

CSEA COACHELLA UNIFIED 109

Monthly newsletter of the California School Employees Association
Area F | Region 10 | Coachella Unified Chapter 109



AFL-CIO

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<https://csea.com/chapters/109>

CONTRACT LANGUAGE HIGHLIGHT: ARTICLE 6: EMPLOYEE RIGHTS

6.1 The District and CSEA recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal alternative right of employees to refuse to form or participate in employee organization activities.

6.2 Neither the Board nor the Association shall discriminate against any employee on the basis of race, ethnicity, gender, religion, national origin, (as provided in federal and State law), age, disability, sexual orientation (as limited by State law), or any other protected class or activity, including membership or lack of membership in an employee organization, or for participation in lawful employee organization activities, or refraining from participation in employee organization activities, or for the exercise of any rights or benefits granted by this Agreement.

6.3 Employee groups in the District will be able to arrange for group transportation to conferences and workshops at their discretion. All allowable contracted transportation will be posted at the bus driver center 48 hours prior to the trip.

6.4 Personnel Files. Employee personnel files are to be made available for inspection by the employee provided that the request is made at a time when the employee is not actually requested to render services to the district. Such material is not to include ratings, reports, or records which (1) were obtained prior to the employment of the person involved, (2) were prepared by identifiable examination committee members or (3) were obtained in connection with a promotional examination.

6.4.1 Information of a derogatory nature shall not be entered into the employee's personnel file unless and until the employee is given notice (10 working days) and an opportunity to review and comment on that information. An employee shall have the right to enter and have attached to any such derogatory statement, his/her own comment thereon. Such review may take place during normal business hours provided the release time to the employee does not negatively impact the day-to-day operations of the site/department.

6.4.2 All personnel files shall be kept in confidence and shall be available for inspection on a need to know basis.

6.4.3 Subject to the above conditions, an authorized representative of CSEA may accompany the employee in inspecting the employee's personnel file or may inspect the personnel file provided he/she first presents a current written authorization to do so signed and dated by the employee. An appointment shall be scheduled for such review as soon as practicable.

6.5 Evaluations. A permanent employee shall have the right to review and respond to an evaluation with an overall rating of unsatisfactory or improvement needed. An evaluation may be appealed to the Executive Director of Personnel Services (The appeal shall be made within 10 working days of presentation of the evaluation. The Executive Director shall hold a conference with the employee and his/her CSEA labor representative as soon as is practical. Upon a showing that the evaluation has been improperly based or issued, the Executive Director shall make any necessary changes to the evaluation to insure that the evaluation is accurate and fair. The Executive Director of Personnel Services decision is final and not subject to arbitration.

NEW CLASSIFIED EMPLOYEES

Amabel Garcia - Safety Supervisor (MV)
Briana Garcia - Bus Driver Transportation (DT)
Liliana Gradilla - Safety Supervisor (CFS)
Christina Hernandez - Bilingual Psychologist Tech (SPED)
Monique Lopez - Safety Supervisor (MV)
Cristina Moreno - Safety Supervisor (CC)

CONGRATS!

PROMOTED CLASSIFIED EMPLOYEES

Alma Bautista - Budget Specialist (Fiscal)
Alexa Celedon - English Learner Support Asst. (DM)
Melissa Montez - Administrative Specialist (DM)
Amber Zabalza - Administrative Specialist (WSHS)

!HIPHIP!
HOORAY!



POLICY 610 REVIEW

UNDERSTANDING THE 610 PROCESS

**SCAN THE QR CODE TO
WATCH THE VIDEO ABOUT
THE 610 PROCESS**



**Check out the graphic on the
next page to see the timeline
of the 610 process.**



610 PROCESS - SURVEY TO RATIFICATION



LRR Review 610 Process with
Bargaining Team
Policy 610.4

1

Date:

Survey Membership
(Successor Contract) &
Analyze/Prioritize Survey

Policy 610.3.01

2

Date:

Analyze/Prioritize
Surveys and Write Initial
Proposal

3

Date:

Forward Initial Proposal
to Field Director through
LRR for Review

Policy 610.3.01

4

Date:

Distribute Initial Proposal to
Membership

5

Date:

Chapter to Approve
Initial Proposal

Policy 610.3.03

6

Date:

Chapter Forwards Initial Proposal
to District for "Sunshining"

7

Date:

District "Sunshines"
Chapter's Initial Proposal

Gov. Code 3547 (a)(b)

