



August 28, 2023

Join our mailing list!

Dear Carissa,

Good morning! The first week back was certainly not without incident, but as always everyone handled the situations like pros. The students were excited to return to school and you all did a great job welcoming them back!

CVTA Virtual Office Hours Tuesday

This Tuesday from 4:30-5:30 pm we are hosting our first office hours of the school year. This is a time for any member to log in to ask questions, share ideas/comments, or just visit. There is no set agenda, and you can join at any time within the hour. Hope to see you there!

Join Zoom Meeting

<https://us02web.zoom.us/j/89537667519>

Meeting ID: 895 3766 7519

Dial by your location

- +1 669 219 2599 US (San Jose)
- +1 213 338 8477 US (Los Angeles)

CVTA Shirt Wednesdays

Please wear your CVTA shirts on Wednesdays. Unity is what makes a union strong, and wearing your CVTA shirt is the easiest way to show each other that we stand strong together. We continue to have shirts available at CVUSD Board Meetings, and all new hires this year will be provided a shirt. Your site may even be selected for coffee and doughnuts based on participation...so let's see those shirts!

Bargaining

CVTA's Bargaining Team is preparing to begin their work. So far there are 5 scheduled dates to meet with the district: 9/8, 9/21, 10/2, 10/25, and 11/9. As a reminder, CVTA proposed to open Articles 12, 16, and 18, and CVUSD proposed to open Articles 9 and 12. You can find information about the team and the Collective Bargaining Agreement on our website at www.mycvta.org.

We ask that you show support for the team on each of those days, whether you wear your CVTA shirts, make signs of support for your cars or to post in photos, send messages of support to the team, or any other way you may think of to support CVTA and your bargaining team. As always, the team will send out an update after each bargaining session, so please watch your personal emails for those updates.

Disability Insurance

You may have seen the district email about American Fidelity visiting sites. We want to remind you that AF is not the only option. You also can sign up for Disability Insurance (which we highly recommend you do, regardless of which company) with The Standard, a CTA endorsed provider. Not only do they offer disability and life insurance plans specifically designed with educators in mind, but if there is ever a dispute you have a CTA committee to help you work through the issue.

The Standard will be visiting sites in the near future during an open enrollment campaign...no

medical questions asked. Everyone can be covered. [Please use this comparison sheet](#) to compare The Standards' offerings to whichever other company you may be looking at for coverage.

CVTA Site Representation

Site reps are the liaisons between your site membership and CVTA leadership and they vote on behalf of your site at Rep Council meetings. Please make sure during the first week or so to make contact with your site reps, and if you don't have a rep, help us find one! It takes all of us working together to ensure we have the best working and learning environments possible. You can see who your site reps are on our website at <https://www.mycvta.org/about>. We still need site reps at: DO, LF, MA, and VDS (one more needed).

CVTA Social Events

October 13th is the first Firebirds Home Game...watch this space for information about how to enter to win tickets!

Important to Know

In one week we have had three members receive 45 day/90 day notices (in the past six years there have been none). A 45/90 day notice is the last step the district takes before dismissal. Why am I telling you this? Because jumping to a 45/90 day notice and bypassing other steps of discipline is outside the norms of operations.

As educators we are expected to use progressive discipline with students, and our district has always used progressive discipline with its employees. That is not the case anymore. It doesn't seem to matter if there is a pattern of behavior or it's the first incident an employee has had. Apparently calling a supervisor by their first name is now cause for discipline. Being accused of something by a student, even if not substantiated, seems to be cause for discipline. Cussing is cause for discipline, however there is no equity in who is held accountable for this. None of these would normally rise to the level of dismissing a teacher, yet these notices are now being handed out like candy.

Once again, I will share policies being cited in these notices so you are as informed as possible regarding expectations of employee behavior. Please take the time to read them!

[Board Policy 4119.21 \(Professional Standards\)](#)

[Board Policy 4119.21 E \(NEA\)](#)

[Board Policy 5137 \(Positive School Climate\)](#)

[CA Standards for the Teaching Profession](#)

CVTA Member Spotlight

This is where you may recognize a CVTA colleague who is doing exceptional things! [Nominate someone here](#).

Wishing you another great week!



Season Group Sessions
Palm Desert CTA

75084 Gerald Ford Drive, Palm Desert, CA 92211

Explore your CalSTRS benefits and services with the help of a CalSTRS benefits specialist in a group setting with fellow educators.

CalSTRS and Your Retirement

(Estimates provided)
Wednesday, October 18, 2023
4:00 PM - 6:00 PM
Registration opens: September 6, 2023

CalSTRS and Your Retirement

(Estimates provided)
Wednesday, November 15, 2023
4:00 PM - 6:00 PM
Registration opens: October 4, 2023

CalSTRS and Your Retirement

(Estimates provided)
Wednesday, December 13, 2023
4:00 PM - 6:00 PM
Registration opens: November 1, 2023

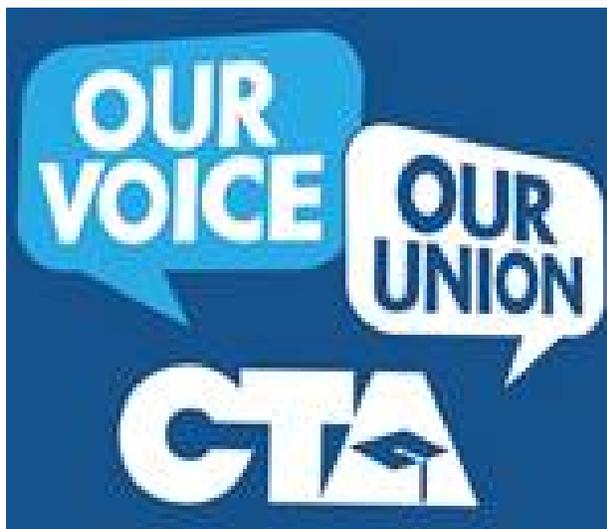
INTERACT
with fellow educators
in a small group setting

LEARN
more about your benefits
and prepare for your
retirement

REGISTER
800-228-5453, option 3

RR 1880 (rev 5/19)

Visit Our Website



Important Dates

- **August 29th** - CVTA Virtual Office Hours 4:30-5:30 pm, Zoom link posted that week
- **September 1st to 30th** - Catastrophic Sick Leave Bank Open Enrollment
- **September 4th** - Labor Day Holiday
- **September 9th** - Low Desert Leadership Training and Rep Council, Agua Caliente
- **September 14th** - CVUSD School Board Meeting @ DO ([Live Stream Link here](#))([Submit public comments here](#))
- **September 19th** - CVTA Virtual Office Hours 4:30-5:30 pm, Zoom link posted that week
- **September 26th** - CVTA Executive Board Meeting 4:30 pm, Zoom
- **September 28th** - CVUSD School Board Meeting @ DO ([Live Stream Link here](#))([Submit public comments here](#))



Carissa Carrera
CVTA President

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

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Contact Our Team



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