option beneficiary with 100 percent of the amount you were receiving upon your death. If your option beneficiary dies before you, your benefit will rise to the Member-Only Benefit.

-75% Beneficiary Option: Provides your option beneficiary with 75 percent of the amount you were receiving upon your death. If your option beneficiary dies before you, your benefit will rise to the Member-Only Benefit.

-50% Beneficiary Option: Provides your option beneficiary with 50 percent of the amount you were receiving upon your death. If your option beneficiary dies before you, your benefit will rise to the Member-Only Benefit.

-Compound Option: Allows various choices. You may:

-Name one option beneficiary and retain a portion of your benefit as a Member-Only Benefit.

-Name two or more option beneficiaries, with an option choice for each, and retain a portion of your benefit as a Member-Only Benefit.

-Name two or more option beneficiaries, with an option choice for each, and not retain any of your benefit as a Member-Only Benefit.

The website to get more information is:

<https://www.calstrs.com/post/electing-option>

If you have any questions please call STRS 800-228-5453 or feel free to reach out to Jake Anderson [janderson@cta.org](mailto:janderson@cta.org)

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