8

Date:

District "Sunshines"
its' Initial Proposal

Gov. Code 3547(b)(c)

9

Date:

Bargaining Team Review 610
Process with District

Policy 610.5

10

Date:

Negotiations Begins

11

Date:

Negotiations team shall
provide bargaining updates
after each session

Policy 610.7.03

12

Tentative Agreement
Reached

13

Date:

Submit signed T.A. to LRR

Policy 610.9.01

14

Date:

LRR Sends T.A. to Field
Director for Review

Policy 610.9.02

15

Date:

Field Director Reviews
TA/Issues 610 Letter to Chapter
President

Policy 610.9.03, and Policy 610.8.02

16

Date:

5 Day Meeting Notice sent to
Bargaining Unit Members with a copy
of agreement or summary

Policy 610.9.05 & Policy 610.09.06

13

Date:

Ratification vote via secret ballot in
accordance with chapter constitution

Policy 610.10

14

Date:

Chapter informs LRR of date
agreement is ratified

15

Date:

Violations of Ratification
Policies and Practices

Policy 610.12.01

Policy 610.13.02(a)

16

Appeal Rights 610.12.02 & 610.13.02(b)

NOVEMBER RATIFICATION RESULTS

VOTING RESULTS ON THE THREE MOUS UP FOR RATIFICATION

2022-23 Bus Driver and Bus Driver Trainee Incentive MOU

47 - Yes

13 - No

CFS Custodian I to Custodian/Maintenance Reclass MOU

58 - Yes

2 - No

Curriculum Resource Technician Reclassification MOU

56 - Yes

4 - No

AMENDMENT VOTING RESULTS

VOTING RESULTS ON ARTICLE VI - MEETINGS

Article VI - Meetings

36 - Yes

1 - No



CSEA ASSISTANCE FUND

SUPPORT CSEA'S ASSISTANCE FUND
THROUGH AMAZON SMILE



Donate and support a portion of your purchase from Amazon to the CSEA Assistance Fund. This fund's mission is to provide aid to destitute or homeless school employees and their families. Use the link below or scan the QR code to apply the CSEA Assistance Fund to your order.



https://smile.amazon.com/?ref=smi_se_dshb_bk_smi



FEDERAL STUDENT LOAN FORGIVENESS

INCLUDING PUBLIC SERVICE LOAN FORGIVENESS WAIVER GIB No. 49-22

A. SUBJECT MATTER

We want to make sure CSEA members are aware of two actions by the Biden administration that may help them reduce or eliminate student loan debt. These have been in the news, and you should go to official government sources for details. We are providing a summary and links to official websites to help spread the word to our members and their families who might benefit.

1. Individuals with federal student loans can be eligible for up to \$20,000 in loan forgiveness

Individuals who have federal student loan debt can be eligible to have up to \$10,000 of that debt forgiven. If the individual received a Pell Grant in college (a specific kind of federal aid), they are eligible for another \$10,000 of debt forgiveness, for a total of up to \$20,000.

This debt forgiveness is available to anyone whose individual income is less than \$125,000, or \$250,000 for households.

The federal Department of Education is preparing a simple application for this debt forgiveness. For more information, go to <https://studentaid.gov/debt-relief-announcement/>.

2. There is a temporary waiver (until October 31, 2022) that can get you more credit towards the Public Service Loan Forgiveness program

People who hold public-service jobs, including working for public employers like school and community college districts, may be eligible for the federal Public Service Loan Forgiveness Program or PSLF. Under this program, student loans can be completely forgiven after the individual makes 120 "qualifying payments." There is a limited waiver, through October 31, 2022, that allows eligible individuals to receive credit for past periods of repayment that wouldn't otherwise qualify for PSLF. This can get you closer to full loan forgiveness under PSLF. To take advantage of this opportunity, you must have a Direct Loan, which means you might have to apply to consolidate your loans before October 31, 2022. For more information, go to <https://studentaid.gov/articles/take-advantage-pslf-waiver/>.

If you have any questions regarding these programs, go to <https://studentaid.gov/help-center/contact> to obtain phone numbers and/or ask your question via live chat.

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Keith Pace
Executive Director



CSEA PARAEDUCATOR CONFERENCE

APRIL 4-6, 2023 | ONTARIO CONVENTION CENTER

CSEA's 26th Annual Paraeducator Conference will be held in-person at the Ontario Convention Center April 4 – 6, 2023. Registration will be open in the late Fall, more details to come.

