

August 26, 2019,

Good morning! I can't believe we are already in week 3 of this school year...

At the school board meeting last week, a classified employee from our Preschool/Headstart program shared some concerns with the board, one being that she was having to purchase supplies with her own money. That is definitely not something she should have to do, but it was extremely surprising that the board seemed to not know that this is a regular thing in our District. Board member Jesus Gonzalez mentioned in his board report that he, along with the other board members, is available to be approached, and to pick up the phone to call him to let him know when these things happen (implying that no one should have to pay for basic supplies on their own). A couple of the other board members reiterated the same idea, just to reach out to them.

Since you may have something you'd like to share with our board members, [here is the link to see who they are and to get their contact information.](#)

We held our annual CVTA Welcome Back Social on Friday, and it was very well attended! 115 members representing nearly every site came out to socialize with colleagues. Thank you for joining us! Photos are posted on our Facebook page.

The Collective Bargaining Agreement (CBA)

I heard from several people this last week who stated they did not know about something that is in the contract. It is important to note that the CBA includes our rights, as well as our responsibilities. It's a little over 100 pages, many of which are blank forms...it doesn't take long to read it.

Everyone was given a hard copy last year, and it is posted on both the district website and the CVTA website (link below). Please take the time to familiarize yourself with the language. Not only could it help you prevent something from being done that is a violation, but you'd also know what your responsibilities are, and for which things you could be disciplined if you didn't follow it.

Using your Sick or PN Days

Did you know that Article 23.1, page 45 of the CBA, states that you need to contact the substitute system at least 2 hours prior to your absence? What that means is that if you call it in any later than that, you would be in violation of the CBA. Please make sure you have a cell phone number and/or email address for either your site admin or site secretary so that if for some reason you can't get your sub called in on time, you can at least notify them of your absence. If you don't call in at all, or you do it less than two hours prior to your

absence, there's a possibility you could be disciplined. This does happen, and it happened this last week more than once!

Here is the number to call if you can't get into Aesop for some reason:

CERTIFICATED SUBSTITUTE CLERK

PHONE: (760) 848-1090

There is quite a bit of language around using our sick/PN days, what happens when we are out of those days, etc. Please become familiar with that language. **We are holding an all bargaining unit member meeting to answer your questions related to using leave for any reason...see the calendar below for that date and location.**

Who are your Site Reps?

AE - vacant

BD - Dave Winchester, Kristie Saucedo

CC - Alexis Harding, one vacancy

CDA - Justin Berzon, Jonathan Brown

CMA - Mary Helen Rios, Michelle Ramos

CVHS - Maya De Leon, Doreen Vicario, Jesus DeRosas, Cristal Lopez, Jerry Carmona

DMHS - Maria Blackmon, Jesse Cota, Matthew Ellis, Joyce Mochizuki

DO - Ashley Sincosky

ECE - Annette Vargas

JK - Alma Gutierrez, Anna Razo

LF - Nora Montez

LP - Kelly Reilly, Shannon Rodriguez

MA - Paula Marvin, Cathy Loy

MV - Kathleen Galarze, Chriselda Villareal

OA - Lorraine Salas, Mark Roybal

PP - Denise Lamper

PV - Michael Abril

SM - Karen Franke, two vacancies

SV - Rachel Flores, **election to be held for the other vacancy**

TC - Luis Barraza, Pilar Schlickemayer, **election to be held for the other vacancy**

VDS - Stephanie Ortiz, one vacancy

VV - Gladys Young, Carlos Villa

WS - Martin Duran, Juan Badeña

WSHS - James Steinman, John Sellers

Pre-Designation of Personal Physician for Work Injuries

You have the right to see your own physician in the case of a work injury. In order to do so, [you must have this form completed by your physician](#) and on file with Risk

Management. If you do not do this prior to an incident involving a work injury, the District will send you to their designated physician. Please note that Kaiser will not complete this form. Only physicians through Anthem Blue Cross will do so, and it is not guaranteed.

New Shirts for CVTA Members

We are providing new shirts to all of our members this year. They will be ordered by site, at the time that your site rep provides us with a list of members and preferred shirt sizes. Please make sure to get your size to your site rep to help make the process a little easier. For sites that do not have a rep, we will need a volunteer to gather the information for us...please let me know if you are interested in helping. Shirts will not be ordered until we receive a complete list of member names and shirt sizes from your site. **These are slowly coming in...please get your list to me. Thank you!**

The Standard Disability Insurance

CVTA is holding an enrollment campaign during the month of September. If you do not already have this insurance, or you are considering changing from another company, please make sure to visit the rep when he is at your site to learn about this plan. It is geared toward teachers specifically, unlike those offered by other companies, and has several great benefits the other companies do not offer...pay attention to these special coverages just for teachers.

CalSTRS Counselors at the CTA Palm Desert Office: Now you can schedule sessions locally (usually we have to drive to either Palm Springs or Riverside). One way to schedule an appointment with these counselors is on the <https://www.calstrs.com/mycalstrs> website. You can also schedule by calling (800) 228-5453 and selecting option 3. **A real CalSTRS Counselor will never send you an email advertising his/her services via District email...those are spam and are usually salespeople.**

Contractual Issues Happening Right Now

Remember that the contract is an agreement between CVTA and the District and it was bargained in the best interest of students and teachers. That means that both sides agreed to abide by what is included in the contract, so when something needs to be cited from the contract, it isn't what "the District said" or what "CVTA said"... it is what was agreed to and is therefore legally binding.

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

- **We are looking into an issue at a site regarding balancing of caseloads for SPED teachers (which is not in the contract). There is no language to support the balancing of caseloads, only class size, so we have asked HR to get more details.**
- **We are not aware of any other grievances at this time.**
- 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](#)** - Some of you have asked for this form, which can be used for complaints about facilities and textbooks or instructional materials. 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:

- **August 28th** - CVTA Executive Board Meeting @ CVTA Office, 4:30pm
- **September** - All month...Catastrophic Sick Leave Bank Open Enrollment
- **September** - All month...The Standard Disability Enrollment Campaign. Look for the rep at your site.
- **September 2nd** - Labor Day Holiday
- **September 5th** - School Board Meeting @ JK, 5:30 pm
- **September 7th** - Low Desert Leadership Training and First Rep Council Meeting @ Agua Caliente
- **September 12th** - Deadline to meet the class size requirement
- **September 12th** - Informational meeting regarding Article 14, Leaves, DO Board Room 4-5 pm. Bring your questions! Jasmine Persaud will be there to answer questions and explain the language.

Please share this email with anyone you know that does not already receive it. There is a link near the top to sign up on our mailing list. These newsletters are always posted on our Facebook page, as well, which can be accessed even if you don't have a FB account. It is a public page and can be seen by anyone who visits it. Thank you!

Carissa Carrera
CVTA President

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