2/12/19

Good morning!  It was a nice 3-day weekend...hope you enjoyed it! The Special Education Department Study is taking place this week (I was told it is no longer called an "audit").  If you are asked to participate, please do so, and be as honest as possible...we definitely have room for growth.

Subs:

As we continue our site visits, the main topic we are hearing about is subs,and the lack of subs.  I spoke with Dr. Gandera about this issue once again last Friday, and she shared some information I'd like to share with you.

We usually have about 120-130 subs available for any given day.  On a good daywe can cover 150 absences, but that isn't typical.

Last Friday, a day before a holiday weekend, there were more than 170 absences called in.  HR was able to get about 135 of those covered, which means the 35 not covered impacted other teachers and/or programs.

Dr. Gandera said that HR is looking into patterns of absences in order to address the problem.  What this means is that they will look at who also missed the Friday before the same holiday weekend last year.  They will also look at who missed a day before any other vacations.  Please keep this in mind, because while we are entitled to use the days we have, the contract is specific about how you can and cannot use your sick and PN days.  See the link below for the contract to read the language.

Grade Level Leads/Department Chairs: (repeat)

I have had a few members contact me with questions and concerns regarding the role of a Grade Level Lead or Department Chair.  While there is nothing contractual regarding this topic, other than the stipend attached to the role, your team may want to communicate about what works best for your team in terms of what the lead/chair responsibilities should be.  For example, at some sites leads report out to their team after every meeting, either a copy of notes or an email.  At other sites though, leads have been told not to report out (typically by admin).  At some sites, leads speak to their team prior to voting on anything that would affect them, but at some sitethis doesn't happen.  Most importantly, leads should be selected by their team, and NOT by the admin.

Again, I'm bringing this up to encourage your team to have this conversation, because communication is key in representing a group of people in any situation.  One thing I would caution against, though, is voting on something in leadership meetings that violates anyone's contractual rights.  Also, an administrator cannot prevent a lead from taking notes during a meeting...it is their right and also their obligation to take notes on what pertains to their team.  Let me know if you have any questions.

Designated ELD District Task Force: (repeat)

I've been asked to help find 6 individuals to volunteer to be part of a group that will look at our Designated ELD time at the Elementary level.  Right now we are supposed to level and rotate our students.  This group will look at that option as well as other options to see what would be best for our students.  There will likely be a few meetings after school, and you would be paid extra services.  Please let me know if you are interested...I'm going to provide the names of the first 6 people to respond, provided they aren't all at the same site or in the same grade level.  Variety will make for a well roundedteam.

Reminders:

When you are called into a meeting with your admin, make sure to ask for a rep if the meeting has anything to do with discipline or could lead to discipline, even if you need to stop the meeting to request one.  We have a lot of members lately going to these meetings without the support and witness of a rep.

You do not need to set SMART Goals or provide date reports to admin unless your team decides to do so.  The only documents required from a PLC are an agenda and minutes.

All combo class teachers get 2 extra days prep.  Please see your admin if you didn't get the days.

Let me know if you want me to show you how to set up your STRS account online...you should be checking your account for accuracy at least once per year!

Listening Tour/Site Visits:

Dr. Gomez and I will continue to visit sites this week during lunchtimes, and we are lucky to have Isadora Jimenez from CSEA beside us.  Please come visit us to share concerns, ask questions, or just to say hello.  Communication is key in keeping things running smoothly, so I truly hope you come see us!

For those of you who work out of the DO, please find one of our other site visits that you could attend, perhaps JK or a site you visit each week.

Here is our schedule of visits:

DATE

LUNCH TIME

SCHOOL

February 12 - Tuesday

11:10 -   1:10

JOHN KELLEY

February 13 - Wednesday

9:45 -   11:15

WSHS/WSMS

February 19 - Tuesday

10:15 - 12:30

MECCA

February 20 - Wednesday

10:55 -   1:20

PETER PENDLETON

February 27 - Wednesday

10:30 - 12:50

OASIS

March 5 - Tuesday

10:45 -  1:30

MOUNTAIN VISTA

March 6 - Wednesday

10:45 - 12: 40

PALM VIEW

March 12- Tuesday

11:44 -   1:10

TORO CANYON

March 13 - Wednesday

12:40 -   2:10

BOBBY DUKE

March 15 - Friday

10:30  -   1:30

SAUL MARTINEZ

March 19 - Tuesday

10:30 -   1:30

VALLEY VIEW

March  21 - Thursday

11:05 -   1:05

VALLE DEL SOL

Professional Development for our Members:

On April 2nd we will have a Self-Care PD for you.  This is such an important thing to do, to take care of yourself, but is so often overlooked because we are too busy or too tired.  Please plan to make time to attend.  Registration information will also be coming for this.

We will also be holding a Legal Training, but have not scheduled a date yet as we are trying to secure a GLS Attorney to present.  This is a session we offer each year to our site reps, and it is a highly recommended one!  As soon as we have details we will share them.

Professional Library:

Don't forget to take a lookCVTA'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 forthe 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!

Member Benefits:

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 www.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.

There are three options for meetings: group informational for those just getting started looking at STRS info, smallergroup for those of you 5-6 years out from retirement needing more personalized information, and individual meetings for those about to retire.  Don't hesitate to call...they book up 6-8 weeks out, as space is limited.

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 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:

February 13th -  Rep Council Meeting, CDA Library, 4:30 pm

February 14th - School Board Meeting @ CC, 5:30pm

February 18th - Holiday (no school)

February 22nd - Bargaining - Please wear your CVTA shirts!

February 26th - CVTA Executive Board Meeting, CVTA Office, 4:30pm

February 28th - School Board Meeting @ DO, 5:30pm

PBIS Tip:

Week of February 11, 2019:

Universal Expectation :Restroom

Classroom Survival Skill: Making an Apology

Growth Mindset Affirmation: I can train my brain to do it!

Restorative Question: Who is someone you trust and why?

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 are looking for ideas to build engagement and collaboration in your classrooms, visit the website http://www.theteachertoolkit.com/. It has a menu of tools for teachers and for every tool you'll find:

An explanation of how and when to use it

A template students can use to implement the tool

A place to take notes about how you use each tool

They also have videos that will show you each strategy in action. Enjoy!

View The Tools

If you would like further assistance with usingengagement and collaboration structures 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."