

January 13, 2020

Good morning! I hope you each had a good weekend! We have a great week ahead of us, and a three-day weekend coming up (which means on Friday 1/17 you can leave with the students, unless you have after-school duty).

Just a reminder for you to check the CVTA Bulletin Board at your site periodically...your site reps will often post useful information there for you.

Last week I sent out an email via CVUSD email, and I want to say I appreciate all the responses! Many of you replied to let me know that you weren't receiving our emails to your personal accounts, and some of you let me know to update your email address, or home address, etc. This is very helpful, and hopefully you will continue to let me (or Lisa Razo, our Membership Chair) know. Often our weekly emails go into your junk file (because it's a "mass mailing") and it just needs to be pulled out of there once or twice to stop it from happening again.

**"That's how we've always done it."**

Have you heard this phrase spoken at your site (or maybe even used it yourself)? This came up in a conversation I had last week with a member. We were discussing a situation at his site that was actually a violation of CA Ed Code, and he was told by another teacher that "they've always done it that way."

That's a problem. I want to point out that just because it's been done that way in the past doesn't mean it's the correct way to do it. Check your contract, the board policies, and even Ed Code when in doubt. I've seen many practices that are not the "right way," whether it be how parent meetings are handled, how discipline is handled, School Site Council meetings, and much more. I'm available, as well as your site reps, to answer questions if you want to check on something at your site.

**Student Loan Forgiveness**

The workshop being offered in February filled up within an hour! This is obviously a resource you are needing. Did you know you already have access to all sorts of resources regarding loan forgiveness? CTA's member benefits page has a link to

click for Student Loan Forgiveness, with videos and many other resources to help you navigate this topic. Here is a direct link to that page <https://www.ctamemberbenefits.org/Tools-And-Resources/Student-Loan>, and to log in you will need your membership number from your card (unless you've already been using the CTA website, which is a great resource for a lot of things).

### **CA Standards for the Teaching Profession (CSTP)**

[You can find a great interactive chart here](#) that shows all the standards, with links to more details about what this looks like in a classroom, both from the teacher perspective and from the student perspective.

Let's look at Standard 3:

\*Understanding and Organizing Subject Matter for Student Learning

This standard is all about your content knowledge, standards knowledge, and planning for instruction in a way that ensures equitable access for all students.

Universal Design for Learning (UDL) is a great way to ensure that all of your students can access your lessons. [Here is just one resource for UDL](#). (It's from NEA, and you also have access to everything on their website!) Of course, if you feel you need training in any subject matter, reach out to your admin to arrange for that. you can use PLC time for that, or request it at PD time.

### **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:**

- **January 20th** - MLK Holiday, no school
- **January 22nd** - CVTA Eboard Meeting @ CVTA Office, 4:00 p.m.
- **January 23rd** - CVUSD School Board Meeting @ DO, 5:30 p.m.
- **January 27th** - The Great Kindness Challenge begins (see chart from 1/6/2020 email)

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

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Carissa Carrera

CVTA President

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

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