



We are now in the middle of October, and it seems like the beginning-of-the-year mania might actually be increasing. Do any of you remember a year when we have lost this many teachers? How is it impacting your students? Your ability to complete your work?

At our CAVA organizing committee HQ, the difficult start to this year adds more fuel to our fire. It demonstrates more than ever that CAVA teachers need to have a real voice in decisions that impact our students and our school. As a result, we have been extra busy at pushing for important changes despite administration's efforts to distract and delay.

Below are a few examples of what we have been working on. If you have ideas of important issues that we should address together, let us know!

Letters from our State Lawmakers

As we reported in our most recent newsletter, eight teachers from the CAVA Organizing Committee visited the State Capitol last month and held meetings with legislators and staff from 32 state legislative offices. We expressed how much we value our school while outlining many of our serious concerns. We made it clear that CAVA can better serve students in California if important changes are made. We asked these lawmakers to join our efforts to make CAVA a better place to teach and learn, and were very encouraged by their responses.

Since our visit, many lawmakers have begun to send [letters](#) to CAVA administration, asking them to respect our decision to unionize and raising serious concerns about recent retaliation against some of our colleagues. We will continue to work with elected officials and will not rest until the needed changes are made.



CAVA OC discussing education issues with Assemblymember Roger Dickinson

Road Trip: Meetings with School Districts

Recently, teachers from the CAVA Organizing Committee visited almost every corner of our great state of California! Our travels had a clear purpose. Over the past six weeks, we met with superintendents from six of the ten school districts that authorize CAVA to operate. Find out more about our visits [here!](#)

Special Ed Teachers Say Changes are Needed Now

Special education teachers came back from summer break to discover that both our department heads had resigned. We also discovered we were being assigned additional new work duties that required mastering new websites, policies, and procedures. Neither we nor our supervisors received adequate training, and we lagged at completing



A Walnut grove in Sutter County, CA, near one of the districts we visited.

the new tasks despite working far past 4 pm every day. When management responded by threatening to write up anyone who didn't meet their arbitrary, impossible deadlines, special ed teachers started to quit. That is when we decided we had to do something. Read more [here](#).

Top CAVA Administration's Bad Behavior

By now we all know that, way up the chain of command, CAVA administration doesn't want us to be union. That is because they know that as a union, CAVA teachers will have a real say in policies at our school and we will be better able to make sure resources stay in our classroom, rather than getting shipped out of state to K-12 Inc. That is why CAVA continues to use legal maneuvers to delay the official certification of our union, and by extension, our bargaining of a contract.

Recently, there have been a few instances of CAVA administration bullying our colleagues in unacceptable ways. In one case, one of our colleagues was written up for engaging in legally protected union activity. In another case, Stacey Preach, a long-time CAVA teacher and union activist, was terminated.

Bullying is never acceptable. In both these cases, we believe it is downright illegal. That is why we have filed charges with the Public Employment Relations Board, asserting that CAVA broke the law. We expect resolution in the near future.

We view these examples of bullying as a sign of desperation by some in administration who want to protect the status quo here at our school. They believe that actions like those taken against Stacey will scare us into backing down. On the contrary, they demonstrate exactly why our unionizing is so important. Teachers at CAVA must be able to advocate for our school and our students without fear of reprisals.

As an Organizing Committee of CAVA teachers, we stand together in support of Stacey and in support of our legally protected rights, and will work with our union to hold CAVA accountable for their violations of the law.

Let's Stay In Touch

The CAVA teachers who make up your Organizing Committee have been working to stay in close personal contact with each of our teaching colleagues. This is especially important given the unique structure of our workplace. We have been sending personal e-mails and text messages along with making phone calls. We would like to help ensure that everyone feels connected and stays updated on current events. There is a special project going on right now, and we would like to invite you to participate. If you haven't spoken with us recently, give your favorite Organizing Committee member a call, or contact us at cava.organizing.committee@gmail.com with your personal contact information, best time to contact and we will call you.



Nine year CAVA art teacher and union activist Stacey Preach