

December 16, 2024



Coachella Valley Teachers Association

California Teachers Association

National Education Association

Join our email list!

Join our texting list!

Remember to wear your CVTA shirts each Wednesday and also on Bargaining Days!

Good morning! This is our last email of 2024. We wish each of you Happy Holidays and a Happy New Year! Be safe and enjoy the break.

12/13/24 School Board Meeting Information

Last Friday at the CVUSD School Board Meeting, the board approved \$46 million in cuts as part of the Fiscal Stabilization Plan (see the list of cuts below). It was very clearly stated that another round of cuts will be proposed in upcoming board meetings.

We have the right to negotiate the impact of these cuts, but no one has discussed any of this with CVTA at all. VAPA teachers are mentioned in the Collective Bargaining Agreement and we aren't sure if the district realizes that other plans will need to be put into place if the Elementary VAPA program is discontinued. As we learn more information about this we will share it with you.

The superintendent and school board continue to place blame on previous administrators for the current financial situation. Our Bargaining Team, with Chair Ashley Sincosky speaking, provided clear evidence that if anyone is to be blamed, it should be the school board and Dr. Esparza. You can watch the video of Ashley speaking on our Facebook page (link at the end of this email). As expected, Dr. Esparza and the board denied the facts presented and went on to blame others in their presentation later in the meeting.

Site Coaching

CVTA is concerned with the messages being sent to our instructional coaches. We've heard they are being asked to report "bad" teachers to admin, to keep track of which teachers they work with, for how long, and for which reasons, and to jump in and take over if they happen upon an inferior lesson being presented to students.

That's not how the coaching model should work. Please let us know if you are aware of any of this happening at your site (Note: I have yet to speak to a coach who plans to do anything but support teachers in a positive way, thankfully).

Observations and Evaluations

Several of you have contacted us regarding lower scores than normal being given on your

observations and evaluations. We suspect there has been a directive of some sort to not give anyone exemplary scores (a 4) since the issue seems to be widespread. If this is your situation, we suggest that you take the opportunity to write a response/rebuttal to attach to your observation or evaluation. This is important because paper trails will help later on if you are placed on PAR, non-re-elected, etc. CVTA would then be able to see your response to the observation or evaluation and be better prepared to represent you.

Don't forget you can request a second evaluator if you have concerns about your current one. CVTA agreed to this option because we believe having two evaluators who cannot collaborate in any way will spotlight issues, if there are any, with the evaluators' methods. We need and deserve appropriate and useful feedback, not biased judgement.

If you would like to use this option, please email Sumer Martinez in HR and request a second evaluator. **You must make this request on or before January 6th, 2025**(within the first 90 days of instruction).

Please continue to contact either [President Carissa Carrera](#) or [Vice-President Jeff Kruger](#) as needed (Do not use district email for union business, please). Your president is still under a directive to stay off all district properties so if you need representation in person, contact Jeff.

(Note: CA ED CODE 3543.1.(b) *Employee organizations shall have the right of access at reasonable times to areas in which employees work*, the right to use institutional bulletin boards, mailboxes, and other means of communication, subject to reasonable regulation, and the right to use institutional facilities at reasonable times for the purpose of meetings concerned with the exercise of the rights guaranteed by this chapter.)

Have a great week!

