

# LVEA TODAY



## Talent Development Survey Thanks for your input!

The LVEA Bargaining Team just concluded its Talent Development (TD) survey to see how membership would like to proceed in discussions for 2018-19 TD and beyond. We received 377 responses for about 67% of membership and greatly appreciate your input. The best possible way to sum up the results is that they are mixed: some liked TD, some did not and many were ambivalent. While the survey results will be used internally for bargaining purposes, here are the results to the broadest question:

How do you feel about the Talent Development quality this year?

Very High Quality	5.7%
High Quality	33.4%
Average Quality	47.7%
Low Quality	10.8%
Very Low Quality	2.4%

While the most popular choice was *Average Quality*, far more members chose *High* or *Very High* ( $5.7\% + 33.4\% = 39.1\%$ ) as opposed to *Low* or *Very Low* ( $10.8\% + 2.4\% = 13.2\%$ ). These results could have been more positive; however, the percentage of members that view TD as *low* or *very low* quality (13.2%) is not bad given that the district shifted to a new TD format this school year. Is it possible to address the concerns of average, low and very low responders, improve this new format and give TD another temporary shot? That's a question that your Bargaining Team will wrestle with in negotiations over the next 2-3 months.

Your Bargaining Team has also created a FAQ info sheet that is based on the open-ended comments/questions that we received in the survey – see attached.

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## Pink Slip Update

We've widely reported our concerns with the district's current right-sizing project, specifically that 18 teachers were pink slipped in March – i.e. notified that they may not have a job in 2018-19. Since March, LVEA has maintained that these reductions in workforce were completely unnecessary. Continuing/modifying a popular early retirement program to help with medical benefits and/or lowering class sizes with one-time money would have been a more strategic and humane way to deal with this perceived right-sizing project. It would have been more cost effective as well in the long run since it would have kept these awesome and lesser paid employees as our valued colleagues.

LVEA has challenged the District and Board through newsletters, alerts, Board presentations (as well as some collaborative efforts with the District) to eliminate all of these pink slips.

The good news is that the number of pink slips has been lowered from 18 to 3. But 3 is still too many! At the May 1 Board meeting, the Board unfortunately formalized that Marcia Albert of Bay Laurel, Jessica Gant of Sumac and Nicholas Jaskolka of AE Wright will not have their pink slips rescinded.

This is not over. Even though these three pink slips were not rescinded, the District can still choose to bring them back! Between now and August, LVEA will continue to encourage their return. Even after August, they will go on the 24-month rehire list and have the right to return to LVUSD if there is an opening.

Our message to Marcia, Jessica and Nicholas: hang in there...LVEA will keep fighting until you all return as valued LVUSD employees!

## LVEA WHO Recipient – Catherine Foley

Each year, LVEA selects a We Honor Ours (WHO) recipient and this year's honoree is Catherine Foley of Calabasas High School. In addition to teaching English Language Arts, Catherine wears many hats for LVEA and is a big advocate for protecting members' rights and enhancing our profession.

Catherine is always looking for new ways to advocate for her colleagues. After years in the classroom, Catherine got involved in LVEA as a site rep and increasingly became more involved with our CTA service center Bay Valley, CTA State Council, our Organizing Committee and Executive Board. She offers a passionate and fresh perspective on issues and always looks for ways to enhance our profession and support our members. She's always willing to help and improve our association's standing in the district. She always says "yes" when asked to do something new and has tireless energy in all of her efforts. Catherine provides thorough reports at Rep Council about CTA actions from State Council and Bay Valley. When our members want concerns elevated to the state level, she aggressively raises these issues at State Council. Her involvement at all levels of CTA is an inspiration to us all.

Thanks Catherine for all that you do!

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