

# LVEA TODAY



## Fabricated/Exaggerated Complaints About Employees

Members are experiencing an increased number of fabricated and/or exaggerated complaints from parents and students. While LVEA has dealt with some isolated cases where these complaints led to discipline, the vast majority have no factual basis, lack corroboration or are simply made up. Most are made by irrational parents that aren't getting what they want and resort to going after our members, sometimes to the extent of outright character assassination.

Regardless of how ridiculous a claim is, administration is legally required to investigate. If this happens to you or one of your colleagues, you should first contact your LVEA site rep or LVEA president. For serious issues, we will immediately retain legal counsel for an impacted member. It is not unusual for us to provide three different lawyers: an educational lawyer to protect your job, a criminal lawyer for representation with law enforcement and a credentialing lawyer in Sacramento to defend against credential loss and/or suspension.

### ***Only LVEA members receive free legal counsel!***

It's truly unfortunate that we have to even write this article; however, more and more parents are choosing to go after our employees to get what they want. Our best advice is to be proactive; for example, don't put yourself in a situation that can be construed in a compromising manner, use your filter when speaking, don't work alone with a student in your classroom and don't touch students (a teacher in a nearby district was investigated for doing fist bumps with his students!). While this seems like it's common sense, some employees may lower their guard while focusing on how to best educate their students...and little can be done to prevent fabricated stories.

We all got into education to help students. At the same time, you have to protect your professional career, not to mention your mental health. Enjoy your profession and focus on the fact that the vast majority of your parents and students support your efforts and respect you. That said, do everything you can to avoid attacks from overzealous parents who may aggressively go after you to further their own agenda.

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## Credential Renewal

Please make sure your credential is renewed before it expires. Sherry Sonne for the district's personnel office sent you a reminder on February 19 – we're inserting it here for your convenience:

**Reminder:** Please go to [ctc.ca.gov](http://ctc.ca.gov) to look up your credential to see when it expires. Make a note of the expiration on your calendar (google calendars can go out 5 years and beyond). You can renew anytime during your renewal year without losing time. The CTC sends reminders to the email that they have on file for you. This is a good time to verify that your personal information is correct. If you have not visited the CTC website since 2017, you will be required to set up a login. Direction on how to set up the log-in is attached.

**Failure to renew your credential before the expiration date will result in a paycheck hold.** This will require paperwork to be filed with the CTC with a signature from the Superintendent. The CTC committee only meets every other month to approve/disapprove working without a valid credential request. It could be up to 3 months before your paycheck would be released by the county.

## Climate Survey

The District has initiated its third annual Healthy Kids Survey that is completed by students, parents and staff. Our LVEA Climate Survey of 12 questions will continue to be embedded in this survey to employees as a way to assess morale and working conditions.

We will once again create our own report using your input to these 12 questions and compare these results to the past two years as well as the year prior when our Climate Survey stood on its own. We encourage ALL employees to respond to the survey...please obtain a digital link from your principal.

Your input is essential and greatly appreciated! The results from these 12 questions have been used over the past few years by employees and administrators to assess the morale and leadership effectiveness at our sites and district.

## LVEA/CTA Talent Development

Just a reminder that LVEA and CTA are co-sponsoring an "IEPs for the General Ed Teacher" Talent Development that can earn you 1.25 hours of TD. It's Wednesday, February 27 from 4:00-5:15 at Westlake High School. Check out the LVUSD TD portal more information.

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