| PROPOSED REDUCTIONS/ADJUSTMENTS | CLASSIFICATION | FTE | # VACANCY | COST |
|---|-------------------|---------------|-------------|---------------------------------------|
| SHIFT FROM FUND 40 TO GENERAL FUND | | | | \$ 13,000,000.00 |
| ALIGN UNRESTRICTED/RESTRICTED EXPENSES | | | | \$ 6,000,000.00 |
| Total | | | | \$ 19,000,000.00 |
| REDUCE LATINO COMMISSION CONTRACT | | | | \$ (3,000,000.00) |
| 25% DISTRICT DEPARTMENT CUTS | Classified | 48.00 | | \$ (7,386,824.00) |
| 25% DISTRICT DEPARTMENT CUTS | Certificated-Mngt | 6.00 | | \$ (445,630.00) |
| REDUCE PRINCIPALS FROM 12 MONTHS TO 11 MONTHS | Certificated | | | \$ (409,266.00) |
| REDUCE ASSISTANT PRINCIPALS FROM 12 MONTHS TO 11 MONTHS | Certificated | | | \$ (410,040.00) |
| SECONDARY ASSISTANT PRINCIPAL | Certificated | 2.00 | 2.00 | \$ (158,149.00) |
| SECONDARY TEACHER -WSHS | Certificated | 1.00 | | \$ (3,910,578.00) |
| VAPA TEACHERS | Certificated | 21.00 | | \$ (677,489.00) |
| DUAL LANGUAGE-1 SITE | Certificated | 4.00 | | \$ (261,807.00) |
| REDUCE SITE ADMINISTRATIVE SPECIALISTS TO 11 MONTHS | Classified | | | \$ (652,572.00) |
| REDUCE PARENT LIAISONS TO 6HRS/10MTHS | Classified | | | \$ (2,728,158.00) |
| GENERAL INSTRUCTIONAL AIDES | Classified | 45.00 | 2.00 | \$ (2,125,755.00) |
| EL SUPPORT ASSISTANTS | Classified | 21.00 | | \$ (167,183.00) |
| LEAD MECHANIC | Classified | 1.00 | | \$ (1,188,840.00) |
| BUS DRIVERS | Classified | 13.00 | | \$ (1,054,678.00) |
| BILINGUAL PSYCH TECHNICIANS | Classified | 9.00 | | \$ (1,369,628.00) |
| OFFICE TECHNICIANS | Classified | 13.00 | | \$ (575,822.00) |
| BEHAVIOR INTERVENTION | Classified | 6.00 | | \$ (191,334.00) |
| COORDINATOR OF ATTENDANCE | Certificated-Mngt | 1.00 | 1.00 | \$ (188,073.00) |
| COORDINATOR OF LCAP | Certificated-Mngt | 1.00 | 1.00 | \$ (191,344.00) |
| COORDINATOR OF POSITIVE SCHOOL CLIMATE | Certificated-Mngt | 1.00 | 1.00 | \$ (167,711.00) |
| COORDINATOR OF MTSS | Certificated-Mngt | 1.00 | 1.00 | \$ (269,072.00) |
| DIRECTOR | Classified Mngt | 1.00 | | \$ (408,959.00) |
| TRANSPORTATION SUPERVISORS | Classified Mngt | 2.00 | | |
| Total | | 197.00 | 8.00 | \$ (27,938,908.00) |
| | | | | Reductions Total \$ 27,938,908.00 |
| | | | | Revenue Enhancements \$ 19,000,000.00 |
| | | | | 46,938,908.00 |

Visit Our Website

Important Dates

- **December 17th:** Virtual Office Hours 4:30 pm (link to be added later)
- **December 19th:** CVTA Eboard Meeting 4:30 pm via Zoom
- **December 20th:** Last Day of School before Winter Break (you may leave 15 minutes after the students leave)

- **January 6th:** Return from Winter Break
- **January 7th:** CVTA Rep Council Meeting via Zoom 4:30 pm
- **January 13th:** CVTA Organizing Committee Meeting 4:00 pm @ Cesar Chavez Starbucks
- **January 20th:** Martin Luther King, Jr. School Holiday
- **January 21:** CVTA Virtual Office Hours via Zoom, 4:30-5:00 pm
- **January 23rd:** CVUSD School Board Meeting, 5:30 pm, [Zoom Link](#)
- **January 28th:** CVTA Eboard Meeting via Zoom 4:30 pm



Carissa Carrera
CVTA President

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

CONFIDENTIALITY: This communication and any documents, files, or previous-mail messages attached to it constitute an electronic communication within the scope of the Electronic Communication Privacy Act, 18 USCA 2510. This communication may contain non-public, confidential, or legally privileged information intended for the sole use of the designated recipient(s). The unlawful interception, use or disclosure of such information is strictly prohibited under 18 USCA 2511 and any applicable laws. If you are not the intended recipient of this communication, you are hereby notified to destroy all copies of this e-mail message and to contact the sender.

Coachella Valley Teachers Association

cvtaprez@gmail.com

PO Box 39

Coachella, CA 92236

Phone: (760) 619-9236

Contact Our Team



Coachella Valley Teachers Association | PO Box 39 | Coachella, CA 92236 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!