



Summer Vacation!

Our union organizing continues even if classes are over. This past Tuesday, we launched the first of our bargaining preparation input surveys and over 100 people participated in the first 12 hours! If you haven't had a chance to give your input yet, please email us at cava.organizing.committee@gmail.com.

In other news: Over the past few weeks, we've received a number of inquiries related to important developments in our employment at CAVA. Organizing committee members wanted to address some of the big ones, so please read on and check out our website for more on these and other important issues.

#1: Salary Increases

Last week, most of us were notified of wage increases that included some combination of merit raises, cost of living adjustments and restorative raises. In principle, this is good. Increased compensation will help reduce teacher turnover, which creates more stability for our students. Furthermore, CAVA teachers generally earn much less than other educators in California despite the fact that we work long hours and a long academic year.

Unfortunately, there have been many concerns about the variations in salary adjustments. While some of us received sizable increases, many of our hardworking and talented colleagues were all but left out. Furthermore, our school year was unilaterally extended by two weeks—a change that accounts for a good portion of our salary increase.

Here at organizing committee HQ, we are interested in your thoughts about the increases you received. Is it enough? Does it appropriately compensate the increase in school year? Do you have concerns?

We all deserve to be appropriately compensated for our important work and we believe more of California's public resources should be used to support our students and our colleagues. Please let us know what you think about the end of the year increases.

#2: CalSTRS

Several teachers have been in contact regarding their CalSTRS accounts. Have you checked yours lately? Some teachers have expressed concern that they did not receive 1 year of Service Credit for teaching at CAVA during any given year. This may have to do with the way that your salary is reported to CalSTRS. The Service Credit is your reported Earnings divided by your Earnables. If your salary is divided into more than one Employer/Assignment, then you may not be receiving the correct Service Credits. If you are concerned there may be issues with your account, please check out what you can do in our article about CalSTRS on our website.

#3 Not offered a new employment contract?

We are now in year-to-year employment contract season. This is a time of anxiety for many non-union charter teachers throughout the state because it is when we learn whether or not we will be rehired for the next school year. Here at CAVA, the offers are slowly arriving. We hope everyone who wants to return receives an offer. Unfortunately, each year, some members of our community are not asked back—often for no good reason. We have assembled steps to take in the event that you do not receive the employment contract you deserve. Please check them out.

As always, let us know if you have any issues, concerns, ideas or suggestions you would like us to address as a union, in our newsletter or on our website.