



February 27, 2023

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Dear Carissa,
Good morning.

Work-to-Rule: Work-to-Rule will continue until we reach agreement in negotiations. Remember why we are doing this. We have a school board that does not recognize the extra work we do above and beyond our contractual workday. They are not concerned with 35 classrooms of students missing out on a full year of instruction from highly qualified teachers. They are not concerned with ensuring we are fully staffed next year. And most importantly, they are not concerned whether you stay here or move to another district.

Work-to-Rule is a legal collective action we have the right to exercise. But for it to be effective, there are some things to remember:

- Showing unity...those of you gathering together to walk on campus and exit campus are doing a great job!
- Supporting each other...it isn't easy to give up the money for the extra services you normally do, or to feel you are leaving students behind, but it won't be forever, and our students will be better for it in the future when they have fully staffed schools and educators who feel valued. Keep each other motivated!
- Vacant extra services positions...do not fill the vacancies left by those who are working-to-rule. That would completely defeat the purpose of our collective action. Why do educators always pick up the slack made by the school board's poor decision making?
- Attending board meetings...if you aren't there, does this really matter? That crowd at the 2/9/23 board meeting was impressive!
- Relationships with your administrators...this isn't about them. They not only do not make the decisions about negotiations, but they will in fact benefit from WTR in several ways (both at their school sites and personally). They should know this isn't an action being taken against them and therefore should not be taking it personally. Let's do what we need to do for the students in this district!

*It is unlawful for an employer/supervisor to retaliate against someone participating in the Work-to-Rule. This includes intimidation and threats. Please notify us immediately if this is happening.

Please watch the WTR video if you need a refresher. Thank you for doing what's right for our students!

[Work-to-Rule video](#)

This week, I will attend: Dual/EL Site Visits, meetings in Ed Services, a meeting in the SPED department, and Negotiations.

Here are a few more important items to share this week:

- **Negotiations:** The only scheduled date for negotiations is March 3.
- **CVTA Executive Board Elections:** Nominations close March 1st, and voting begins March 13th. Please make sure we have your current **personal email address**, as that is where the link to the ballot will be sent on March 13th. Please email our membership chair, Rebecca Kay, at cvtarebecca@gmail.com if you need to make a change.
- **New Scholarships:** We are excited to announce that soon we will be rolling out our new scholarship opportunities for the children of CVTA Members! Watch for this in

early March.

CVTA Member Spotlight: [You may nominate someone here.](#)

This week we are proud to recognize **Martin Duran** at **WS!**

Martin Duran was nominated by a colleague who wishes to remain anonymous, and here is what that colleague had to share with us:

Mr. Duran, aka "El Duran", is an amazing 6th grade teacher! He is an awesome colleague who always shows acts of kindness to the staff, community and students. El Duran is approachable, not only to students, but to everyone on the Westside campus. El Duran is the teacher to whom students know they can go with any problems or concerns, or even to share a funny story. El Duran possesses good listening skills and takes time out of his way-too-busy schedule for anyone who needs him. If El Duran is having a bad day, no one ever knows. His smile is contagious and always brings so much joy to Westside. For this reason and so many others, we nominate El Duran as a CVTA Spotlight Member.

Congratulations to **Martin Duran** for being this week's CVTA member in the spotlight!

Coaches Corner TK12support@cvusd.us

Mastery Connect tips! Benchmark Tracker Views

Linked is a [video](#) that explains how you can simplify your tracker's view so you can access your benchmarks easier.

<https://drive.google.com/file/d/193mgZTcEq4S592roavN6sdR8AkdPh4S7/view>

Our TK12 Instructional Coaches will have open office hours this week to help with anything from the [Coaches Corner Menu](#) or other needs. Pop on into our Zoom:

Monday at 1:30 to 4:30 or Thursday at 7:30 to 10:30

<https://cvusd->

us.zoom.us/j/81603174702pwd=WHJOVWVsYmRjSsnl2YmFBMnE0M212QT09

Meeting ID: 816 0317 4702

Passcode: 667008

Reporting COVID Illnesses or seeking COVID Information

Please continue to report any positive tests to contact_tracing@cvusd.us. If you need information about which leaves are available, please use the HRleaves@cvusd.us email.

Have a great week!

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Important Dates

- **March 1st** - Negotiations mutually cancelled
- **March 1st** - Eboard nominations close
- **March 3rd** - Negotiations...wear your CVTA shirts in support of our team!
- **March 8th** - CVTA Rep Council Meeting via Zoom, 4:30 pm
- **March 9th** - CVUSD School Board Meeting (DO), Closed Session begins 5:30 pm, Open Session usually begins at 7:00 pm. ([Live](#))

Please note:

CVTA believes Bargaining Unit Members should not encourage, direct, or participate in any protest walkouts unless in accordance with law and endorsed by CVTA leadership.

Bargaining Unit Members, as district employees, are expected to adhere to CVUSD board policies and California Education Codes:

- Policy 4118: Dismissal/Suspension/Disciplinary Action
 - Policy 4141.6: Concerted Action/Work Stoppage
 - Policy 4319.2: Professional Standards #7
 - Policy 5145.2: Freedom of Speech/Expression
- and*
- State of California Education Code 44808
 - State of California Education Code 44932
 - State of California Education Code 44933
 - State of California Education Code 44940

CVTA has not endorsed any scheduled walkouts, nor condones any plans to do so by staff and students.



[Stream Link here](#) ([Submit public comments here](#))

- **March 13th** - Eboard Elections online
- **March 14th** - CVTA Office Hours on Zoom, 4:30 pm to 5:30 pm
- **March 15th and 16th** - Elementary conferences
- **March 20th** - PD Day (no students)
- **March 22nd** - CVTA Eboard Meeting, 4:30 pm
- **March 23rd** - CVUSD School Board Meeting (CDA), Closed Session begins 5:30 pm, Open Session usually begins at 7:00 pm. ([Live Stream Link here](#)) ([Submit public comments here](#))
- **March 28th** - High School conferences
- **March 30th** - Middle School conferences

Carissa Carrera
CVTA President

"You can't do it unless you organize."

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