

11/04/2019,

Good morning! I hope this email finds each of you rested and feeling well. I'm including a lot of information here...please take the time to read it.

Mecca Fall Festival

The annual **Mecca Fall Festival is this Friday, 11/8/19**, from 3-6 (in the park right next to Mecca Elementary). We always have school information for parents, as well as freebies and games/candy for the kids. Please contact me if you can volunteer an hour of your time to help at our booth. Times **volunteers are needed: 3-4, 4-5, and 5-6**. This is a free event for families and is always well attended.

CTA Scholarships

[Click here](#) to get all the information about scholarships offered by CTA for those of you with college-aged children.

Fire Information

You can follow the fire information closely at <https://inciweb.nwcg.gov/incident/6651>. On Friday we were able to tour the area where the fire is burning (photos on our Facebook page). It looks like they are continuing to closely monitor air quality, very thoroughly, and everyone involved is committed to clean up and prevention afterwards.

Attend the School Board Meeting

One thing you can do is to attend the CVUSD Board Meeting on 11/7 at the DO Board Room. Let them know how you were affected by them not closing schools on 10/15, 10/16, and 10/17 when the fire was at its worst, and about opening up on 10/25 (and any days coming up) where the smoke was still causing health issues. They need to hear from each of you about their policies and decision making practices around this issue. This isn't so much to complain to the board as it is to ensure planning for the future, and consideration of all stakeholders when important decisions need to be made.

Do we have to make up the days missed?

District leadership still has not discussed this with CVTA at all, although we have reached out several times to ask if they are filing for a waiver or if they plan to discuss this issue with us at some point. We plan to address our members' needs while also making sure our students are not deprived of an education.

If the District files for a waiver and is approved, we will not need to make up the days due to the emergency caused by the fire and the smoke. If for some reason the District is not approved for a waiver, we would need to make up the days since the law states students must attend school for 180 days and we were closed for 5 days. How that would happen would need to be negotiated. The District cannot decide on their own where to add time, and they cannot dock your pay, without negotiating any changes with CVTA. Please know that nothing will be decided without each of you knowing about it and having an opportunity to provide

input. **The email sent out from Erik Lee stating that you must use sick days, etc., if you had planned to use them while we were closed is completely premature.** If we end up making up the days, they'd be getting double from you, and since they won't discuss it with us, our suggestion at this point is to do nothing, at least not until we get an answer.

Workers Compensation Information

It seems as if more than 30 of you have filed an IA claim due to smoke related illnesses. As mentioned last week, CVTA did consult an attorney to gather information, but we are not able to handle your claims for you. At this point I am aware that some of you have received work accommodations, which is a good start. Please make sure if you have received an official denial, in writing from Keenan and Associates, our suggestion is to appeal. If you email me, I will provide you with the information for the attorney to whom I spoke, if you are considering hiring an attorney to help with your claim.

Here are a few other items to share with you...

PBIS Resources

Don't forget about this great website... www.PBISworld.com. You can literally search for strategies to use for particular classroom behaviors, and there are tiered intervention suggestions and data tracking forms available. Take the time to check it out...it's very helpful!

Bargaining Information

VV and VDS are the final sites having bargaining visits this week. Because of the district closure, the team will not hold an all member meeting this time around. They have a timeline to follow and it does not allow for rescheduling of that meeting. Everyone was given two opportunities to provide input, and the team will make their recommendations to CVTA's Executive Board based on information gathered from both the surveys and the site visits. We thank you for taking the time to provide your input!

VV visit 11/4 at 3:20

VDS visit 11/5 at 3:20

Contractual Issues Happening Right Now

[Find the contract here](#). Here are the things we are working on:

- Grievances need to start at the informal level. This means that you have a conversation with your immediate supervisor, whether face to face or via email, in order to give them the opportunity to remedy the situation. It is important that you actually state, "This is my informal grievance." This will begin the timeline, and will ensure your administrator understands that there is a timeline to follow. Sample grievance forms can be found on our website at www.mycvta.org under Documents. The Uniform Complaint Form can be found there as well.

- [Williams Complaint Form](#) - This form could be an option when a grievance isn't the appropriate path to deal with a situation at your site.

Here are some important dates to keep in mind:

- **November 4th** - VV Bargaining Visit 3:20 pm
- **November 5th** - VDS Bargaining Visit 3:20 pm
- **November 6th** - CVTA Rep Council Mtg., 4:30 @ CDA Library
- **November 7th** - CVUSD School Board Mtg, 5:30 @ DO Board Room
- **November 8th** - Mecca Fall Festival 3-6 pm
- **November 11th** - Veteran's Day Holiday
- **November 20th** - CVTA Exec Board meeting 4:00 @ CVTA office
- **November 25th-29th** - Thanksgiving Break, no school

[Click here to find an archive of our weekly emails.](#)

Carissa Carrera
CVTA President

"You can't do it unless you organize."