

March 25, 2019

Good morning! We've not had an easy couple of weeks in CVUSD...from this experience I was able to realize the enormous support we offer each other. CVTA is strong, and we will remain so by continuing this support. We have 52 RIFd teachers patiently awaiting the hearing on April 8th, and many teachers unsure of the safety and security within our own classrooms. We can get through all of this because of what we offer our students and our community every day...see below about the success of what we hope was our 1st Annual Read to Succeed Event! Go out and be amazing today.

### **PBIS Assessment**

The PBIS leads at the Elementary level will be working together to visit sites in order to assess the level of implementation and to decide future needs for each site. **This is not an evaluation of you or your teaching, and does not violate your contractual rights.** Before these visits happen, your PBIS implementation team should discuss the procedure for the visit so you know what to expect. I do know they will visit a few classrooms (randomly), speak to a few students, and speak to a few staff members. The data is intended to be used to guide the work of the implementation team moving forward. If you have any questions, please speak to your PBIS lead. It is important to remember that we have an open door policy in our District as it relates to District personnel, and this is a critical step in proceeding to the next level of PBIS implementation.

### **A Cautionary Word about Your Interactions with Students**

Your site reps should be providing you with information about some concerns we have regarding any form of touching students. This was discussed in detail at the last Rep Council meeting. Essentially the concern is that we are getting mixed messages from the District. They ask us to build relationships with our students, which we all can agree is an important part of the culture in our schools. They suggest we fist bump, high five, hand shake, side hug, etc., as a way of welcoming students each day. However, the District continues to write teachers up for "inappropriately" touching students.

For example, there was a teacher recently who guided a student back into line by placing her hands on the student's shoulders. This, I believe, is a common practice among our Elementary teachers, especially those with TK-3 students. Well, this teacher was written up for "unprofessional conduct", "poor judgement", "failing to treat your students with respect", and "failing to create a safe and nurturing environment in which your students can learn." Additionally, the teacher was directed to "make no physical contact with students at any time", "maintain proper boundaries between yourself and students", and to "maintain a professional demeanor at all times."

I'm sure you, like me, are very confused because they tell us to greet the students with some sort of physical interaction, then turn around and tell us to never make physical contact with students. I'm sure in response to some situations this would be an appropriate directive, but considering we have contract language stating we can use the physical force necessary to keep

students safe (like guiding them back into line!), it is a contradiction, and a dangerous one at that. CVTA is not telling you what to do or how to interact with your students, but we are suggesting you remain aware of situations that could jeopardize your career, regardless of how innocent you believe those interactions to be. It is sad that the District puts us in the position of having to either protect ourselves or to build relationships with students, but it seems that's where we are.

Additionally, be cautious of any activity that could be considered "shaming" or "disparaging", because the District apparently believes this teacher did that, as well, when guiding the student back into line. Obviously no teacher would want to shame or disparage a student at any time, but it seems that maintaining order and safety can be considered just that by the District.

### **Cameras in the Classroom**

As you learned last week, a hidden camera was found in a teacher's classroom. Placing a camera or recording in a classroom without the knowledge of the teacher is a violation of Ed Code, and is a misdemeanor if done by an adult (punishable if done by a student). This teacher was not aware of its placement, right away notified site admin and then went about his business, assuming it would be handled properly. It was not handled properly, and this is the reason I asked your reps to notify me, not admin, if another camera was found. Proper handling would have been to notify the police and the Superintendent immediately. Somehow it took the site admin 6 days to notify the District admin, and then another 5 days to notify law enforcement. This causes us serious concern about what was happening during those 11 days. As we know more information, we will share with you what we can. In the meantime, please notify CVTA if you find something suspicious. I'm sure you understand why we suggest this instead of notifying your site admin.

[Here is the flyer for the Self-Care PD](#) opportunity at the Palm Desert CTA office. **It's filling up quickly...don't wait to register if you are interested!**

### **CVTA Read to Succeed Community Event:**

This event, held Saturday 3/23/19, was huge success! We'd like to make it an annual event but would need much more support from our members to make it happen! We appreciate the members who did volunteer their time. The community was very positive and many asked about when we would do this again. We saw kids all over the area sitting and sharing their books with each other, and the student performances were great. The arts and crafts tables were a hit! Photos are available on our Facebook page.

