

April 8, 2019

Good morning! I hope you had a relaxing weekend! There's a lot going on, as usual for this time of year. Keep doing all the great things you do every day!

RIFs

Today is the hearing for our teachers on the RIF list. Over the weekend the District rescinded 12 of the RIF notices, so there are now 40 teachers who will be represented by a CTA attorney at the hearing. This is a stressful time for these teachers, so please reach out to them and see how they are doing.

HR Discipline of Teachers

You may remember that I previously wrote about how HR is giving directives to teachers that I feel contradict the trainings we are receiving, trainings encouraging us to build relationships with our students. This last week a teacher had this in his/her conference summary (quoted directly from the letter)...

"Do not call students by any name other than students' names. For example, do not use names such as honey, sweetheart, baby, etc. Use their proper names only."

Obviously this statement is taken out of the context of the entire letter, and I can see in certain situations this may be an appropriate directive for anyone working with other people of any age. I can assure you, though, that this had nothing whatsoever to do with this particular situation, and seemed to be thrown in just for good measure. If you have reason to interact with a student whose proper name you do not know, pause and ask them their name before proceeding. Be careful, be deliberate in your actions, and consider attending this training below...

Teachers and the Law PD [registration link](#)

This is especially important to see how your job can be affected by things we may consider to be harmless! Sign up quickly before it fills up!

A Resource Regarding Classroom Management

[Here is a link to a great article](#) I came across this weekend from Mindshift, KQED. The topic is Compassion-Based Strategies for Managing Classroom Behavior, which I think is something we are all interested in using.

A quote that stood out for me was "He's not going to access the academics today. He's in emotional crisis and we have to have some space for that." she said. "If I had just gone by him and said, 'sit up, no sleeping in class,' what would that have expressed to him?" Please take some time to read this article. I'm interested to hear your thoughts!

Cameras in the Classroom

We are waiting for the District's internal investigation to conclude, and we are working on what CVTA's next steps need to be to make sure this doesn't happen again. The lack of support (as

simple even as words of encouragement) from either District personnel or our School Board is both shocking and disappointing.

CVUSD's CAFE Chapter:

CVUSD is working to establish their own CAFE chapter, Coachella CAFE. Our District is holding an informational meeting on April 9th at Coral Mountain Academy, beginning at 5:30 pm.

The membership cost will be \$60 per year, which has its benefits, but you do not need to join in order to attend the informational meeting. Please attend to find out more information. [Information about the benefits of joining CAFE can be found here.](#)

This opening event will include student performances and speeches, guest speakers, appetizers, and raffles.

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!

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:

- **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:

- **April 8th** - RIF Hearing at CVHS (begins at 10...please arrive early)
- **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: www.pbisworld.com

Week of April 8, 2019:

Universal Expectation : Office

Classroom Survival Skill: Disagreeing Appropriately

Growth Mindset Affirmation: I view challenges as opportunities.

Restorative Question: What is something you would want to change about this class?

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, araidaflores.youcanbook.me/

Maribel Carrillo macarrillo@cvusd.us, 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."