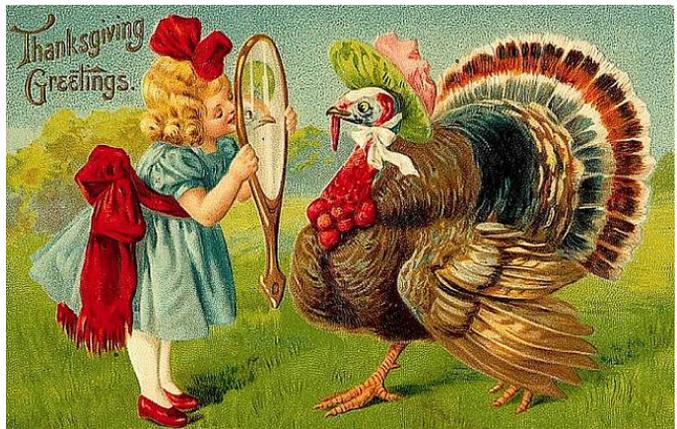




As we head into Thanksgiving Break, there are a lot of things to be thankful for here at CAVA. We have seen some positive changes occur this year with support from our union and we look forward to future changes that will help our students be successful at our school. In this issue, we discuss where all the ADA money is going, provide a reminder about the Flexible Spending Account and discuss Open Enrollment for Benefits. Additionally we are re-sharing the letter that was sent to the CAVA administration on November 12, 2014.

### **Where is all the ADA money going?**

It might surprise you to learn that CAVA receives the same per-pupil funding from the State of California as traditional public schools. Although CAVA is a virtual school with no brick and mortar infrastructure, our school almost always receives 100% of the Average Daily Attendance (ADA) revenue—which is the technical term for per-pupil funding—from the California Department of Education (CDE). This means our per-pupil funding formula is the same as traditional public school districts. Our school receives 100% of ADA funding because our administration agreed to spend at least 40% of that revenue on certificated staff, also known as teachers!



So we know CAVA gets the same funding as traditional public schools. The question is: where is all that money going? Well, it turns out a huge chunk of it goes to K12 Inc. headquarters in Virginia. In 2012-13, CAVA received \$94 million in public revenue from the state of California.\* Of that \$94 million, \$50 million went to K12 Inc. in the form of payments for "Management Fees," "Leased Equipment" and "Instructional Materials and Technology." That's more than half of our school's funding! At the same time, CAVA's School Accountability Report Cards report the average CAVA teacher earns between 35,000 and 38,000 a year, almost half of the \$68,000 earned by the average public school teacher in California.

With such a huge amount of taxpayer revenue going to K12's corporate pockets, it's no wonder CAVA teacher salaries are so outrageously low. If some of the tens of millions that CAVA sends to K12 were spent here in California, it could fix many of the problems at our school. CAVA could hire clerical staff, add more teachers and pay us more, which would help slow the massive teacher turnover we've seen and provide us more time for actual instruction, all of which would benefit CAVA students.

### **Updates on FSAs and Open Enrollment Health Benefits**

Since we are so busy with our responsibilities at CAVA, some of our colleagues have expressed concern about missing important deadlines and information, including those that pertain to our healthcare benefits, retirement, credentials and other important employment issues. To the best of our ability we will try to track these issues and remind our colleagues when issues or arise or deadlines approach. To that end, we have a brief report on both FSAs and Open Enrollment below!

### **Rapidly Approaching Deadline for the Flexible Spending Account**

Are you planning on re-enrolling in the Healthcare Flexible Spending Account Program?

Log into your Insuperity Account and click on the banner for Flexible Spending or follow this path: Benefits—> New/Open Enrollment. Click on the Start Now button for Health Care FSA 2015. The Deadline is November 30, 2014 @ 11:59 PM CENTRAL Time. Be sure that you complete the enrollment before that time! You must re-enroll every year in the Healthcare FSA plan. This plan pays for prescription medications, Doctor visit co-pays, and ER visits. You can even purchase Durable Medical Equipment using the FSA MasterCard that you are sent!

### **Open enrollment Health Benefits 2015**

After waiting for weeks, we finally received information that Open Enrollment for health benefits is from November 21, 2014 until January 1, 2015. All changes will take place on January 1, 2015, including any increase in co-pays, prescriptions, and other Out-of-Pocket expenses.

According to Casey Johnen, HR Administrator at CAVA, this is a passive enrollment year, therefore should you wish to remain with the same health coverage and do not want to make any changes, you may disregard the open enrollment period, as your benefits will automatically rollover into the new year. If you would like to add a new family member, change carriers, policies, or anything else, you will need to declare those changes through your Insuperity Account on or before 11:59 PM on January 1, 2015. Here is what you do:

- Go to [esc.insperity.com](http://esc.insperity.com) and log in
- Navigate to Benefits > Enrollment > New/Open Enrollment
- Once on this page, you will see different choices that will give you your benefits enrollment status.
  - To review the benefit options, click on the blue health benefits. This will lead you to three options:
    - How to Enroll
    - Contribution Rates (Rate of each program per month available beginning January 1, 2015)
    - Medical Plan Comparison
- When comfortable with your choice, select “Start Now”. Even if you are remaining with the same coverage, you are able to click on “Start Now” and go through the process.
- Dental and Vision are single choice plans. This means that we are all automatically enrolled.

Be sure to read all of the fine print. Should you have questions, please send them to Casey Johnen at [Cjohnen@caliva.org](mailto:Cjohnen@caliva.org) or to Insuperity at [contactcenter@insperity.com](mailto:contactcenter@insperity.com) or 866-715-3552.

**Reminder!** Health Benefits Open Enrollment is different than enrolling in a Flexible Spending Account or FSA. This requires a separate enrollment process. However, it can be done at the same time by clicking on Health Care FSA 2015 on your landing page. The FSA option has a separate enrollment deadline which is November 30, 2014.

### **Letter Sent to Administration Calls for Improvements to CAVA**

Recently, many CAVA staff members signed onto a letter asking our administration for the opportunity to discuss some areas of concern. The letter was an attempt to summarize many different concerns of staff into one document—not an easy feat. We are impressed by the staff members who signed onto this letter, and by the support expressed by others who were too afraid to sign. It is clear that CAVA teachers are committed to making our school a better place for students to learn and teachers to teach. We are hopeful that more communication such as this letter will lead to a culture of open collaboration, and erode away the culture of fear that currently exists. Unfortunately, CAVA administration has not yet formally responded to our concerns. Though we are not surprised by their silence, we still hope that CAVA administration will address the important issues we raised. But we are not waiting for their answer. Instead, we will continue to work to expose problems and find solutions in order to improve CAVA.

We would also like to offer a correction to the letter as it was submitted: due to a clerical error, Jenny Gass’s name was inadvertently included. We have since removed her name and the revised version is posted on our website.

Happy Thanksgiving and enjoy your break,  
California Virtual Educators United, CTA/NEA Organizing Committee

Please check our website [www.cavirtualeducators.org](http://www.cavirtualeducators.org) for all the latest union news and feel free to contact any of the members of the CAVA Organizing Committee with any questions or concerns. We are here for you!

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\*According to the 2012-13 CAVA year-end financial reports obtained from the California Department of Education.