CSEA's long-running, annual paraeducator conference is one of our most popular events. Held each spring, the conference provides paraeducators with an opportunity to improve their knowledge, learn the latest in education trends and network with other paraeducators from around the state.

The conference has grown in size and popularity every year since, it debuted in 1998. Today, it is known statewide by members and school district administrators alike as the premier training and development opportunity for paraeducators.



CLASSIFIED WORK YEAR CALENDAR

2022 - 2023

COACHELLA VALLEY UNIFIED SCHOOL DISTRICT CLASSIFIED WORK YEAR CALENDAR 2022-2023

Workdays:	180 Days	180 Days	182 Days	182 Days	190 Days	10 Month	10.5 Months	11 Months
POSITIONS:	BIL SPEECH/LANGUAGE PATHOLOGY ASSISTANT	PARAEDUCATOR EARLY CHILDHOOD DEVELOPMENT	1 Day Before / 1 Day After LIFEGUARD	2 Days Before BUS DRIVERS	5 Days Before/ 5 Days After COOK/ASSISTANT KITCHEN MANAGER	OFFICE ASSISTANT	ATTEN. DATA ENTRY CLERK I	ADMINISTRATIVE ASSISTANT
	BILINGUAL SPEECH THERAPIST PARAEDUCATOR	SAFETY SUPERVISOR (CFS)		BUS MONITORS	KITCHEN MANAGER I		ATTEN. DATA ENTRY CLERK II	ADMINISTRATIVE ASSISTANT - ATHLETIC
	CAMPUS FACILITY ATTENDANT			KITCHEN WORKER	KITCHEN MANAGER II		ELEMENTARY ATTENDANCE CLERK	ASB ACCOUNT CLERK
	CAMPUS SECURITY ASSISTANT						ENGLISH LEARNER SUPP ASSIST.	BIL PSYCHOLOGIST TECHNICIAN
	PARAED BEHAVIOR INTERVENTION SPED						HEALTH SERVICES TECHNICIAN	INSTRUCTIONAL MEDIA ASSISTANT
	GENERAL ED INSTRUCTIONAL AIDE						IT SERVICES ASSISTANT	LICENSED VOCATIONAL NURSE
	PARAED I, II & MODERATE SEVERE DISABILITIES							OFFICE MEDIA CLERK
	PARAED SPECIALIZED PHY HEALTH MOBILITY							SCHOOL NURSE ASSISTANT
	PARENT COMMUNITY LIAISON							SPORTS FACILITIES ASSISTANT
	SAFETY SUPERVISOR (Up to 130 days = Adult Ed)							
	SPECIAL EDUCATION EXPANSION AIDE							

FIRST DAY:	8/11/2022	8/10/2022	8/10/2022	8/9/2022	8/4/2022	8/1/2022	8/8/2022	8/1/2022
LAST DAY:	6/6/2023	6/5/2023	6/7/2023	6/6/2023	6/13/2023	5/31/2023	6/22/2023	6/30/2023
JUL	0	0	0	0	0	0	0	0
AUG	15	16	16	17	20	23	18	23
SEP	21	21	21	21	21	21	21	21
OCT	20	20	20	20	20	21	21	21
NOV	16	16	16	16	16	19	19	19
DEC	12	12	12	12	12	19	19	19
JAN	16	16	16	16	16	20	20	20
FEB	18	18	18	18	18	18	18	18
MAR	22	22	22	22	22	23	23	23
APR	14	14	14	14	14	19	19	19
MAY	22	22	22	22	22	22	22	22
JUN	4	3	5	4	9	0	15	21
Workdays:	180	180	182	182	190	205	215	226



NEGOTIATION UPDATES

NEGOTIATION UPDATES FOR
NOVEMBER 2022

CSEA met with the District Tuesday, November 29th to resume contract negotiations for the 2022-23 Reopener.

The District did counter on Article 11 – Salary on Tuesday.

After weeks of delay, during which time Management gave itself multiple raises, the District came in a with 4% on schedule and still wanted to take off the employee group “me too” language (we offered to remove it IF they agreed to our two-year proposal for 7% each year). We countered back immediately with the original 10% language including our current “me too” language that includes all employee groups. We gave every opportunity to the District to work with us on salary, however Management continues to provide nothing but nonsensical counters. We were blunt at the table: our members already earned their COLAs, and 4% is nothing but disrespect. Other districts (Desert Sands, College of the Desert, Morongo, etc.) did the right thing months ago.

