

LVEA TODAY



LVEA Prepares for 2018-19 Negotiations

Happy New Year! LVEA hopes you had an awesome winter break and took some time to “just relax!” With the start of the new calendar year, LVEA is under way with its plans to negotiate a new three-year contract to replace the existing one that expires this June. While we negotiate salaries, benefits and a few extra items every year, opening the whole contract means we and the district have the opportunity to renegotiate every article of our contract. It’s a long and tough process but it’s a great opportunity to improve the working conditions for all employees. This is YOUR contract with the district and we really need your input to make sure we address your needs.

This process starts with a survey and the invite was already sent to your personal email address on Monday. It includes fifteen multiple choice and open response questions that were vetted by your site reps at our December 2017 Rep Council meeting. These questions cover the following areas:

- Information on your grade level and years of service
- Your current health benefits program
- How much you pay out of pocket for health benefits in addition to premiums
- You will be asked to rank how important certain issues are to you, like salaries, benefits, class size/caseload, etc.
- Input on how you would divide new money between an increased salary and benefits contribution
- Whether you’d like to continue the current Talent Development plan
- Input on the most critical issues in your classroom and/or work environment

Your input is critical, so please respond a.s.a.p!

Your LVEA Bargaining team will begin working on our proposals based on your input and guidance from Rep Council and Exec Board.

Your team is – Joanne Kress, Bargaining Chair (WO), Darci Miller (AEW), Lisa Hatfield (AEW), Joan Woods (RM), Ian Godburn (CHS), Christine Zahka (psychologist) and Jake Anderson (CTA). When you see them, please make sure you give them a high five!

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



Dealing with SpEd Lawyers

With an increasing number of SpEd related employees dealing with hostile lawyers in IEPs and/or other meetings, LVEA has provided some suggestions that we feel will be helpful. It's only a matter of time before many more employees will have to deal with these difficult and unreasonable lawyers. These lawyers are not particularly experienced in educational law and seem to prefer a scorched earth policy of attacking the district and its employees.

1. Let administrators and/or the district's lawyer respond to aggressive challenges – don't be baited into saying something that can be thrown back at you.
2. Lawyers, advocates and parents are expected to follow Board Policy 1313 "Civility Policy" and treat employees in a respectful manner.
3. LVEA cannot legally represent you in SPED meetings with lawyers, advocates and parents; however, we will insist that admin supports you and protects you from unprofessional accusations and conduct.
4. Lawyers and advocates should not attack your job performance or you personally. If they have concerns with your performance, they can respectfully notify administration who can then meet with you privately along with your LVEA rep.
5. If you feel badgered by a lawyer or advocate, simply request to end the meeting in a professional manner and reschedule it for a time when the parties can address each other in a professional manner. If that does happen, contact your LVEA rep afterward.
6. District and/or site administration is supposed to control the professional nature of any meeting. If they don't support you in a professional manner, then LVEA will act to support you.

LVEA CalSTRS Retirement Workshop

Where: Westlake High School, Carpenter Family Theater

When: Wednesday, January 24, 2018 4:00-5:30

RSVP: Please email LVEA at: lasvirgenesea@gmail.com or call the LVEA office at 805-497-8220 to RSVP your attendance

LVEA is co-sponsoring a CalSTRS retirement workshop with our neighboring association in Conjeo (UACT). This workshop is for certificated employees of all experience levels and regardless of how much you may already know about how your retirement system works.

Our salaries are modest at best; however, the CalSTRS retirement system can help you build a strong retirement income once your career has concluded. LVEA wants you to be informed about your retirement system, so please consider attending this valuable workshop!

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