



October 27, 2025

Coachella Valley Teachers Association

California Teachers Association

National Education Association



YES ON 50

VOTE YES ON PROP. 50!

Our union is YES on 50 to defend democracy, and to ensure funding for public education and essential services for our communities.

We deserve elected leaders who will represent us, not give more tax breaks to billionaires.



TAKE ACTION!

Vote YES on Prop. 50 on or before
November 4, 2025

Learn more at cta.org/prop50

Join our email list!

Join our texting list!

Good morning!

Trunk or Treat - Volunteer Opportunities!

CVTA still needs volunteers for this event this Wednesday evening! Please see the flyer below

for times and [sign up here](#).

Observations

We are aware that several administrators are not adhering to the mutually agreed upon scheduled observation times. Please keep your site reps informed if there are any issues. Examples of violations are if your admin does not show up at all, shows up late, shows up at the wrong time, or does not stay for the required minimum time. All of these issues are grievable and you need to notify your site reps immediately. **Remember, you have the right to take a rep with you to ANY meeting regarding your evaluation process.**

Note: CVTA is in the process of working with the district to update evaluation forms so they reflect [the newly adopted CSTPs](#), as well as creating evaluation forms for bargaining unit members without job specific evaluation forms.

Notes from Admin Classroom Visits

Please continue to share your notes from admin with me, if you are concerned about the tone or content. I spoke at the last board meeting about the negativity that seems to be coming from certain admin when leaving feedback, but it's difficult to know if the concern was taken seriously.

CVTA recognizes your hard work in the face of tremendous change this school year. We know that the negative micromanaging impacts your ability to connect with your students, and we will continue to share our concerns with district administration and the school board.

School Board Meeting

Certain School Board Trustees focused once again on the number of employee absences each day, quoting recent absentee numbers and pointing out that absenteeism increases on Mondays and Fridays. I believe one trustee repeated, "Just go to work." There is an implication that employees are just taking days off and do not have valid reasons to be absent.

Just because they don't like the absences doesn't mean employees are in the wrong for using their sick leave. **The paid sick leave law specifically states the following:**

1. An employer shall not deny an employee the right to use accrued sick days, discharge, threaten to discharge, demote, suspend, or in any manner discriminate against an employee for using accrued sick days, attempting to exercise the right to use accrued sick days, filing a complaint with the department or alleging a violation of this article, cooperating in an investigation or prosecution of an alleged violation of this article, or opposing any policy or practice or act that is prohibited by this article. (Lab. Code § 246.5, subd. (c)(1).)
2. This section of the law is applicable to employees with a qualifying collective bargaining agreement.
3. Separately, Labor Code section 233 (commonly referred to as the "Kin Care" law) requires an employer to allow an employee to use accrued and "available" sick leave (which is the amount that would accrue during a six month period) for the purposes specified in the paid sick leave law. Labor Code section 234 provides that "[a]n employer absence control policy that counts sick leave taken pursuant to Section 233 as an absence that may lead to or result in discipline, discharge, demotion, or suspension is a per se violation of Section 233."
4. This means, in general terms, that if an employee has accrued sick days available, an employer may not deny the employee the right to use those accrued paid sick days, including the right to use paid sick leave for a partial day (e.g., to attend a doctor's appointment), and may not discipline the employee for doing so.

Are You Interested In Improving Your Participation at School Board Meetings?

See the flyer below to register for **Monitors and Observers Training**. This is the second in a great series from the Public School Defenders Hub! It is so important to know what school boards should be doing and how to hold them accountable if they aren't following the rules, and the more people who learn this, the stronger we become!

Retirement

If you are thinking about retiring in the next few years, consider signing up for one of the local CalSTRS sessions list on the flyer below. Those are group sessions and are not intended for those of you wanting to retire this year. For a personalized appointment, you can call the

same number listed on the flyer, and options will be provided for the various meeting types.

