Hey You! What’s New?  

FEARLESS EDUCATORS  

Education can be SCARY sometimes... all the changes day to day, the growing expectations of the profession, the societal shifts, being under the microscope and feeling unsure of the support that may be given when we are simply doing what we know is best for our students. Recently, I find these pressures have me relying on my ROOTS. Growing up, my Grandpa emphasized to us the importance of our Education (something he did not have the opportunity to complete). My family taught me to stand up for my beliefs, to look out for the "little guy", and to be honest (sometimes to a fault). These are the roots that inspire me to always speak truth and advocate for members (& students). But, probably the greatest lesson Grandpa modeled was that when you stick together as a family, there is very little that can truly hurt you. You (yes, YOU!), are part of my Education Family and by sticking together, we will FEARLESSLY succeed. I am so thankful to be among the BEST EDUCATORS AROUND!!!

~Chris Rodriguez

2019 Contract Update

We had a SPOOKTACULAR Member/Voter Turnout for our Tentative Agreement this year! **1,412 Members Voted** and the Contract passed with **85% approval**.

The 1% salary increase will be on your **Oct. 31** paycheck & the new language (including that individual PCT day) took effect once the School Board approved the Contract on 10/01/19. A Joint Training is being scheduled for Site Reps & Admin to help support implementing the new language at your site. In the meantime, feel free to contact us with questions.

CNTA is already hosting Listening Sessions to prepare for Negotiations next Spring. Be sure to check your emails and attend a session to share your feedback on the new contract and what you would like to see negotiated in the future!

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Review of Formula in Contract

3.26% Total COLA

-1.00% Step/Column

-1.08% STRS

1.18% Total Raise in Salary/Benefits
We are committed to serving our members and want to provide answers to your questions quickly. Since we are in and out of meetings with Members, sometimes email is a more expeditious way to get an answer to your question. Please reach out to us anytime!

**THE BREW ON BENEFITS**

Open Enrollment is under way **Oct 7-Nov 9th**!! Be sure to make any changes to your Benefits online or contact the CNUSD Benefits Dept.

With our new contract, employees receive more in their district paid benefit “fringe”. As you are reviewing your open enrollment paperwork, please note that the monthly employee contribution will now be decreased by $308 per year.

We **ALL** share an interest in decreasing the employee contribution for medical benefits and **engaged** CNTA members are the key to working toward this goal together.

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<tr>
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"WE WANT MORE" Meeting

Want to talk about the Salary and Benefits increases? Do you wonder why we didn't get more this year? Do you want that to change in the future?

Then, this is the meeting for YOU!!

November 5th, 4-5pm @ the CNTA Office

**Popcorn with the President**

Swing by the CNTA office **November 1st, 3-5pm** for Hot Cider, Popcorn and a chat with CNTA President, Chris Rodriguez and CTA Staff Robert Lemoine.

**Important Dates!!**

- **October 1-November 30**- Catastrophic Leave Enrollment
- **October 7-November 9**- Benefits Open Enrollment
- **October 15th**- Rep Council, 4pm (All Site Reps and Members!)
- **November 1st**- Popcorn with the President 3-5pm @ CNTA
- **November 5th**- We Want More Meeting 4-5pm @ CNTA Office

**Contact Information**

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