

Good morning! I hope each of you had a wonderful, restful break. Time is flying, and it will be Winter Break before you know it.

### Bargaining Update

Based on the results of the surveys and the site visits, the Bargaining Team has made a recommendation to CVTA's Executive Board, who approved the recommendation at the November Executive Board Meeting. The next step will be to publicly announce the two Articles CVTA will open for negotiations, which will take place at the December CVUSD School Board Meeting. We anticipate CVUSD to make their announcement in early January, with negotiations beginning shortly after. You will be able to see the details once the Board Agenda is emailed out prior to the next School Board Meeting. Thank you to everyone who took the time to provide their input into the process!

### Next Pay Date

Just a reminder that our December payday is actually on January 2, 2020.

### Morning Prep Time

Another reminder that the first 15 minutes of your workday is prep time, to be used at your discretion. We are sending this reminder because it seems there are still administrators out there who believe you should have your doors open and/or pick up your students during the 15 minutes of prep. Mostly this is at elementary, where the bell rings around 8:10. You are not required to pick up the students until 8:15.

### CVTA Site Reps - Signatures for Schools First Initiative

This is meant just for the site reps (although if yours has not approached you to sign the petition for CTA, feel free to reach out to him/her). We will be offering a prize to the rep who turns in the highest percentage of signatures...we have four \$50 gift cards for 4 of you! The percentage will be based on the number of members at your site compared to the number of signatures you submit. Don't forget...you can also get signatures of family, friends, and neighbors!

Please submit the forms to the CVTA office by December 15th. Of course we will still collect them after that date, but you would no longer be eligible for the contest. You can also bring them to the Rep council meeting on 12/11 if you'd like.

### CTA Scholarships

Click [here](#) to get all the information about scholarships offered by CTA for those of you with college-aged children (or yourself if you want to go back to school).

### Contractual Issues Happening Right Now

Find the contract [here](#). Here are the things we are working on:

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. Sample grievance forms can be found on our website at [www.mycvta.org](http://www.mycvta.org) under Documents. The Uniform Complaint Form can be found there as well. Williams Complaint Form - 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:

December 11th - CVTA Rep Council, 4:30 p.m. CDA Library

December 12th - CVUSD School Board Mtg, 5:30 p.m. @ DO

December 18th - 1st Year Probationary Meeting Deadline

December 19th - First day of Winter Break (back on January 6th)

[Click here](#) to find an archive of our weekly emails.

Carissa Carrera

CVTA President

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

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