

September 16, 2024



Coachella Valley Teachers
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**CVUSD TEACHERS
SUPPORT
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Paid for by Coachella Valley Teachers Association Fund for Quality Education FPPC# 1271156

Good morning!

Please remember to wear your CVTA shirt on Wednesdays and on Bargaining Days. It's a simple way to show support and unity!

September 19th is the deadline for your classes to be balanced and for any students above your cap to be removed if you have not volunteered to keep them. Let your site reps know right away if you need help filing a grievance for this not being done as agreed upon in the collective bargaining agreement. Additionally, we have a sample grievance available for you related to mainstreaming and the student to teacher ratio. Please reach out to our grievance chair, Ethan Lubin, for a copy. grievancescvta@gmail.com

A quick reminder about directives during your workday: During your instructional time the district can direct you to do certain things other than teaching, such as attending a training or a meeting. This is important to remember since defying a lawful directive can result in discipline up to and including dismissal. We certainly don't want that for any of you. If you are unclear if you have been given a directive vs. a suggestion, we suggest sending an email to your supervisor summarizing what was asked of you and if it was a directive or not. That way you have the directive in writing or evidence that it wasn't a directive. What makes a directive "lawful?" It is not illegal, nor does it put you or others in danger. If it is lawful, we

suggest you comply. We can always grieve it later if there is an issue, which is easier to do than for you to be disciplined for not complying.

Sending Work Emails

Two important suggestions for sending emails for work related items:

- Do not include anyone other than the person or people for whom the email is intended. Or as I like to say, do not cc the world on an email. This includes Reply All. It is difficult to offer specific examples because there are so many, so just try to include only the necessary recipients.
- Do not include confidential student information in your emails. It is imperative that we protect student information as much as possible, so if you must send an email regarding a student, use an ID # or initials, and do not disclose more information than necessary. An example of this would be sending an email about a student with an IEP and sharing details that the recipients do not need to know. (Note: this usually occurs in conjunction with the issue in the first bullet, which is why it is so troublesome.)

There is a possibility of disciplinary action as a result of these two mistakes, and we want to avoid that. Just be careful what you include in an email and who you include when it is sent.

Department Chairs

When stipends were changed during the last round of bargaining, the amounts were intended to cover the work that chairs were already expected to do, not new and additional duties. Please contact us if your admin is requiring duties that have never before been expected. We did notice on the Certificated Human Resources Report at last week's board meeting that our middle schools included quite a description of the work being expected of department chairs, and it was made clear during the meeting that it was not meant to be a job description but rather some types of expectations.

Department Chairs are not the same as ILT members and should not be required to attend ILT meetings without extra services pay separate from the department chair stipend. This is just one example of an additional duty that was not agreed upon during bargaining. Let us know if you have questions.

Workplace Violence Prevention Plan (WVPP)

Beginning July 1, 2024, the district is required to maintain a WVPP plan separate from other plans and readily available to all employees. They are also required to provide an interactive training which allows for questions and clarification. They are required to have a Violent Incident Log at each worksite and should be logging every incident of "violence" (make sure to check the definition of this in the requirements, because it includes threats as well.)

Last week we checked at 11 worksites for the Violent Incident Log and found nothing, and no one seemed to know what we were asking for. We scoured the district website for a plan and found nothing. And as you know, the training offered to us was a 23 minute Keenan video which was not interactive and did not allow for questions or clarification. This is very concerning! Lawmakers felt violent incidents are occurring often enough that this new law needed to be put in place to create safer workspaces, but our district is choosing not to abide by this new law. Why?

Last week at the school board meeting I did try to bring these concerns to the board's attention. Admittedly, I went over the allotted 3 minutes I was allowed, but board president Joey Acuña would not grant me the extra time that two other speakers were allowed. I reminded him once more that they were out of compliance, to which he stated that he would happily accept the OSHA complaints.

Read about the WVPP requirements [here](#). You can file complaints with OSHA at (909)383-4321.

CVUSD School Board Elections

The design above is similar to what our car window signs will look like. The signs will not include Thomas Tortez since he ran unopposed and therefore has won his seat. That's a great start! We now need to focus on getting the other three excellent candidates elected.

Your site reps will share information with you soon about volunteer opportunities. **If you'd**

like a window poster for your car or a lawn sign, [please sign up here](#). Not long to go to get these candidates elected and see some positive change in CVUSD. Remember, every single aspect of your work environment and students' learning environment is decided by the CVUSD School Board!

RIF Update

We still have approximately 21 people on the RIF list still waiting to be rehired. As mentioned before, we have a CTA lawyer working on our behalf to discuss errors or discrepancies related to this (in addition to the decisions made recently to withhold information or access from CVTA which impedes our ability to do our work). We will continue to update you as we have new information.

Catastrophic Sick Leave Bank

Open enrollment is from September 1-30. In order to withdraw from the Sick Leave Bank you need to enroll once and then donate one day each year as needed. If you ever need to use this bank, you get 40 paid days and will then have the option to seek donations for another 40 paid days. Please don't wait until it's too late to join. Contact Jasmine Persaud in HR to enroll.

Have a great week! We will visit your sites soon to check in. :)

[Visit Our Website](#)

Important Dates

- **September TBD:** CVTA Welcome Back Social
- **September 17th:** CVTA Virtual Office Hours 4:30-5:00
- **September 19th:** Class Balancing Deadline
- **September 24th:** CVTA Eboard Meeting, 4:30 om via Zoom
- **September 26th:** CVUSD School Board Mtg. 5:30 pm @ DO ([Live Stream Link here](#))
- **September 27th to 29th:** CTA Special Ed Conference (cta.org to register, must pay for yourself)
- **September 30th:** Deadline for Admin to review Site Budget with Staff
- **October 14th:** First bargaining day with the district
- **October 15th:** Second bargaining day with the district



Carissa Carrera
CVTA President

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

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