



Virtual Educator –

Last week we reported that CAVA administration took the first step towards following California law and posted the required notice announcing our request for union recognition. This week it looks like they are trying to take a different path.

Rather than respecting our right to unionize, they may be trying to use legal maneuvers to try and delay our efforts to become certified and begin negotiating our union contract. In a recent letter to PERB from their notoriously anti-union and anti-educator law firm, they have contended that CAVA should be considered 11 different schools that are each totally independent (even though we all have the same management structure, policies and procedures, teach the same students, and so on).

Furthermore, they have indicated that they should be considered a private employer. This latter point runs contrary to CAVA's entire revenue model which is dependent on public funding. We are concerned this argument could potentially endanger their standing with the state of California. Under the California constitution, charter schools must be public schools. California law and CAVA's charters require CAVA to be a public employer, not a private employer.

We are not surprised that CAVA is trying to delay the process and anticipated that they might try both of these tactics. CAVA/K12 administration is clearly worried. They know that when we are union they will have to listen to teachers and that means putting more resources into the classrooms. Though we aren't surprised by these tactics, it doesn't mean they are right. We believe CAVA should act responsibly, respect teachers' right to organize, and avoid compromising our students or our school.

Over the weeks to come we will continue to keep you posted as we navigate administration's attempts to delay progress at CAVA. In the meantime, we will continue to build our union and get ready to make the changes that are needed at our school.

If you have any questions about these latest developments, be sure to contact our committee and keep checking our website for further updates.

Bargaining Preparation Survey Coming Soon

While we realize there might be a bit of survey fatigue among our colleagues this season, we feel it is important to gain broad-based input from as many teachers as possible as we prepare for the bargaining phase. Our initial survey will come out soon, and all CAVA teachers will be invited to participate.

Survey questions are being created by a team of organizing committee members from K-8, High School, and Special Education with the hope that they will generate valid and valued responses from all segments of our teaching staff. We hope to hear back from every teacher – both those who participated in the signature drive and those who did not. All teacher feedback will be considered as we move forward.

Check your email inbox next week for an invitation to complete this survey. (Please add cava.organizing.committee@gmail.com to your contacts to make sure our e-mails stay out of your spam folder.) Our initial survey will come out this week. We will have additional surveys, meetings, and other ways to contribute your input during the months ahead. We look forward to seeing what you have to say!

Organizing Committee Meeting



Last week close to thirty CAVA teachers from all over the state met together to plan the next steps in our effort to improve CAVA schools. We spent the day in Orange County comparing notes, discussing strategy, and coming up with plans on how to best maximize input as we move forward in this process. We all agreed we want to feel proud of the work we do, and it is up to us to make sure our school makes the changes that are needed to ensure our students get the education they deserve.