

September 30, 2019

Good morning! I hope you have a great week. Here are just a few items to share with you...

Bargaining Information

Your bargaining team is starting the survey process for this year. We can open two contract articles besides Salary, Health, and Welfare, and those two will be selected based on survey results. You will have three opportunities to provide input:

- 1) Electronic survey being emailed to personal emails on file, emailed on 10/1 and closing on 10/7,
- 2) Site visits with bargaining team members and board members (see the important dates below for those dates and times), and
- 3) An all member meeting, location, date, and time TBD. Do not miss your opportunity to provide your input!

Your Bargaining Team this year is:

- Richard Razo, CVHS, Chair
- Jonathan Brown, CDA
- Erica Chase-Wesslen, MV
- Sarah Chavez, CVHS
- Ana Conover, PV
- Rafael Morales, TC
- Ashley Sincosky, DO

Only 2 weeks left for Open Enrollment with The Standard!

Signing up during open enrollment means no required medical exam if 5% of our members sign up. That means those members with preexisting conditions can get coverage, whether they are signing up for the first time, or changing their plan from another company. [Find the site visit schedule here.](#)

Catastrophic Sick Bank

Today is the last day to sign up for this sick leave bank. If you are not enrolled, you cannot access the leave available for catastrophic illnesses at a later time if you need it.

Evaluations

It's that time again! If you are being evaluated this year, you must have a face to face meeting by October 15th to discuss and agree to the standards on which you will be evaluated (let your site reps know if you can't reach agreement, including agreeing to what is on your performance plan). **Did you know you may be able to move to a 5 year evaluation cycle??** Article 10.1.2 in the CBA allows you to request a 5 year evaluation cycle (rather than a 2 year cycle) if you have been with the District at least 10 years AND your recent evaluations have met or exceeded "satisfactory"...just send an email to your administrator requesting the 5 year cycle. Your administrator also needs to agree to the change.

Tier 1 Supports and Our Responsibility

As you know, our District is implementing a blended model intended to improve the culture of our schools. We are being trained in PBIS, Restorative Justice, and Transformational Learning (not everyone has been trained in all three). There needs to be 3 tiers of support in each of our schools, and Tier 1 efforts are our responsibility. We need to intentionally instruct our students in behavior expectations. We cannot assume, at any age, that they fully understand what is expected of them while at school. Behavior skills and strategies need to be taught, with fidelity, and we need to collect data on the results of our efforts.

Tier 1 supports (universal supports) should successfully work with about 80% of our students, if we are intentional with it in our classrooms. The 20% who may not respond to the Tier 1 supports would then be provided Tier 2 supports. These Tier 2 supports are for those students needing additional support. This is where we are lacking in our schools, having Tier 2 supports actually in place to support our efforts in the classroom. CVTA will continue pushing for this, and working with the District to make sure supports are in place.

[Please watch this short 6 minute video.](#) It introduces what our MTSS team is working on (a screening tool for behavior), as well as briefly describing what we need to do in our classrooms for this to work.

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:

- **Psychologist caseloads are in the process of being balanced to reflect the 1:250 ratio.**
- **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 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. Ends October 15th.
- **October 1** - Bargaining Survey sent to personal emails
- **October 3rd** - School Board Mtg. @ BD, 5:30 pm
- **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."