



**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**

After a hearing in Unfair Practice Case No. LA-CE-6849-E, *Temecula Valley Educators Association, CTA/NEA v. Temecula Valley Unified School District*, in which all parties had the right to participate, it has been found that the Temecula Valley Unified School District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3543.5, subdivision (c), and derivatively violated subdivisions (a) and (b), when it unilaterally eliminated the Temecula Valley Educators Association, CTA/NEA (Association) President's release time payment of \$100,000 without affording the Association adequate notice and opportunity to bargain.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Failing or refusing to meet and negotiate in good faith with the Association.
2. Eliminating the Association President's release time payment of \$100,000 without affording the Association notice and opportunity to bargain over the decision of the change.
3. Interfering with either the Association's right to represent bargaining unit employees or employees' right to be represented by the Association.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF EERA:

1. Within sixty (60) days, after this decision is no longer subject to appeal, unless the Association agrees otherwise, rescind the October 17, 2023 District Board decision to reopen Article 2: Union Rights for the purpose of negotiating the impact and effects of implementing Education Code section 44987.
2. Provide the Association with advance notice and an opportunity to meet and confer (during the Article 29 reopener period) regarding decisions to eliminate the Association President's release time payment of \$100,000.
3. Make the Association whole for any losses as a result of the District's failure to meet and negotiate in good faith, including interest at the rate of 7 percent, compounded daily.

Dated: 9/25/24

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

By: 
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.