

September 16, 2019,

Good morning! It's starting to cool down slightly, which is nice! Hope you all are hanging in there.

AB 419

Please know that AB 419, signed last week by Governor Newsom, does not make any changes to your ability to suspend a student from your classroom for disruptions or willful defiance, 48900(k) violations. It does, however, extend what's currently in place for school suspensions for the reasons listed in 48900(k). This bill permanently adds 4th and 5th grade to the current law stating that students in grades K-3 cannot be suspended from school for 48900(k) violations, and temporarily adds 6th-8th grade for 5 years as well. It is the school site's responsibility to have other means of correction in place. CVTA will continue to work with the District to make sure that there is something in place at every site other than expecting the teacher to handle it alone.

Trainings/PD during your contractual workday

Trainings that you are sent to that take place during your workday aren't necessarily optional. Please make sure that if you feel you should not attend for some reason, that you discuss it with your administration. The District is within their rights to expect you to attend, and it could be considered insubordination if you refuse. Sometimes there are very valid reasons you shouldn't go, and as long as you discuss those with your admin and reach an agreement, there shouldn't be any concerns.

Staff Meetings vs. Professional Development

Something to consider...the Collective Bargaining Agreement clearly defines a Staff meeting as a meeting with a focus on school site issues and only for 40 min. Professional Development is defined as a meeting intended to develop your skills as a professional educator, and is to take an hour (due to the early release of students by one hour). These are two different meetings with two different purposes. I point this out because it seems many administrators are holding either an hour and 40 minute staff meeting, or an hour and 40 minute PD, which appears on the surface to be a violation of the language. I'm curious to hear your thoughts on this, since we never agreed that PD would take us 30 min beyond the contractual workday twice per month...that was an agreement for staff meetings.

The Standard Disability Insurance - Open Enrollment Month

Don't forget it's open enrollment month right now, which means no medical exam if 5% of our members sign up. [Find the site visit schedule here.](#) (They will visit the DO on 9/25/19 from 12-2 in the main break room).

California Casualty

[Here is a link to a contest they are having right now!](#) You can win some money for your classroom!

Contractual Issues Happening Right Now

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

- **We continue to work with the District to look at mainstreaming/inclusion and how that affects your allowable class size and student to teacher ratio. No grievances have been filed yet that we are aware of, but we feel some may be coming soon.**
- 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:

- **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 19th** - School Board Mtg. @ DO, 5:30pm
- **September 25th** - CVTA Executive Board Meeting, 4:15 CVTA Office
- **October 3rd** - School Board Mtg. @ BD, 5:30 pm
- **October 7th** - CVUSD Professional Development Day (no students)
- **October 9th** - CVTA Rep Council Mtg. @ CDA Library, 4:30 pm

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