

August 11, 2025



Coachella Valley Teachers
Association

California Teachers
Association

National Education Association

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Good morning! Welcome to the new school year! This is always an exciting time, knowing our students are looking forward to seeing us and getting back to school.

This email is a bit full of information, but there is so much you need to know right off the bat. (They say knowledge is power!) YOUR union is here to support you and keep you informed while also monitoring application of the Collective Bargaining Agreement (CBA). Each bargaining unit member will receive a copy of the CBA as soon as the district completes printing, and we ask that you take the time to become familiar with it. The CBA represents YOUR rights and responsibilities as related to your employment, and it takes all of us working together to ensure the agreement is upheld by all parties. (For now you can access the previous CBA and the 24/25 Tentative Agreement on our [CVTA Website](#).)

This year you have four workdays prior to students returning. Here is the schedule as shared with me:

- **Thursday 8/14/25** is for the district's Welcome Back (virtual again this year) and for your first staff meeting. Note: Since this is considered a staff meeting, there must be 5 minutes at the end for CVTA time prior to staff being released. (The 5 minutes of CVTA time is part of your contractual workday.)
- **Friday 8/15/25** is for you to work in your classroom/office without disruption. No meetings, voluntary or otherwise, are to be held on this day.
- **Saturday/Sunday:** It would go against everything I stand for to not remind you that you are not paid to work on weekends, and that if you can't get your work done within your contractual workdays and work hours perhaps the district's expectations are unreasonable. If we continue to work for free why would they provide us more paid time to meet their expectations? For example, the district loves having fully decorated classrooms on the first day of school yet they only provide you with one paid day to get that done AND also plan for the instruction of your students. This will never change if we show them we will do it for free. With that said, you make your own choices.
- **Monday 8/18/25** is a Professional Development Day. You may be attending training at a school other than your own, but everyone should receive training that applies to their individual assignment.
- **Tuesday 8/19/25** is another PD Day. This day should be used for ALICE training and Keenan trainings.

Things to know for the beginning of the school year:

- The district can add up to two **extra students** to your class for a specified time

(without pay) while considering permanent placement. If the extra student(s) begins on the very first day of school, they can remain in your class for 20 days. At any point after the first day, they can remain in your class for 15 days. After those deadlines you may be asked to keep the students for additional pay, and it is up to you to decide. (Please see the section below titled "Reinstatement List.")

- **Duty schedules** are required to be created by and agreed upon by both admin and your site reps. (If you do not have a site rep? The admin can create it on their own.)
- Your admin is required to provide you with a copy of the **site discipline plan** prior to the students' first day. Each person at your site needs to know the expectations and procedures for handling all levels of discipline issues you may require before those students arrive.
- Changing student enrollment in the first couple weeks often causes classes to be created, collapsed or combined. There are rules for how this is done in your CBA. If you believe something is being done incorrectly, please contact your site rep(s).

Health Benefits: **Open enrollment closes on August 15th!** If you still need to make any changes, please contact Risk Management at the DO as soon as possible.

School Board Meetings: **There are two this week.** On Tuesday 8/12/25 there is a special board meeting for the purpose of interviewing candidates for the board vacancy. On Thursday 8/14/25 there is a regularly scheduled board meeting, and the agenda should be available on the district website this evening. You can attend in person at 5:30 pm in the board room, or watch online (links in calendar below). But don't ignore the board meetings...the decisions that directly affect your work are made in those meetings!

Reinstatement List: There are still 41 people on the list to be rehired, mostly elementary but also some secondary and nurses. We will continue to keep a close eye on class sizes and new vacancies. **Please remember that if you take on extra students and/or sub on your prep/sell your prep, there is a good chance you are taking someone's opportunity to return to work.**

Bargaining: It's already time to begin bargaining again for the 2025/2026 school year. On Thursday 8/14/25 you will receive this year's bargaining survey in your district email. Please take the time to thoughtfully respond to the survey so our team can determine the bargaining goals for the year.

Site Reps for 2025/2026: These are your reps for the year. **If you do not have a rep or you need additional reps, please remember that means your site is not getting a vote when important decisions are made by Rep Council.** Contact me if you are interested in being a rep and being that voice for the members at your site.

AE - **1 vacancy**

BD - Dave Winchester

CC - Juan Badeña

CDA - Richard Diaz

CMA - Juanita Nunez, **1 vacancy**

CVHS - Simon Moore, Maya DeLeon, **3 vacancies**

DM - Richard Ortiz, Xochitl Zatarain, Rosemarie Bustamante, 1 vacancy

DO - **1 vacancy**

ECE - Annette Vargas

JK - **1 vacancy**

LF - Matt Ellis

LP - Kelly Reilly

MA - Monica Martinez, Justin Brown (might need just one, but we will address that after school begins)

MV - Elizabeth Cervantes

NS - Sarah Reyes

OA - **1 vacancy**

PP - **1 vacancy**

PV - Jazmin Gomez, Melissa Landfried (might need just one, but we will address that after school begins)

SM - **1 vacancy**

SV - **1 vacancy**

TC - Lisa Hall, Luis Barraza

VDS - Stephanie Ortiz, Ethan Lubin (might need just one, but we will address that after school begins)

Have a great start to the school year! I look forward to seeing you in the upcoming weeks.

Visit Our Website

Important Dates

- **August 12th:** CVUSD Special School Board Meeting, 5:30 pm, [Zoom Link](#)
- **August 14th-15th:** Teacher workdays (one is Welcome Back and Staff Meeting, one is your workday)
- **August 14th:** CVUSD School Board Meeting, 5:30 pm, [Zoom Link](#)
- **August 15th:** Open Enrollment ends for health benefits
- **August 18th-19th:** District PD Days
- **August 19th:** Duty schedules are due
- **August 20th:** Students return!
- **August 26th:** CVTA Eboard Meeting 4:30 pm
- **September 1st:** Catastrophic Sick Leave Bank open enrollment begins
- **September 1:** Labor Day Holiday (brought to you by unions!!)
- **September 6th:** Low Desert Leadership Training and First Rep Council Meeting
- **September 11th:** CVUSD School Board Meeting, 5:30 pm, [Zoom Link](#)
- **September 16th:** CVTA Virtual Office Hours 4:30-5:00 pm (link added soon)
- **September 17th:** Deadline to balance classes
- **September 23rd:** CVTA Eboard Meeting 4:30 pm
- **September 25th:** CVUSD School Board Meeting, 5:30 pm, [Zoom Link](#)
- **September 30th:** Deadline for Admin to share Site Budgets
- **September 30th:** Catastrophic Sick Leave Bank open enrollment ends



Carissa Carrera
CVTA President

"An injury to one is an injury to all."

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