The District did counter on Article 17 - Transportation and have dropped the time clock language. They are also seeking to improve the bidding language which we will be reviewing.

The District countered on Article 16 – Discipline. We are continuing to work together on progressive discipline language, and are close.

We meet again in January to continue work on the remaining reclassifications and reopeners. We are also pursuing a grievance regarding our current “me too” language and the recent raises to management compensation.

Questions? Please contact your bargaining team.



CHAPTER 109 EXECUTIVE BOARD ELECTIONS

CHAPTER SECRETARY NOMINEE SPEECH

Hello Chapter 109,

My name is Javier Martinez. I had the privilege of being nominated to run for Secretary, and I humbly accepted, as it would be an honor to serve you all on our Union Board. Sacrifice is not a foreign concept to me, I have years of experience making sacrifices to serve the community as well as our nation. I served 4 years in the U.S. Army as a Communications Specialist. In 2006 I was hired as a Campus Security Officer and later promoted to my current position of District Patrol Officer. Since then, I have always been encouraged by the employees of our district to grow and do more. I believe in the youth of our community and show my commitment to their future not only by ensuring their safety on campus but off campus as well. Some of my accomplishments include,

Bachelors Degree in Criminal Justice

Assistant Scoutmaster with Troop 51 Boy Scouts

Football Coach at Shadow Hills High School

Volunteer Football Coach Elementary school age Friday Night Lights

Numerous hours of training with F.E.M.A and Emergency Management Disaster Preparedness

This month I am asking for your vote and confidence in me, so that I can be given the opportunity to learn from our hard-working elected Board to better serve you all. If elected Secretary, I would build upon the hard work of our previous Secretaries and help build a better and more secure future for ALL the employees of Chapter 109 and their Families.

Thank you for taking the time to read my article.

Respectfully,

Javier Martinez



QUESTIONS?

PLEASE CONTACT YOUR
NEGOTIATIONS TEAM.

CSEA Coachella 109 Negotiations Team



	Isadora Jimenez	ijimenez@cvusd.us	760-969-0091
	Ray Anzaldua	ray.anzaldua@cvusd.us	760-698-3348
	Alejandra Garcia	chapter109@icloud.com	760-399-6945
	Veronica Duenas	vero.duenas5@gmail.com	760-600-4097
	Eliseo Mendez	eliseo.mendez@cvusd.us	760-832-0038
	Sandra Valenzuela	sandra.valenzuela@cvusd.us	760-399-7115



QUESTIONS?

PLEASE CONTACT YOUR
RECLASSIFICATIONS TEAM.

CSEA Coachella 109 Reclassifications Team

	Ray Anzaldua	ray.anzaldua@cvusd.us	760-698-3348
	Veronica Duenas	vero.duenas5@gmail.com	760-600-4097
	Eliseo Mendez	eliseo.mendez@cvusd.us	760-832-0038



CHAPTER 109 MEETING DATES

MEETING DATES FOR THE 2022-23
SCHOOL YEAR

All meetings will be in person at 5pm unless otherwise stated. Location will be shared on the agenda when it is sent out.


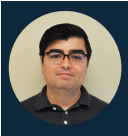




All meetings are for CSEA members only.
Please, no family members.

Executive Board Meetings	Site Representative Meetings	Chapter Meetings
September 13, 2022	September 28, 2022 (Zoom)	September 29, 2022
October 11, 2022	October 26, 2022 (Zoom)	October 27, 2022
November 8, 2022	November 16, 2022 (Zoom)	November 17, 2022
December 6, 2022	December 14, 2022 (Zoom)	December 16, 2022*
January 10, 2023	January 25, 2023 (Zoom)	January 26, 2023
February 14, 2023	February 22, 2023 (Zoom)	February 23, 2023
March 14, 2023	March 22, 2023 (Zoom)	March 23, 2023
April 11, 2023	April 26, 2023 (Zoom)	April 27, 2023
May 9, 2023	May 24, 2023 (Zoom)	May 25, 2023



CHAPTER CONTACTS

EXECUTIVE BOARD

	Isadora Jimenez	Chapter President	760-969-0091	ijimenez@cvusd.us
	Ray Anzaldua	Chapter Vice President	760-698-3348	ray.anzaldua@cvusd.us
	Alejandra Garcia	Chapter Secretary	760-399-6945	chapter109@icloud.com
	Meagan Farley	Chapter Treasurer	760-397-5574	cseatreasurer109@gmail.com
	Billy Franco	Chapter Communications/ Public Relations Officer	760-565-2397	billycsea109@outlook.com
	Veronica Duenas	Chapter Chief Union Steward	760-600-4097	vero.duenas5@gmail.com



