

# LVEA TODAY



## Salary Increase for 2018-19

Welcome back to a new school year! We hope that you had a restful and satisfying summer and you're ready for an exciting new year. With the continued district emphasis on Student 360, LVEA will extend its focus on Employee 360. Representing your rights, working conditions, salaries and benefits is an honor and essential to the long-term educational and emotional health of our district for ALL students, employees and our community.

Speaking of salaries, your Bargaining Team negotiated an ongoing 3.75% increase for everyone at the bottom of their salary column – i.e. 2% salary increase plus 1.75% for the bottom cell of each column. Years ago LVEA leadership set a goal for our teachers' highest salary cell to exceed \$100,000/year and we finally made it! Teachers in column VI with 26 years of LVUSD experience will now earn \$102,111 this school year! This is a win for everyone who commits to long-term employment at LVUSD. While this helps you pay your monthly financial obligations and enhances your STRS retirement pension, it's really much more. It raises the dignity of our profession, and demonstrates that we are respected by our community for life-long dedication to our students.

If you are not at the bottom step, then you received a 2% salary increase PLUS your 2-5% step adjustment. You also received the satisfaction of knowing that the 1.75% enhancement is waiting for you once you reach the bottom of your column.

Your health benefits allowance also increased for the calendar year of 2019: singles by \$100 to \$10,050, two persons by \$525 to \$10,875 and families by \$775 to \$12,525. **These increases will be removed for 2020 unless otherwise negotiated for that year.**

As always, your LVEA Bargaining Team worked very hard this summer to get all certificated employees this salary increase and a one-year increase in benefits. We especially want to thank your Bargaining 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).

## LVEA Executive Board

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## August Paychecks

As a result of successful salary negotiations this summer and prompt contract ratification by you and our School Board, your salary is higher as of your August paycheck; however, we want to caution you that your take home pay starting with your September paycheck will be different. While additional compensation like Department Chair, Teacher-In-Charge, Lead Teacher and other stipends were not added to your income, deductions like health benefits premiums, summer savings accounts and Tax Sheltered Annuity (403b TSA) contributions were not subtracted either. Please plan accordingly for your paycheck at the end of September.

## LVEA Works For You

LVEA is constantly working to improve working conditions, salaries and benefits. With this new 3.75% salary raise, **LVEA has negotiated a 19.25% cumulative increase over the past six years!** We are always working on contract improvements that will improve your professional standing, safety and security as an employee. We also provide avenues for you to voice your curricular suggestions and concerns, for the betterment of all students and employees. YOU are the expert in your discipline and we want you to feel confident expressing yourself knowing LVEA has your back!

Have you heard that our community and district can be a bit litigious? LVEA membership has you covered but you have to be a member! Think of it as insurance, just like for your car and/or home. We typically refer about ten certificated employees to outside CTA legal counsel every year. On occasion, some members have needed up to three lawyers (educational, credential and criminal) for an incident and their membership dues have covered the costs. Whether accusations towards an employee by a student, parent or administrator are fabricated or not, LVEA will insist that your rights, as a member, are legally protected.

## 2019 Benefits Open Enrollment

Everyone received a Benefits Open Enrollment email announcement for 2019 from Robbie Amodio on Tuesday, September 11 at 9:10 a.m. Please refer to this email to start your decision making process of selecting your health benefits for 2019. The deadline for submitting your 2019 benefits choice is September 28, 2018. There are some big changes in terms of medical plans (especially with premiums), so please read this carefully as well as the Open Enrollment worksheet that can be accessed by the "Click Here" link towards the bottom of the email. Once on that worksheet, you can access more information for each type of benefit by clicking on one of the options in the left column.

There are several significant changes, so please read carefully. As previously mentioned, your health benefits allowance has increased. Some of the health plan premiums have decreased; for example, Kaiser premiums have decreased by 3.84% and the PERSelect PPO premiums have decreased a huge 26.67%. That's great news, especially for our families that are paying large out-of-pocket premiums each month. PERSelect does use a more limited network of doctors, although we've been told that it has expanded recently. PLEASE check to make sure you are comfortable with the available doctors in this network before choosing this option. While PERSelect has higher deductibles than PERSCare and PERSChoice, it does have an incentive program to lower its deductibles down to the level of the others. This incentive program includes getting a flu shot, non-smoker certification, etc.

Also note that the PERSCare PPO premiums have increased significantly by 25.12%. You might want to consider the PERSChoice PPO plan instead since its premiums are lower and only increased by 5.39%. PERSChoice is a good PPO plan and is based on a 20%-80% scale (i.e. you pay 20% and the insurance pays 80%) while PERSCare is 10%-90%. For specific plan differences, refer to the attached 2019 Health Benefits Summary and start on page 16 for the plan comparisons.

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## **LVEA School Board Endorsements**

The Representative Council of the Las Virgenes Educators Association (LVEA) voted to endorse incumbent LVUSD School Board members Angela Cutbill, Dallas Lawrence and Lesli Stein for re-election.

LVEA's Election Committee interviewed all four candidates last Tuesday, Aug 21, and found that these three incumbents are the most qualified to lead our district for the next four-year term. Our Election Committee consists of Steve Bacharach (Committee Chair from Agoura HS), Lisa Hatfield (AE Wright), Jordan Hoffman (AE Wright), Kristy Kimball (AE Wright), Alicia Koslov (Buttercup), Susan Levy (Chaparral), Cindy Montgomery (White Oak) and Brittany Stone (Willow). CTA Staff Jake Anderson and LVEA President Craig Hochhaus serve as advisors to this committee as well.

LVUSD is an awesome district that works hard to meet the needs of all students and it's very important that we have solid leadership with experience for our educational community. We also want to ensure that Board members have expertise and experience in supporting our district's employees. The past years have shown that Angela, Dallas and Lesli have all successfully led our district's community of students, certificated employees, administrators and parents in a positive manner. One does not have to look far to find other districts with chaotic Board members and we are pleased to assure everyone that the current LVUSD Board is focused and supportive. We may not agree on everything but we consistently come together for the benefit of all stake holders.

LVEA looks forward to another term with Angela Cutbill, Dallas Lawrence and Lesli Stein at the helm. Strong, supportive, caring and logical leadership is essential and these three candidates will continue to serve us well.

### **CTA Recommendations For The November Election**

CTA has made several recommendations for the upcoming statewide election in November. The State Superintendent of Public Instruction is paramount- Tony Thurmond is the clear choice for the position. He has been a stalwart advocate for public education and needs our votes! Please recommend him to all the CA voters you know.

CTA has also made the following recommendations:

- Governor – Gavin Newsom
- Superintendent of Public Instruction – Tony Thurmond
- Lieutenant Governor – Ed Hernandez
- Attorney General – Xavier Becerra
- Secretary of State – Alex Padilla
- State Controller – Betty Yee
- Insurance Commissioner – Ricardo Lara
- State Treasurer – Fiona Ma
- Board of Equalization District 1 – No Recommendation
- Board of Equalization District 2 – Malia Cohen
- YES on Proposition 4
- NO on Proposition 5
- YES on Proposition 10
- NO on Proposition 11