

LVEA TODAY



Campaign Season Has Begun Yes on V!

Last month, the LVUSD Board of Education approved a \$198 Million bond initiative for the March 3, 2020 ballot! We have been assigned the letter “V” for this ballot measure which has been aligned to “Value.” We have less than two months between now and March 3, so our runway is short. Furthermore, mail-in absentee ballots go out to voters less than a month from now. That means our efforts to help pass this bond measure need to escalate NOW!

Passing Measure V is essential. Most of our schools were built in the 1960s and 1970s and have reached a critical point in their life cycle, requiring significant improvements that the State of California will not fund – most of you have seen and felt this...like bad air conditioning at the start of each school year and leaking roofs during the rainy season!

LVUSD (with staff and community input) has prioritized the most pressing, unmet needs our schools face. Measure V will help address our most time-sensitive safety security and educational facility needs, including:

- Repairing and replacing deteriorating heating/air conditioning systems, roofs and plumbing.
- Strengthening school safety, upgrading fire and disaster preparedness and emergency response systems.
- Upgrading science and engineering labs and career technical educational facilities.
- Improving instructional technology to keep classrooms up to date.

Groups of employees, parents, students and athletic groups will actively campaign to help pass Measure V over the next two months and each site has been designated at least one night to help campaign. Your LVEA site reps will help coordinate with you and encourage you to support Measure V on your site’s designated night(s). In past elections, we have focused largely on phone banking. This time the campaign will execute a multi-pronged approach. When you arrive to a campaign support site, there will be different stations that will include traditional phone banking and will add texting/emailing stations as well as post card writing stations. We need your help to get this measure passed!

At our December LVEA Rep Council meeting, one rep asked “What

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will happen to our AC/Heating systems if the bond does not pass?” The response from the District is that we’d continue the status quo – i.e. emergencies first but maintenance will do it’s best to keep them repaired. Not a good option. Let’s pass Measure V!

Schools and Communities First

As you know, LVEA is collecting signatures to get Schools and Communities First on the November 2020 ballot. We wrote a big article about this ballot initiative in our Nov/Dec newsletter. This measure would bring in about \$12 billion into the state budget, with 40% going to education. We are in jeopardy of not getting enough signatures to qualify. If you have not signed, please see your site rep and take a moment to do so!

Early-Tell vs Early Retirement

There has been some confusion and lots of questions regarding the District's new Early-Tell program to encourage early notice from employees who plan to retire or resign this June. As you've heard we've been in declining enrollment and are entering a period of District planned cost cutting. Cost cutting can lead to lay-offs and transfers, two things LVEA has always discouraged. One way to avoid these stressful options is for the District to have a better idea of who plans on retiring or resigning well before the end of the school year. That's why the District is offering a \$1,000 bonus to those employees who commit to retire or resign at the end of this school year by Feb 7, i.e. next month. It is not a retirement incentive; it is simply an encouragement for everyone who plans on leaving to notify the District early.

We have received comments that this low amount is a slap in the face when compared to more generous retirement incentives in past years. LVEA understands it could appear that way, but it is important to distinguish between an "Early Retirement Incentive" and an "Early-Tell Program". While LVEA worked hard last summer to negotiate a true early retirement incentive, the District would only commit to research the possibility of an early retirement program in the future. Does this mean June 2021 or later? We don't know, and it will involve further negotiations. We do know that the only additional compensation for people retiring/resigning this June 2020 is the \$1,000 Early-Tell program. If you plan to retire or resign this June, then please study the Early-Tell proposal and consider submitting your commitment by February 7, 2020. If you have any questions, please contact Rose Dunn in Personnel or contact LVEA.

Joint Training for LVEA Site Reps and Administrators

This Monday, January 13, your LVEA Site Reps and Site Administrators went through a joint training on issues that are important for site morale. LVEA and the District encourage site Roundtables where a group of site employees and administrators meet regularly to discuss pertinent issues and look for collaborative solutions. These sessions have been very successful at many sites and we suggest that they be held on at least a monthly basis at every site. This training provided suggested frameworks for setting up and/or continuing Roundtables at every site. Progressive Discipline and Site-Based Decision-Making contract articles were discussed as well. We want every site to function in an autonomous manner that respects employees' rights and creates collaborative decision-making forums to positively impact students, employees and administration.

Thanks For Your Survey Input

More than 71% of you responded to our LVEA survey and provided input that will be useful in negotiations that will begin next month for the 2020-21 school year. You were asked to prioritize whether new money should go to a salary increase, benefits, lower class sizes or other areas. You were also asked if a future Early Retirement Program would be helpful to you personally as well as an opportunity to write in anonymously the issue that most negatively impacts your ability to do your job. LVEA values your input and will use it as we discuss contractual issues that directly impact your income, benefits coverage and working conditions. Stay tuned for updates!

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