



Virtual Educator –

As Organizing Committee Members here at CAVA, we believe it is our responsibility to keep our co-workers informed about the challenges facing our school, updated about our union organizing, and aware of the opportunities to contribute ideas, energy, critiques and solutions. Our union will respond to the needs of teachers and students at our school if we are all involved!

There are limitations on communication in a virtual school setting. We don't run into each other in the hallways! Our best chance of ensuring everyone is up to date is to use a combination of different communication methods, including phone calls, emails, in-person meetings, and updates to our website. We hope you will visit our website frequently, email us at [cava.organizing.committee@gmail.com](mailto:cava.organizing.committee@gmail.com) with questions and tell your friends to sign up on our email list.

This newsletter is one small part of achieving these goals. If you have ideas for stories, or would like to contribute, please let us know.

**NEXT STEPS  
(WHAT TO EXPECT)**

- 1. PERB gets list of eligible employees from CAVA and verifies our majority support.**
- 2. Our colleagues brainstorm areas for improvement through meetings, surveys, conversations.**
- 3. CAVA respects our legally protected rights and recognizes our union.**
- 4. We select representatives from K8/High School for our CAVA union bargaining team.**
- 5. Create bargaining proposals.**
- 6. Sit down and bargain!**

### **We are on our way!**

As many of you have heard, we officially filed for union recognition! On May 9th, we delivered the appropriate legal documents to the Public Employment Relations Board (PERB) and formally notified CAVA administration that we are unionizing. We also provided proof of majority support to PERB (administration does not see those petitions). PERB will go through a process that will take approximately two months to verify our majority support, at which point we look forward to CAVA administration recognizing our union.

This is great news for all of CAVA teachers. We are ready for change: change for our students, our families, our colleagues, and our school. As dedicated teachers, we believe our school will work better if we have a voice in important decisions. Organizing the union is not only about money. It is about the health of our school. It is about improving working and learning conditions. It is about having a voice that is heard loud and clear.

While that legal process is unfolding we will take advantage of the time to begin the process of preparing for contract negotiations. It is important that everyone have an opportunity to give input to our bargaining preparation, including those who did not support our majority decision. To learn more

about charter school contracts, visit our [CAVA union website!](#)

Over this next phase, we will be reaching out to staff to discuss next steps in more detail and create opportunities for everyone to share their valuable experiences. If you have ideas to share now about how to best get everyone's input, please contact your CAVA organizing committee at [cava.organizing.committee@gmail.com](mailto:cava.organizing.committee@gmail.com).