

# LVEA TODAY



## Dr. Dan Stepenosky and Board Void His Three-year Contract...And Sign a New One!

As we reported earlier this school year, Dr. Stepenosky signed a new contract for three years beyond 2017-18 with guaranteed salary increases of 4% each year and a \$10K retention bonus. At tonight's Board meeting, the Board and Dan voided that contract and signed a new one that gives him salary increases that will be consistent percentagewise with all employees. He will now be eligible for anniversary increments and a doctoral stipend like other employees. Anniversary increments are usually not an issue with superintendents since they don't typically stay with a district long enough to earn them; however, this is Dan's 12<sup>th</sup> year with LVUSD. The Board wants him to keep the \$10K retention bonus since it hopes to set an example of how one-time funds can be spent. For the record, LVEA has never recommended one-time bonuses in negotiations for certificated employees since they do not further long-term earnings nor do they enhance our profession in terms of attracting new employees in future years.

LVEA appreciates and supports this decision. We have been told that Dan reflected on the original contract and, in collaboration with the Board, decided it was best to tie his future salary percentage increases to those of all employees. LVEA and LVUSD have always had to work together to ensure that we receive something close to fair educational funding from state and local sources. LVEA has always felt that we were in this financial fight "together" and we feel that this new contract furthers our collaborative spirit to work for what's best for our students and employees.

## Did you know about copyright infringement?

This is a continuation of our new "did you know" series. Over the course of the last few years, a few of our colleagues from other districts have found themselves tied up in a copyright controversy. Every time it has happened, it has been done unwittingly. Publishers have caught on to this and check teachers' webpages to catch violations of their protected materials. Please be careful when you post anything that you aren't certain of its origin or the rights to it. Books, blackline masters, and photos should be verified before posting on your webpages. If you don't know, it is best to ask your principal and avoid any sort of angst it may cause.

## LVEA Executive Board

Craig Hochhaus, President  
LasVirgenesEA@gmail.com  
(805) 402-7347

Brittany Stone, Willow, Vice-President

Robin Frank, Sumac, Treasurer

Catherine Foley, CHS, Corresponding Secretary

Linda Kaplan, Round Meadow, Rec. Secretary

Amanda Hurley, Willow, SpEd Liaison

Kathy Heukrodt, CHS, High School Liaison

Darci Miller, AEW, Middle School Liaison

Sue Levy, Chaparral, Elementary Liaison

Joanne Kress, White Oak, Bargaining Chair

Jake Anderson, CTA Staff  
janderson@cta.org  
(818) 309-7206

## Las Virgenes Educators Association

100 E Thousand Oaks Blvd, #124  
Thousand Oaks, CA 91360  
(P) (805) 497-8220  
(F) (805) 497-1458  
(W) [www.lveateachers.com](http://www.lveateachers.com)



## California/LVUSD Budget Issues: LVEA Perspective

LVEA leadership and many members attended one of two State Budget Talent Development sessions on November 6 or 27 that were jointly presented by Karen Kimmel and Ryan Gleason. LVEA tracks the district's budgets year after year. We do this so we can see trends and determine what our bargaining goals should be. According to Jake Anderson, CTA Support Staff for LVEA and the Conejo, Simi and Moorpark certificated associations, Karen is the most respected Assistant Superintendent of Business in our collective memories in LVUSD and surrounding districts, but we don't always see eye-to-eye on the state of the budget. Below is the recent history of our ending balance (savings). The unrestricted portion is the part that LVEA focuses on, since it is the part that can be used for salaries (in most circumstances). One of our biggest frustrations with Governor Brown is his recent approach to school funding because he is giving A LOT of one-time, unrestricted money to school districts. This is great in the short term, but districts (not just LVUSD) are reticent about spending this funding for on-going purposes since the money may not be coming in the future (which is leading to large reserves all over the state). We also recognize the additional financial burdens that have been placed on the district – STRS and PERS increases are real and will have an impact on future financial projections.

Yet, with all of these pieces of the financial puzzle putting pressure on the district, LVEA feels we are not in a weak financial state. It is not in our interest to harm the district; if the district goes bankrupt, we all lose.

### Recent Ending Balances

	2013/14	2014/15	2015/16	2016/17
<b>Total</b>	<b>\$19,677,121</b>	<b>\$18,328,555</b>	<b>\$26,404,881</b>	<b>\$29,649,028</b>
<b>Restricted</b>	<b>\$4,625,333</b>	<b>\$2,797,611</b>	<b>\$4,822,801</b>	<b>\$4,534,812</b>
<b>Unrestricted</b>	<b>\$15,051,787</b>	<b>\$15,530,943</b>	<b>\$21,582,079</b>	<b>\$25,114,216</b>
<b>Total Reserves– Percent of Expenses</b>	<b>21.18%</b>	<b>18.38%</b>	<b>24.75%</b>	<b>26.59%</b>

LVUSD will likely show that these reserves are projected to decrease over the next several years; however, projections like this have not usually panned out historically.

Why is this? Revenue from the state has always been unpredictable and even more so in recent years, so prudent business managers are typically VERY conservative in their projections. Worst case scenarios are sometimes used in forecasts for income and expenses. Revenue sources that are not a "sure thing" are often marginalized or ignored and some business managers exaggerate specific expense items to protect their district from unforeseen cost increases. These practices are fairly common around the state and it's our job to point out our differing view.

So what's the truth? In all honesty, it's probably somewhere between the views of LVUSD and LVEA. There's one thing we do know: LVUSD's financial projections over the past thirty years have shown that the district was always in danger of insolvency within a few years. Setting aside the crazy Great Recession years of 2008-2012, these projections have never panned out. In fact, the district has done quite well – see reserves above.

A second thing we know: The strong current financial state of LVUSD has a lot to do with the successful LVEA/CTA campaigns to pass propositions 30 and 55 in past years. While the LCFF mechanics have relatively shortchanged districts like ours, there's no question that these efforts from LVEA and CTA have greatly enhanced the financial strength of our district today and for many years to come!

- [follow LVEA on twitter – twitter.com/LVEA](https://twitter.com/LVEA)
- [like LVEA on facebook – facebook.com](https://facebook.com/LVEA)