### **Yoga Discount for Teachers:**

[See this flyer](#) for a great opportunity just for teachers! **Only \$10.**

### **PD Opportunities for Members:**

- Painting and Art Made Easy...[find the flyer here](#). April 5th at the CVTA Office in Coachella, and space is limited!

- **Teachers and the Law PD coming soon to the CTA Palm Desert office.** This is especially important to see how your job can be affected by things we consider to be harmless! More information coming...

### **Reminders:**

- When you are called into a meeting with your admin, make sure to ask for a rep if the meeting has anything to do with discipline or could lead to discipline, even if you need to stop the meeting to request one. We have a lot of members lately going to these meetings without the support and witness of a rep.
- You do not need to set SMART Goals or provide date reports to admin unless your team decides to do so. The only documents required from a PLC are an agenda and minutes.
- All combo class teachers get 2 extra days prep. Please see your admin if you didn't get the days.
- Let me know if you want me to show you how to set up your STRS account online...you should be checking your account for accuracy at least once per year!

### **Listening Tour/Site Visits:**

We have made all of our site visits, and I appreciate everyone who came to speak to us! My plan at this point is to summarize the concerns at each site, and follow up with Dr. Gomez to see what we can tackle.

### **Professional Library:**

Don't forget to take a look CVTA's professional library! We have books available for you to borrow if you want to learn new techniques, stay motivated, and more. If you have any books you would like to donate for the library, please let me know. [You can find the list of available books here.](#) The list should also be available on your site's CVTA bulletin board. Happy reading!

### **Member Benefits:**

**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.**

There are three options for meetings: group informational for those just getting started looking at STRS info, smaller group for those of you 5-6 years out from retirement needing more personalized information, and individual meetings for those about to retire. Don't hesitate to call...they book up 6-8 weeks out, as space is limited.

### **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:

- **No CVTA 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.
- **[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:**

- **March 26th** - High School Conferences 4:30-6:30
- **March 26th** - CVTA Executive Board Meeting, CVTA Office, 4:30pm
- **March 28th** - Middle School Conferences 4:30-6:30
- **March 29th** - Secondary Minimum Day
- **April 2nd** - Self-Care PD at the CTA PD Office (you must be signed up)
- **April 4th** - Bargaining - Please support your team by wearing your CVTA shirts!
- **April 4th** - School Board Meeting at CVHS, 5:30 pm
- **April 5th**- Art Event for Teachers at the CVTA Office (you must be signed up)
- **April 8th** - RIF Hearing at CVHS (all day)
- **April 10th** - CVTA Rep Council Meeting at CDA, 4:30 pm
- **April 18th** - School Board Meeting at DO, 5:30 pm
- **April 19th**- Spring Break begins (no school this day)
- **April 29th** - Return from Spring Break
- **April 30th** - Bargaining - Please support your team by wearing your CVTA shirts!
- **April 30th** - CVTA Executive Board Meeting, CVTA Office, 4:30 pm

**PBIS Tip:**

Week of March 25, 2019:

**Universal Expectation** : Hallway

**Classroom Survival Skill**: Waiting Your Turn

**Growth Mindset Affirmation**: When I face tough decisions, I can trust myself.

**Restorative Question**: What are you most excited about this week?

**A Tip from Technology Services:**

If you need any assistance with incorporating technology tools into your lesson design, don't hesitate to [book a member of our iCenter Team](#).

**A Tip from EL Services:**

If you would like assistance in your classrooms, please schedule an appointment with one of our EL TOSAs by clicking the links below:

Araida Flores [araida.flores@cvusd.us](mailto:araida.flores@cvusd.us), [araidaflores.youcanbook.me/](http://araidaflores.youcanbook.me/)

Maribel Carrillo [macarrillo@cvusd.us](mailto:macarrillo@cvusd.us), [maribelcarrillo.youcanbook.me/](http://maribelcarrillo.youcanbook.me/)

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."