

LVEA TODAY



Salary Increase for 2019-20

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. We welcome our School Board's current priority to focus on implementing the many new programs and curricula that have been introduced over the past few years while holding off on any new changes until we've successfully completed our current goals. We're talking about our new adoptions, technology, reports cards, Student 360, mental health, etc. We need to catch our breath, reflect and focus on teaching our students!

LVEA represents your rights, working conditions, salaries and benefits. This summer your Bargaining Team negotiated an ongoing 3.0% increase for everyone at the bottom of their salary column – i.e. 2.0% salary increase plus 1.0% for the bottom cell of each column.

If you are not at the bottom step, you received a 2% salary increase PLUS your 2-5% step adjustment. You also received the satisfaction of knowing that the 1.0% enhancement is waiting for you once you reach the bottom of your column.

LVEA has negotiated a 22.25% cumulative increase over the past seven years! Our focus is to ensure that our salaries are competitive so that you can earn a fair and dignified income while working your heart out to help our students!

As always, your LVEA Bargaining Team worked very hard this summer to get all certificated employees this salary increase. 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 Magana, Christine Zahka and Jake Anderson (CTA staff).

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!

LVEA Executive Board

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

Brittany Stone, Willow, Vice-President

Ryan Bergstrom, CHS, Treasurer

Catherine Foley, CHS, Corresponding Secretary

Linda Kaplan, Round Meadow, Rec. Secretary

Kristen Marsilio, AHS, SpEd Liaison

Andrea Camacho, 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, #145
Thousand Oaks, CA 91360
(P) (805) 497-8220
(W) www.lveateachers.com

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 starting with 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.

LVUSD Proposed Bond Measure

We previously communicated the district's desire to possibly place a new bond measure on the ballot in 2020, either the March 3 primary or November 3 general election. LVUSD has contracted with CliffordMoss, a political and communications company, and has been in a listening mode to determine the facility needs of our employees, students and community. In fact, there have been 29 site meetings and one evening session to collect information. At the September 10 Board meeting we heard polling research company True North present its Bond Measure Feasibility Survey results. True North explained that approximately 57% of our community would likely support this measure which is barely over the minimum 55% threshold needed for the measure to pass.

Teacher leaders Susan Levy (Chaparral), Lori Kurzeja (Lupin Hill), Catherine Foley (Calabasas HS) and LVEA President Craig Hochhaus all spoke about our support and pledge to work hard to get this bond measure passed. Passing this bond measure will be essential to modernizing our school site facilities, especially our inefficient air conditioning and leaky roofs. It can also be used to install solar panels that could save us close to a million dollars each year in electricity costs.

Stay tuned for more updates! If the district decides to forward with this bond measure, LVEA will encourage all employees to work hard to get this measure passed.

2020 Benefits Open Enrollment

Everyone received a Benefits Open Enrollment email announcement for 2020 from Robbie Amodio on September 9. Please refer to this email to start your decision making process of selecting your health benefits for 2020. The deadline for submitting your 2020 benefits choice is September 27, 2019. There are changes in medical plans, 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.

For information on the differences between the CalPERS health plans, premiums, etc. go to the district's website (lvusd.org) and select "Employee Resources" from the Teachers tab. Then click on the link in the "Benefits" section – just below "Employee Portal." Then select one of the options in the left column. Also refer to the Online Resources at the bottom of this page, especially "Health Benefits Summary" which will give you a helpful comparison of all plans that are offered in CalPERS.

If you have a family or 2-Party PPO plan and are struggling with out-of-pocket premiums, LVEA again suggests that you consider the PERS Select plan. Its network is more restrictive than PERSCare and PERSChoice and its deductibles are higher unless you participate in the plan's incentives that will lower its deductibles to the same level; however, the out-of-pocket premium costs of PERS Select are much less than PERSCare and PERSChoice. There's also a new Blue Shield Trio HMO that is relatively low cost and worth considering; however, it might be more focused on LA County as opposed to Ventura County.

Please read this information carefully and make informed choices! Marissa Goldberg is the District's Benefits Coordinator and you can contact her with any questions: mgoldberg@lvusd.org or 818-878-5210.

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