February 19, 2019

Good morning!  Another nice 3-day weekend...hope you enjoyed it and you are ready to be just what our students need today!

RIFs:

This time of year we always begin hearing many rumors about RIFs.  I can honestly say that as I am writing this, CVTA has not been notified of any RIFs.  Anything you are hearing is a rumor, and it would help if we did not continue to spread the rumors around.

Dr. Gomez has stated in his budget meetings and on several site visits that cuts will need to be made, but that they would be mostly management.  What this means is that some people may need to be RIFd in order to open positions for any management with seniority rights.  Not all management will have seniority rights.  It depends on several factors, mostly if they worked in our District as a teacher prior to becoming management, and if they are assigned to a school site or to the DO.

If we hear anything from the District about RIFs, you will all be notified.

Subs:

2/15/19, a Friday before a 3-day weekend, had over 150 absences called in. (135 is the average of what can actually be covered properly.)

Dr. Gandera again mentioned that HR is looking into patterns of absences in order to address the problem we are having with sub coverage.  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, and specifically the days surrounding the concert weekends coming up. 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.

CVTA Read to Succeed Community Event:

We are in the process of scheduling a free community event, including a free book for every child that attends.  This will be held at the Coachella Library, and we are hoping to hold it on either March 16th or March 23rd from 9-12.  There will be performances from several student groups from our schools, and we will need volunteers to fulfill several roles.  If you are interested, please contact Karina Vega, CVTA's Human Rights Committee Chair, at kariandanzel@yahoo.com.

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!

Here is our schedule of visits:

DATE

LUNCH TIME

SCHOOL

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

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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 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

March 1st - Bargaining - Please wear your CVTA shirts!

March 7th - School Board Meeting @ DM, 5:30pm

March 13th - Elementary Conferences 2:20-6:45

March 14th - Elementary Conferences 1:20-4:00

March 18th - DisctictProfessional Development Day (This is a workday!)

March 20th - CVTA Rep Council Mtg. 4:30 @ CDA Library

March 21st - School Board Meeting @ DO, 5:30pm

March 26th - High School Conferences 4:30-6:30

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

March 28th - Middle School Conferences 4:30-6:30

March 28th - Secondary Minimum Day

PBIS Tip:

Week of February 18, 2019:

Universal Expectation :Cafeteria

Classroom Survival Skill: Minding Your Own Business (M.Y.O.B.)

Growth Mindset Affirmation: I can't do it yet, but with effortI can!

Restorative Question: What do you dream about?

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:

The Three Read Protocol is one way to do a close read of a complex math word problem or task. This strategy includes reading a math scenario three times with a different goal each time. The first read is to understand the context. The second read is to understand the mathematics. The third read is to elicit inquiry questions based on the scenario. This strategy can be used for math tasks that include complex language structures or language that lends itself to a variety of interpretations. While this is a particularly useful strategy for English Language Learners, all students can benefit from the deeper understanding of word problem structures and open-ended questioning. Click  hereto access resources for implementing the Three Read Protocol in your classroom, this folder includes step by step instructions, an AVID 3 column note template, and a video of the protocol in action.

If you would like further assistance with using the Three Read Protocol 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."