CHAPTER CONTACTS

ADDITIONAL CONTACTS

	Adam Weinberger	Association President
	Freddy Arroyo	Area F Director
	Paula Pelton	Regional Representative - Region 10
	Beth Caskie	Labor Relations Representative



CHAPTER CONTACTS

SITE REPRESENTATIVES

<u>Site</u>	<u>Name</u>	<u>Email</u>
Adult Education	Anita Meraz	anita.meraz@cvusd.us
Bobby Duke	Ysenia Morales Adrian Cano	ysenia.morales@cvusd.us adrian.cano@cvusd.us
Cahuilla Desert Academy	Meagan Farley Tina Gatlin Mercedes Limon	meagan.franco@cvusd.us tigatline@cvusd.us mercedes.limon@cvusd.us
Cesar Chavez	Alicia Valladolid Julia Arredondo German Vargas	alicia.valladolid@cvusd.us julia.arredondo@cvusd.us german.vargas@cvusd.us
Coachella Valley High School	Leticia Contreras Eliseo Mendez April Rodriguez Raquel Canela	lecontreras@cvusd.us eliseo.mendez@cvusd.us april.rodriguez@cvusd.us raquel.canela@cvusd.us



CHAPTER CONTACTS

SITE REPRESENTATIVES

<u>Site</u>	<u>Name</u>	<u>Email</u>
Coral Mountain Academy	Rodie Cota Sergio Garcia	rodie.cota@cvusd.us sergio.garcia@cvusd.us
Desert Mirage High School	Billy Franco Raquel Hernandez Maria Camarena	billy.franco@cvusd.us raquel.hernandez@cvusd.us mcamarena@cvusd.us
John Kelley	Jennifer Moreno	jennifer.moreno@cvusd.us
La Familia		
Las Palmitas		



CHAPTER CONTACTS

SITE REPRESENTATIVES

<u>Site</u>	<u>Name</u>	<u>Email</u>
Mecca		
Mountain Vista	Rebecca Ruiz Joanne Gutierrez	rebecca.ruiz@cvusd.us joanne.gutierrez@cvusd.us
Oasis	Alejandra Garcia	alejandra.garcia@cvusd.us
Palm View	Lisa Castro	lisa.castro@cvusd.us
Peter Pendleton	Bianca Lomeli	blomeli@cvusd.us



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<u>Site</u>	<u>Name</u>	<u>Email</u>
Saul Martinez		
Sea View	Maria Molina	maria.molina@cvusd.us
Toro Canyon	Noemi Mendoza	noemi.mendoza@cvusd.us
Valle Del Sol	Veronica Duenas	veronica.duenas@cvusd.us
Valley View	Bianca Garania Jesus Lopez	bianca.garania@cvusd.us jesus.lopez@cvusd.us
Westside	Jessica Venegas Stephanie Reyes	jvenegas@cvusd.us stephanie.reyes@cvusd.us



CHAPTER CONTACTS

SITE REPRESENTATIVES

<u>Site</u>	<u>Name</u>	<u>Email</u>
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Children & Family Services	Francisca Aguirre Maria T. Guerrero Evelyn Castro	francisca.aguirre@cvusd.us mguerrero@cvusd.us evelyn.castro@cvusd.us
District Office	Tiana Romero Patricia Lopez	tiromero@cvusd.us patricia.lopez@cvusd.us
Maintenance & Operations	Laurie Howard	lhoward@cvusd.us
Security/Patrol		



CHAPTER CONTACTS

SITE REPRESENTATIVES

<u>Site</u>	<u>Name</u>	<u>Email</u>
Technology	Shaun Piron	spiron@cvusd.us
Special Education	Elaine Yanez	elaine.yanez@cvusd.us
Transportation	Francisco Becerra	francisco.becerra@cvusd.us

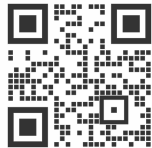


IMPORTANT LINKS

Questions/Comments Form



CSEA Main Site



Chapter 109 Constitution



CVUSD Seniority List



Coachella Unified Chapter 109 Microsite



Chapter 109 CBA/Contract



CVUSD Salary Schedule



CVUSD Job Descriptions

