

August 19, 2019

Good morning! I hope each of you had an excellent first week back! I was able to visit many sites on our first day back, and it was great to see everyone. I look forward to visiting the sites I missed. Please let me know if there is any reason you'd like me to stop by, whether it be just to say hi, to see a great lesson or activity you have planned, or if you have concerns. Make sure to check in with your site reps...you'll see below that many sites are still in need of a rep or two, and nominations are open still!

We will have our annual CVTA Welcome Back Social on Friday, August 23rd from 4-6 pm. It will be held at Trilogy at The Polo Club (Ave. 52 across from CDA, 2nd floor), and will be **open to CVTA Members only**.

Site Rep Elections

We have several sites still needing one or more reps. **Nominations close this week, on Friday 8/23/19 at 4pm!** Without a rep, your site is without a vote at CVTA meetings. Please consider nominating yourself. There will be training at the Low Desert Leadership Conference on September 7th. [Find the flyer with more detailed information here.](#)

Pre-Designation of Personal Physician for Work Injuries

You have the right to see your own physician in the case of a work injury. In order to do so, [you must have this form completed by your physician](#) and on file with Risk Management. If you do not do this prior to an incident involving a work injury, the District will send you to their designated physician. Please note that Kaiser will not complete this form. Only physicians through Anthem Blue Cross will do so, and it is not guaranteed.

New Shirts for CVTA Members

We are providing new shirts to all of our members this year. They will be ordered by site, at the time that your site rep provides us with a list of members and preferred shirt sizes. Please make sure to get your size to your site rep to help make the process a little easier. For sites that do not have a rep, we will need a volunteer to gather the information for us...please let me know if you are interested in helping. Shirts will not be ordered until we receive a complete list of member names and shirt sizes from your site. **So far I have received lists from LF and LP! Thank you!**

The Standard Disability Insurance

CVTA is holding an enrollment campaign during the month of September. If you do not already have this insurance, or you are considering changing from another company, please make sure to visit the rep when he is at your site to learn about this plan. It is geared toward teachers specifically, unlike those offered by other companies, and has several great benefits the other companies do not offer...pay attention to these special coverages just for teachers.

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.**

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:

- **Informal grievances were filed regarding the 5 minutes of CVTA time during your first day staff meeting (Articles 3.3 and 12.2.3), as well as the length of lunch times being arbitrary rather than one hour for everyone (Past practice and Article 7.3). There was no need to go beyond the informal level as it was resolved quickly.**
- **A grievance was filed at one site regarding Article 17.5. Please be familiar with this one...before a student can be placed in your class (especially if it's a change of placement) your administrator needs to meet with you to discuss the placement BEFORE the student is placed with you, and you have an opportunity to address any concerns (such as lack of materials, proper seating, etc.)**
- **We are not aware of any other 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. 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](#) - 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:

- **August 22nd** - School Board Meeting @ DO, 5:30pm
- **August 23rd** - CVTA Welcome Back Social (**Members Only**), Trilogy at the Polo Club (Ave. 52 across from CDA), 2nd floor, 4-6pm
- **August 28th** - CVTA Executive Board Meeting @ CVTA Office, 4:30pm
- **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 2nd** - Labor Day Holiday
- **September 5th** - School Board Meeting @ JK, 5:30 pm
- **September 7th** - Low Desert Leadership Training and First Rep Council Meeting @ Agua Caliente
- **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!

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."