



## **We did it!**

We are thrilled to announce that we've received official news that PERB (the Public Employment Relations Board) has verified that we have majority support for unionization here at CAVA! This is fantastic news and is validation of all of our diligent organizing over the past few months. It also means that we are one step closer to bargaining a contract that will address the problems that need to be fixed at CAVA.

So what happens next? Now that PERB has verified our majority support, our employer (CAVA) has 15 days to either respect our democratic decision by recognizing our union, or to pursue legal delays by contesting the composition of our bargaining unit. Either way, we will continue to prepare for bargaining and work to improve our school through a variety of different methods.

We do believe it is vital that our administration respects our democratic decision and recognizes our union. We know CAVA would prefer to continue to make decisions unilaterally, but change is coming and it is important that administration not be afraid of us teachers having a real say in decisions that impact our school. By sitting down and negotiating with teachers, we can make CAVA better for our students and our profession.

Over this next period, we look forward to finishing our preparation for bargaining. If you are interested in working on the bargaining team, this is a great time to step up and [contact](#) the organizing committee to find out how to get involved.

In other news: We have been receiving great feedback and information as a result of the initial survey that went out in early summer. Thank you to all who participated and took the time to share your thoughts. Please continue to [send](#) your questions and concerns our way. We will certainly keep everyone in the loop as we continue with this process.

## **School is Almost Back in Session**

As you know, the first day of the new school year is fast approaching. There will be some changes this year, as there always are. As CAVA teachers, we have come to expect this. However, this year will be different. By organizing the union we will have the ability to more effectively advocate for changes that will help our students and our colleagues. For the first time in CAVA history, teachers will have a voice to make sure our administration is responsive to students' needs — and that is very exciting!

There is still a lot of work to do. We will have many opportunities to have discussions with our colleagues this year as K8 staff meet with their teams and as the High School moves towards a more regional model with more in-person events. We should use this time to open a dialogue with our co-workers on our teams about what changes are most important and what we need in order to support our families more effectively.

Additionally, we suggest that all CAVA educators should keep track of the changes that are implemented this year. If there are changes that make teaching harder, or are not good for students, let us know by contacting us at: [cava.organizing.committee@gmail.com](mailto:cava.organizing.committee@gmail.com). During the organizing process, CAVA administration should not be making changes that negatively impact our schools.

Hopefully you had a chance to participate in the survey that we emailed out early in the summer. This was the beginning of an effort to give all our co-workers a chance to voice their opinions about how to proceed and focus our energy.

These conversations will continue, since we want to be sure that everyone is fully represented during this process. There will be more surveys as well, so make sure we have your personal email address.



### **Charter Educator Outreach**

This past weekend, members of the CAVA Organizing Committee participated in meetings with teachers from all over California. We shared our experiences at CAVA and heard about conditions in other charter schools from different parts of the state. It was great to hear words of encouragement from other union educators for our efforts to improve CAVA!