

October 7<sup>th</sup>, 2019,

Good morning! I hope you have a great week, and I hope the Professional Development offered to you today is relevant!

In regards to the ongoing discussions we've been having regarding the class size limits and PD vs. Staff Meetings, please work with your site reps to file grievances as needed. We've pretty much exhausted any other options for solving the problems being reported to us, and haven't made much progress.

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

### **Bargaining Information**

Today is the last day to complete the surveys that were emailed to your personal email addresses. Please see the dates below for your bargaining site visits with bargaining team members and board members. This is another optional opportunity to share what you'd like to see bargained.

Site visits this week: LF, CV, PV, WSHS, SV, TC, WS (see below for specifics)

### **We met our goal for Open Enrollment with The Standard!**

What that means is that anyone with a preexisting condition is guaranteed coverage if they sign up! This is great news, and you have until October 15th to join.

### **California Casualty**

Chris Renn is making site visits again. Your reps will notify you of the date for your visit. Make sure to check out this great insurance offered only to CTA members!

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

### **11 checks vs. 10 checks**

Please remember that your annual pay is now being equally divided into 11 checks, and not into 10 checks anymore. This will make each paycheck less than it was last year. Because voluntary deductions are only taken out of your September through June checks, the August check was probably larger than the rest will be. Let me know if you have any questions about this, as HR informed me they've been inundated with calls from people who believe they are being paid incorrectly, when really it is just that 11th check throwing everything off.

### **Contractual Issues Happening Right Now**

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

- **We are still in discussions with the District about class sizes, and how mainstreaming, ELD rotations, and VAPA are affected. Please file a grievance if needed, because HR believes the cap is just a number on paper and doesn't apply to times you may have more than the limit.**

- **We continue to have sites misusing staff meeting time and/or PD time. Informals have been filed at some sites.**
- 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](http://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:**

- **Until October 15** - The Standard Disability Enrollment Campaign.
- **October 7th** - Bargaining Survey closes at 4pm
- **October 7th** - CVUSD Professional Development Day (no students)
- **October 8th** - LF Bargaining visit 1:00pm
- **October 8th** - CVHS Bargaining visit 2:15pm
- **October 9th** - PV Bargaining visit 3:20pm
- **October 9th** - CVTA Rep Council Mtg. @ CDA Library, 4:30 pm
- **October 10th**- WSHS Bargaining visit 2:15pm
- **October 10th** - SV Bargaining visit 3:20pm
- **October 10th**- TC Bargaining visit 4:05 pm
- **October 11th**- WS Bargaining visit 7:30am
- **October 14th** - DMHS Bargaining visit 2:05pm
- **October 14th** - CMA Bargaining visit 3:20pm
- **October 15th** - JK Bargaining visit 7:30am
- **October 15th** - DO Bargaining visit 12:00pm
- **October 15th** - BD Bargaining visit 4:05 pm
- **October 16th** - MV Bargaining visit 3:20pm
- **October 16th** - CDA bargaining visit 3:30pm
- **October 17th** - MA Bargaining visit 3:20pm
- **October 17th** - SM Bargaining visit 3:20pm
- **October 17th** - LP Bargaining visit 3:20pm
- **October 17th** - School Board Mtg. @ DO, 5:30pm
- **October 18th** - CC Bargaining visit 7:30am
- **October 21st** - OA Bargaining visit 3:20pm
- **October 21st** - PP Bargaining visit 3:20pm
- **October 22nd** VDS Bargaining visit 3:20pm
- **October 22nd** - VV Bargaining visit 3:20pm

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



Carissa Carrera  
CVTA President

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