2/18/19

Good morning!  Last week was not an easy week for many of our members...please show your support for each other by checking in to see if you can help in any way. If you received a RIF notice, please be sure to read the information regarding RIFs below.

RIFs:

There will be 52 RIF notices handed out (many received them already delivered last Friday).  The number is higher than the 32 shown on the board agenda because of seniority dates...they cannot notify just a few within the same date, so they must give notice to the entire group and apply tie breakersto narrow it down.  The tie-breaker/lottery is being held on Tuesday 3/12...watch for communication from HR.

Find the current seniority list here (this will change once the tie breakersare applied).

Must-dos for anyone receiving a notice:

Make sure you speak to your site rep to receive a packet from CTA (find the packet here if you still need it).

You need to complete the two forms on pages 3 and 4, take them to HR, get themdate and time stamped and request two copies, one for yourself and one to submit to me (leave the originals with HR). This needs to be done within 7 calendar days of receiving your RIF notice. If you are wondering if you should participate in the hearing...yes!  It is in your best interest to make sure the process is done properly, and we will help with that.

There is a meeting with the attorney assigned to us on March 21st, 4pmat Valle Del Sol.  You will need to bring the rest of the packet completed to that meeting.

Deliver a copy of the two forms to our office at 86695 Avenue 54 Suite J in Coachella (it is very close to HR), or arrange a time for me to pick the forms up.

CVTA Read to Succeed Community Event:

Flyers will soon be delivered to your mailboxes to post and announce in your classrooms.  We have scheduled a free community event, including a free book for every child that attends.  This will be held at the Coachella Library on 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.

Find the flyer here.

Information about Student Suspension:

I've recently met with Norma Rodriguez, Director of CWA, to discuss the many concerns I receive about student behavior, lack of support, etc.  It is important to realize that we have the responsibility to handle minor issues ourselves within our classrooms, while major issues should be handled by admin.  Please do not take it upon yourselves to determine which behaviors are major or minor...this is supposed to be decided and agreed upon as a staff.  If this hasn't yet been done at your site, please ask your administrator when this will take place.

You can suspend a student from your classroom, but you cannot suspend or expel a student from the school...only admin can request that, and it still would need to be approved.  It doesn't just happen.

EDUCATION CODE 48900.5: REQUIRED OTHER MEANS OF CORRECTION/EXCEPTIONS:

Suspensionshall be imposed only when other means of correction fail to bring about proper conduct. However, a pupil, including an individual with exceptional needs as defined in Section 56026, may be suspended for any of the reasons enumerated in Section 48900 upon a first offense, if the principal or superintendent of schools determines that the pupil violated subdivision (a), (b), (c), (d), or (e) of Section 48900 or that the pupil's presence causes a danger to persons or property or threatens to disrupt the instructional process.  Find the Ed Code here.

So let's talk about suspending a student from your class,because what happens in your classroom is what is under your control.  You can suspend from your classroom (up to two days) for violations of (f) through (t) in Ed Code Section 48900. Please note that use of profanity and/or disrespect is not typically an accepted reason to suspend from your classroom, and neither is not having a pencil or not working (these are the top reasons administrators have given as why teachers send students to the office).

There is an expectation that you will handle minor issues yourself,while keeping documentation of steps you have taken, things such as meeting with the student, giving warnings, reteaching the PBIS expectations, conferring with parents, offering other services that may be available to the students, requesting an SST, etc.  This is called "other means of correction" and must be done prior to a suspension.  If you cannot provide documentation that these things have been done, it is possible (and likely) that your admin will send a student back to your classroom.  This is not admin refusing to support you...you need to fulfill your responsibility first before expecting adminto take over (and thendefinitely hold them accountable for their part afterwards).  If you have this documentation and decide to suspend the student from your classroom (including providing proper notification of the suspension to admin), admin cannot send the student back to you.  For items f-t in the above ed code, there must be documented evidence of supports in place (other means of correction).  If anyone out there has a great document they use for keeping track of "other means of correction", please share it with us!

Here is the "Teacher Notice of Pupil Suspension" Form which you are required to complete when you suspend a student from your class.  It is not necessary to complete it prior to sending a student to admin, but it should be done within a reasonable amount of time. It is also your responsibility to arrange a meeting with parents regarding the suspension, but again, this does not have to happen before you can suspend from your classroom. Make sure to document all other means of correction before issuing a suspension from your class.  Do not send a student to admin for a suspension without stating, either in writing or over the phone, that this is a suspension from class and you will send the required documentation soon.

If you have any questions about informationin this section, please feel free to contact me, or you could also ask your administrator or PBIS lead.  It is important to make sure we are all receiving the support we not only deserve but also the support that is expected to be provided by admin, but we must make sure we are doing our part, as well.  This information is being shared because it seems the necessary documents and details aren't readily available to you at your sites.

Yoga Discount for Teachers:

See this flyer for a great opportunity just for teachers!  Only $10.

PD Opportunities for Members:

Self-Care PD April 2nd, 4:30-6:30 pm at the CTA Palm Desert Office in Palm Desert. Space will be limited, so please watch for registration information.

Painting and Art Made Easy...find the flyer here.  April 5th at the CVTA Office in Coachella, and space is limited!

Teachers and the Law PD coming soon to the CTA Palm Desert office.  This is especially important to see how your job can be affected by things we consider to be harmless!  More information coming...

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

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

VALLE DEL SOL

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 https://www.calstrs.com/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:

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

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

March 15th -  Bargaining...please wear your CVTA shirts to support our team!

March 18th - Voting begins for CVTA Executive Board and NEA-RA (watch for an email early in the morning)

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

March 19th - Bargaining...please wear your CVTA shirts to support our team!

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

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

March 22 - Voting ends for CVTA Executive Board and NEA-RA (paper ballots available at the CVTA Office from 2:30-4:30)

March 23rd - Celebrate Reading Event at the Coachella Library, 9am-12pm

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 March 11, 2019:

Universal Expectation :Restroom

Classroom Survival Skill: Accepting Criticism or a Consequence

Growth Mindset Affirmation: When things go wrong I can keep trying.

Restorative Question: What is something you would like to change about your life?

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:

If you would like assistance 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."