

The CNTA CONNECTION

WITH CHRIS RODRIGUEZ & MEG E'AMATO



HEY YOU! WHAT'S NEW?

We have **new CNTA officers!** There was a challenge filed to the Spring election process. CTA did an investigation and ruled to uphold the challenge, ordering a new election via paper ballots. We thank you all for your patience and participation in the election! It was a record voter turnout!

Your current CNTA officers are:

President Chris Rodriguez, President@wearecnta.org

Vice President Meg E'amato, VicePresident@wearecnta.org

Secretary Vivian Ringen, Secretary@wearecnta.org

Treasurer Kristin Courter, Treasurer@wearecnta.org

K-3 Director Michelle Gardner, K-3Director@wearecnta.org

4-6 Director Jennifer DeVries, 4-6Director@wearecnta.org

Intermediate Director Jerry Goar, IntermediateDirector@wearecnta.org

High School Director Chris Rodriguez, HighSchoolDirector@wearecnta.org

Support Services/SPED Director Angela Thomas, SPEDtaskforce@wearecnta.org



HR Corner

Did you know that the TB test process has changed? California Ed Code now allows certificated staff members who are at low risk to complete an assessment, rather than completing a TB Test. If your TB test is about to expire and you believe you are at low risk, have your doctor complete the risk assessment and return to:

Immunizations@cnusd.k12.ca.us

\$ Salary Increase!! → → → →

CNUSD received a \$4.2 Million unanticipated increase in LCFF base funding this year. CNTA Negotiations Team and Executive Board obtained and verified the numbers utilizing CTA resources. All CNUSD employees will receive a .97% increase on the salary schedule on their November check! This will appear as two deposits (1. retro pay from 7/1/2018 and 2. your new salary).

Bargaining Results 2018-19

Salary + in May = 1.67%
Benefits + in May = .5%
Salary + in Oct. = .97%
Total Increase = 3.14%

In the News...

Working in Education today is an amazing, wonderful, scary thing!

Social Media, Youtube and the evening news are filled with negative statements about educators, school video footage and career ending allegations. Members have reported incidents with students who are capitalizing on the stigma and utilizing these tactics to target staff, pressure grade/schedule changes, and/or get notoriety from classmates. Even the best teacher can be accused of wrongdoing.

PLEASE PROTECT YOURSELF! Be cautious with kidding, sarcasm & physical contact.

If you find yourself being accused of misconduct (*even though you're innocent*) it is VITAL that you utilize your Weingarten rights, call your site rep and get help BEFORE you answer any questions or provide any statements.

CNTA members are amazing professionals! Help us protect you!



KNOW YOUR

Weingarten Rights

An employee who reasonably believes that a meeting could lead to discipline is entitled to ask for union representation. Ask for your rep and politely decline to answer questions until your rep is there and you are able to talk to them first!

Grading Practices FAQ's



* How much can any one assignment be worth?

CNUSD Board Policy 6630 allows for Academic Freedom with limitations that "No single assignment will extend for a period longer than the number of weeks constituting a school quarter; no single assignment or test will compute to more than 25% of a quarterly or semester grade."

* How often do I need to update the gradebook on "Q"?

* How much do I have to make visible?

The Contract provides for an update of something (assignment, total grade or other) every two weeks. The intention is that parents/students would be able to have an understanding of student progress through "Q", but there are no specific requirements at this time. If you have questions, please feel free to call us (951)737-3414.

* What if a student/parent/coach isn't happy with the grade their student earned?

Parents do have a right to formally challenge with cause. BUT-if the teacher can show the validity of the calculation of the grade per the guidelines explained in your syllabus/information packet, in most cases the grade is upheld. Per CNUSD Board Policy 6630, "The grade assigned by the teacher shall not be changed by the Board or the Superintendent except as provided by law, CNUSD Board policy and administrative regulation (Education Code 49066)."

Curriculum Counts!!

With the constant changes in curriculum, your CNTA Directors are here to represent your voice. They meet with C&I monthly to discuss member feedback, ask your questions, problem solve, and develop collaborative processes that bring YOU into the room. Reach out to your grade level director or log in to www.wearecnta.org and read the Curriculum Committee Updates (under the Engage tab) on the CNTA website to see the amazing work they are doing for you.



BE A PART OF THE SOLUTION!

The talents and ideas of our members create the solutions of tomorrow!! Did you know that CNTA has a variety of committees that represent our members in decision making/planning/providing teacher voice to CNUSD?

Sign up today!

<https://www.signupgenius.com/go/CNTACommittees>

Website, Facebook and Personal Email Addresses, oh my!

We need YOU!! CNTA is an organization that is driven by the voices of the members and we are constantly looking for more effective ways to engage and communicate with our members.

Here's a little checklist of the ways you can stay connected:



www.wearecnta.org

Our website is a hub for CNTA information, updates on what CNTA is doing on your behalf, entertainment discounts, and forms. To access polls, secured internal documents and get "the inside scoop" simply create a profile and log in!



CNTA Members Only

We have a public Facebook page and **ALSO** a private group for general information for Members. Search "@wearecnta" to find our pages! Positive Media Presence in the community is important. We are proud of our members' positive public voice.

Contact Information

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We are committed to serving our members and want to provide answers 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!