

LVEA TODAY



LVEA Stands With You, Stands Up For Your Rights and...

LVEA ensures that you are treated as a professional. This school year you are doing even more with Student 360, Talent Development, new Rtl strategies, English & Language Arts pilots and adoptions, new report cards, etc; it is hard to keep your head above water! LVEA is right in the middle of these activities to make sure the implementations are handled in a thoughtful and productive manner. With these new curricular pushes and consequent stresses, it seems like we should also focus on *Employee 360*; yes, the Whole Employee! After all, it takes an emotionally healthy employee to properly advance the Student 360 paradigm. LVEA encourages you to pace yourself, take a deep breath before taking on new challenges and remind yourself that LVUSD is great for students because YOU are with them each and every day! Each year seems to bring in the latest research and fads, but your continued long-term dedication to get the most out of your students is what makes YOU the most important part of this district. YOU make a huge difference in your students' learning environment and life. LVEA is in awe of your dedication and is honored to ensure that you're are treated professionally and work in a physically and emotionally healthy environment!

360 Degrees!

Student 360 is the theme for Talent Development (TD) this school year. As a result of a new state focus, LVUSD has made a huge commitment to focus on the whole child. With lots of past emphasis on getting students ready for college, it's indeed refreshing to expand that focus to Whole Child and Career Preparedness. The morning and afternoon sessions at our TD day taught us a great deal about the six components of Student 360: Positive Mindset, Persistence & Grit, Empathy and Understanding, Mindfulness & Thoughtfulness, Collaborative Communities and Autonomy & Independence. We'll also have more opportunities to learn as we attend sessions to complete our Talent Development requirement for 2017-18. Who can argue with these six components? When you think about what inspired you to become an educator, we bet many of the embedded concepts within these six components drew you into this challenging and rewarding field. While maximizing academic excellence is still important, LVEA applauds this multi-faceted goal of embracing whole learners. That said, we want to ensure the TD is time well-spent. Please take the time to fill out evaluations for all of the trainings you do- if you don't give constructive feedback, the programs won't improve.

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LVEA Also Encourages Employee 360!

With this refreshing emphasis on Student 360, LVEA will work hard to ensure that we also focus on *Whole Employee!* When employees feel respected, there's no limit to the positive impact that they'll have on students. Remember, our career is all about the students...and our teachers, counselors, psychologists, speech pathologists, nurses and other support staff are the first responders, motivators, explainers and empathizers for our students – that's YOU! You directly establish and impact the learning environment for your students every day. Without you, there could be no emphasis on Student 360!

Improving Employee Relations

In our September newsletter, we ended with a look forward. Our Certificated and Classified employees provide the long-term learning foundation for our district. We have made a long-term commitment to our students and community and will work diligently to enhance the Whole Child, College and Career aspects of Student 360. LVEA will continue to insist that our employees are respected and treated as professionals as well. While morale and trust issues remain, LVEA is committed to working with management and the Board to ensure that all employees are paid competitively and held in high regard in our community. We have already begun initial meetings with our Negotiating Teams with an eye towards 2018-19. We will soon survey our membership to identify your main priorities which will likely include higher salaries, more manageable class sizes, more affordable benefits and much more. More information will be coming soon in subsequent versions of this LVEA Today newsletter and from your dedicated site reps.

Did you know that you can take Personal Necessity (PN) Leave?

Article 7.3.1 states: Per Education code 44981, up to seven (7) days of sick leave...may be used each year by a unit member, and his or her election, in cases of PN. Any days used for PN shall be deducted from current sick leave. Up to three (3) additional days per year may be approved by the Assistant Superintendent of Personnel – i.e. Rose Dunn.

Article 7.3.2 further states: PN shall be deemed to be an activity that cannot be conducted outside of normal working hours. These days are non-cumulative and many not be taken for vacation or recreational pursuits, for alternative employment, or concerted activities against the District.

To take a PN day(s), simply complete a Leave Form that is available from your office manager. Check the box to the left of "PN – pursuant to Article 7.3." You don't have to state a reason but you will be agreeing that the day will not be used for vacation, recreational pursuits, alternative employment or concerted activities against LVUSD. The form will need to be approved by your principal and the District Personnel Office.

Certificated employees have run into trouble when asking for multiple PN days that are adjacent to weekends and/or holidays. The District may push back to ensure that 7.3.2 is adhered to.

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