

September 9, 2019,

Good morning! As always, I hope you had a wonderful weekend. CVTA Executive Board and Site Reps attended a full day training and Site Rep meeting on Saturday along with members from four other locals. It was a great day, as everyone was being trained to do their best in representing our members for this school year. Some photos are posted on our Facebook page.

### **Can we talk about how much money you spend on supplies for your classrooms?**

I know many of you have seen what we've shared on our Facebook page about a lawsuit in South Carolina in which a teacher is accusing her school district of trying to put operational costs on the backs of teachers, like school supplies! Very interesting, knowing that probably all of you spend your own money to buy pencils, paper, crayons, notebooks, bulletin board materials, books, etc. necessary to fulfill your job duties. I'm sure you could add a lot of items to this list.

Why do we do this? Is it because your school site isn't providing what you need to do your job? There's a reason I ask this, because at last week's CVUSD School Board meeting, I heard a few interesting comments from Erik Lee, Asst. Superintendent of Business Services, related to the District nearly doubling their reserves since last year. (Don't get me wrong here...we needed to increase our reserves because they were below the required amount, and the District needs to be able to have some money on hand if needed...it's not a bad thing they increased their reserves.)

What concerned me was that Mr. Lee stated that they were able to save money because everyone was "inspired to help", including CSEA and CVTA. While we may have been inspired to help in some ways, the largest savings came from lay-offs, which were not a choice we made, and therefore were not "inspired" to help out. We all know that lay-offs are not good for our students, whether it be certificated or classified. We lose our ability to get the work done that needs to be done in our schools, and we see our office staff struggling to meet the demands of their increased workloads, and a ton of overcrowded classrooms or combination classes. Nothing inspiring about that!

Mr. Lee also discussed a mind boggling amount of money that he was able to sweep up from school sites...left over unspent money. **Please make sure you read that closely...unspent money at our school sites, lots of it, swept back into the general fund.**

If there is unspent money (and note he said they can count on this unspent money every single year), why are you all spending your own money on the basic supplies that CVUSD has the money to provide? **Is it because you are "inspired" to help them save their money, money that is given to them TO BE SPENT ON OUR STUDENTS?** Or is it because just like the school district named in the lawsuit, CVUSD is putting their operational costs onto the backs of our members?? I'm honestly curious what your thoughts are on this topic, and I think our school board members should hear your thoughts as well. [Here is how you can reach them to let them know.](#) Please get involved in

your School Site Councils, talk to your teacher and parent SSC members, discuss the site budget allocations and don't tolerate inappropriate allocations at your sites.

**CVTA believes that money intended for the students should be spent on the students, and that our members should not be footing the bill for necessary classroom supplies. CVTA also believes that lay-offs made just for the sake of saving money hurts our schools, and places an unnecessary burden on our employees. Expecting employees to carry the burden of seriously increased workloads and a staggering amount of combination classes is poor management and damaging to everyone.**

### **The Standard Disability Insurance - Open Enrollment Month**

Please talk to your site reps about the upcoming visit...they received information on Saturday, and can let you know not just what to expect, but why you should sign up for new disability insurance, or switch over to The Standard from what you may already have. **If you are a traveling member or off-site, feel free to either stop in at any of these visits, or contact Josh about meeting with him. DO members, please see your site rep about your visit.**

**If we get 5% of our eligible members to enroll, everyone gets the health exam waived, for either Disability Insurance or Life Insurance. This means that members with preexisting conditions can still enroll!** Meet with the rep to see what they have to offer...they have many benefits geared toward educators other companies do not offer.

### **California Casualty**

Chris Renn from California Casualty will visit Peter Pendelton on Monday September 9th and Coral Mountain on Friday September 13th. Make sure to visit with him to learn about this insurance available only to CTA members! They have great benefits that no one else offers.

[Here is a link to a contest they are having right now!](#) You can win some money for your classroom! (Please note...this is shared so you can win money to buy the extra things you WANT your students to have, not necessary supplies for your classroom.)

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

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

- **Right now we are working 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](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:**

- **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 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.
- **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