

# The CNTA CONNECTION

WITH CHRIS RODRIGUEZ & MEG E'AMATO



## HEY YOU! WHAT'S NEW? *Negotiations!*

Ever wondered how we decide what to Negotiate? Have an idea about something you think would help CNTA Members if it were negotiated into our contract?

CNTA collects information and guidance from our members through [listening sessions](#) and the [digital Negotiations Survey](#) we send out to members each year.

**THIS YEAR:** We are utilizing a **NEW** format for our listening sessions! Each constituency group will have a Lead that will help facilitate problem/idea gathering, prioritization and creating viable options for solutions that can be discussed at the Negotiations table. Please be sure to attend a session AND take part in the Survey! The voices we hear are the voices that guide us!

*Help us represent YOU!!*

## **\$** CNUSD Budget Interim Report

CNUSD is considered **fully funded** by LCFF as of the 2018-19 school year. What does THAT mean? California has "caught up" on their funding and (barring new allocations under our new Governor) the only increases CNUSD expects to receive in "additional funding" in the coming years will be COLA (Cost of Living). CNUSD projects declining enrollment of about 100 students for next year and increased expenditures in the area of Special Education Services.

Members often ask: what does it look like for a raise this year? Watching the budget is just one of the many ways CNTA prepares for contract/salary negotiations. Having educated members makes us stronger at the table! CNTA is developing more opportunities for members to: **1. Learn more about the budget** and **2. Advocate for prudent student-focused spending**. Knowledge truly is power!

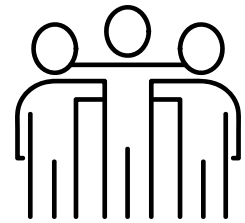
Want more LCFF info? Try: <http://tiny.cc/LCFFdetails>



Issue 2, December 2018

### HR Corner

Members often wonder what the "rules" are for PCT/PLC/Collab time.



#### Who sets the agenda?

The 1st PCT of the month is admin, the rest are teacher designed/driven time.

#### Do I need to attend?

Yes, this time with colleagues is part of your workday.

#### Can we be asked to provide minutes/evidence?

Yes, but there is no "homework" and evidence should be collaboratively determined (based upon products of the PCT work).

#### Who do we work with?

Teachers select academically appropriate grade-level, cross grade-level, cross track, departmental, or interdepartmental groups & collaboratively determine PCT goals/agendas with their team.

# IEP/Special Ed. FAQ's

**\* I'm a General Education Teacher, do I have to attend the whole IEP meeting?**

**Cal. Ed Code section 56341** sets the IEP participants and General/Regular Education Teachers are a part of the team. The Regular Education Teacher "to the extent appropriate, shall participate in the development, review, and revision of the pupil's individualized education program, including assisting in the determination of appropriate positive behavioral interventions and supports, and other strategies for the pupil, and the determination of supplementary aids and services, program modifications, and supports for school personnel that will be provided for the pupil." While sometimes circumstances allow for Regular Ed Teachers to be excused from portions of the meeting, the code encourages all team members be present the length of the meeting.

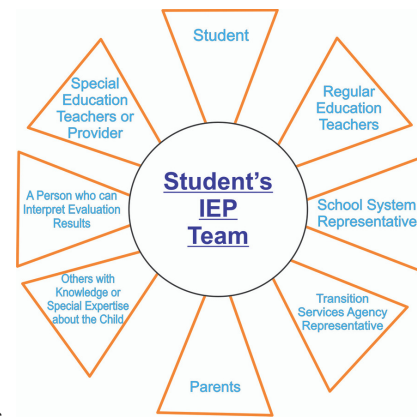
**\* What if there are reasons I won't be able to provide the accommodations being discussed?**

This is one of the important reasons teachers must work together to develop the Individualized plans. The IEP meeting is the time to express concerns and make adjustments that will properly support instruction and the student in your class. IEP's are legal documents and once they are in place they must be followed (until they can be formally/properly modified). If you have a concern, the IEP meeting is the time to SHARE IT!

**\* How do I learn more about balancing the rights of students/parents/advocates with the other classroom instructional expectations?** CNTA and CNUSD hope to offer specific training in the near future with this focus! In the meantime, please contact your CNTA Director or CNTA and we will try to help in any way we can!

## DISCIPLINE, SAFETY & PBIS

In 2012, California Ed Code change (AB 1729) provided for use of "Other Means of Correction" (OMC) before suspension for school rule/ Ed code violations. This precipitated implementation of Positive Behavioral Intervention and Supports (PBIS) at many school sites within CNUSD. CNTA Members are coming together to discuss Discipline, OMC, PBIS implementation, member observations and reflect on the effectiveness/impact on students and classrooms.



Let's Work on this TOGETHER!!

Listening Session @ CNTA Jan 28th, 4pm

Let's reflect and gather answers:

- Describe Discipline at your site.
- Does your site have PBIS or other program?
- What results have you observed w/ students?
- What results have you experienced as an educator?
- What suggestions do you have for PBIS/Discipline practices?
- Do you have any concerns or questions about Discipline/PBIS?

## IMPORTANT DATES!!

- **December 17th:** CNTA Holiday Party @ Rodrigo's, 3-6pm (All Members)
- **December 18th:** Rep Council @ CNTA, 4-5:30pm (Site Reps and All Members)
- **January 22nd:** Rep Council @CNTA, 4-6pm (Site Reps and All Members)
- **January 28th:** Discipline/PBIS Listening Session @CNTA, 4-5:30pm (All Members)
- **January 29th:** TK/Kinder Interests Meeting @CNTA, 3:30-5pm (Pre-K/TK/Kinder Teachers)

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