Grievances

If you need to file a grievance, [begin here by completing the form](#) so our Grievance Chair, Ethan Lubin, can guide you. You can also reach him at grievancescvta@gmail.com.

Have a great week!



COME JOIN CVTA FOR

TRUNK or treat

OCTOBER 29

Help us spread Halloween cheer with our students, families, and community at the CVUSD Trunk or Treat

Looking for Volunteers To:

-  **Donate Candy** - Please take candy to your reps no later than October 24
-  **Decorate/Clean Up** 4:30 - 5:30PM & 7:00- 7:30PM
-  **Pass out candy** 5:30-7:00PM

Scan the QR Code
or
[Click Here to sign up!](#)

Questions:
e-mail Organizing
Committee Chair
Rachel Kuiland
rkuiland@yahoo.com





a program of Contemporary Policy Institute

Public School Board Volunteer MONITORS & OBSERVERS TRAINING



FREE INTERACTIVE, EDUCATION ATTORNEY-AUTHORED TRAINING

WHAT YOU'LL LEARN:

- Key state Education Code requirements of school boards to ensure accurate, inclusive education for all students
- How you can help reduce the proliferation of detrimental extremist local actions
- How to prepare to actively engage at school board meetings
- "Brown Act" governance laws with which local boards must adhere
- How to escalate complaint filings about non-compliance



**Thursday
Nov. 20, 2025**

**6:30-8:30pm
In-Person or ZOOM**

Anaheim CA in-person venue
(or) virtual Zoom

Register Online:
bit.ly/NovHubTraining



Training Schedule

- 6:00pm Check-in
- 6:30pm CA Education Code
- 7:15pm Questions & Answers
- BREAK —
- 7:30pm Brown Act Overview
- 8:15pm Questions & Answers
Recap & Closing

The Public School Defenders Hub is a program of Contemporary Policies Institute 501(c)(3)
www.cpihub.org

Visit Our Website



**Seasonal 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, November 12, 2025
4:00 PM - 6:00 PM
Registration opens: October 1, 2025

CalSTRS and Your Retirement
(Estimates provided)
Wednesday, January 14, 2026
4:00 PM - 6:00 PM
Registration opens: December 3, 2025

CalSTRS and Your Retirement
(Estimates provided)
Wednesday, March 11, 2026
4:00 PM - 6:00 PM
Registration opens: January 28, 2026

CalSTRS and Your Retirement
(Estimates provided)
Wednesday, May 13, 2026
4:00 PM - 6:00 PM
Registration opens: April 1, 2026

INTERACT
with fellow educators
in a small to large
group setting

LEARN
more about your
benefits
and prepare for your

REGISTER
800-228-5453, option 3

RR 1880 (rev 5/19)

Important Dates

- October 29th: CVUSD Trunk or Treat - Set up begins at 4:30 p.m.
- October 31st: Bargaining with the district regarding the Demand to Bargain filed by CVTA
- November 4th: High School Conferences
- November 6th: Middle School Conferences
- November 7th: High School and Middle School Minimum Day
- November 11th: Veterans Day Holiday (no school)
- November 12th: CVTA Rep Council, 4:30 p.m. via Zoom
- November 13th: CVUSD School Board Meeting, 5:30 p.m. @ DO
- November 17th: Bargaining...Remember to support your team!
- November 18th: CVTA Office Hours, 4:30 p.m. to 5:00 p.m. via Zoom
- November 19th: Deadline for admin to meet with 1st year probationary educators
- November 20th: CVTA Executive Board Meeting, 4:30 p.m. via Zoom
- November 24th to 28th: Thanksgiving Break
- December 3rd and 4th: Elementary Conferences
- December 5th: Bargaining...Remember to support your team!
- December 15th: Bargaining...Remember to support your team!
- January 15th: Bargaining...Remember to support your team!



Carissa Carrera
CVTA President

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

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Coachella Valley Teachers Association

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Contact Our Team



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