



### How can I help?

Last month CAVA teachers returned to school looking forward to improvements in pay, workload and trust. We have all done our part and cast our votes for change. It is now time for administrators to sit down with teachers to work together to make improvements for our school.

Unfortunately, we returned to our jobs in August only to find administrators have refused to sit at the table with teachers, instead trying to delay our unionization process. Rather than working with us to fix the problems at CAVA, admin has chosen to leave us with cuts in wages, overloaded classes, increased clerical duties, unrealistic expectations, diminishing support, and violations of our rights, which are protected under the state law known as EERA.



NEA President Elect Lily Eskelsen-Garcia: "I'm In!"

As a result, more teachers than ever are stepping forward and asking "How can I help?" and "How can I join the Organizing Committee?" We are delighted that more teachers are coming to the table with ideas, energy and determination. We welcome you to join us in our continued efforts to improve our school.

Remember, the CAVA Organizing Committee is made up of CAVA teachers who have decided to take responsibility for fixing problems to make our school better for both our colleagues and our students.

If you'd like to join the organizing committee, contact us today: [cava.organizing.committee@gmail.com](mailto:cava.organizing.committee@gmail.com)

### What our organizing committee is doing to fix CAVA

We all know there are many areas of CAVA that need fixing. We all look forward to negotiating a union contract soon. In the meantime, our CAVA Organizing Committee is working hard to support CAVA teachers in a variety of ways.



CAVA educators in front of the Capitol

**Getting our story out:** Recently, a group of CAVA organizing Committee members met and spoke at a press conference with the President-elect of the National Educators Association, Lily Eskelsen García. She is very supportive of our cause and understands some of the hardships we have endured. More and more educators and community members are declaring their support for the work we are doing to improve virtual education in general and CAVA specifically.

**Supporting High School SpEd Teachers:** As your Organizing Committee, we heard the High School Special Education department loud and clear as they asked for help. SpEd teachers are being asked to complete an insurmountable number of tasks in an unrealistic timeframe. Due to CAVA's and K12's failure to adequately staff and support this department, students with IEPs are not having their service requirements met, and we fear CAVA may be breaking the law. Organizing Committee

members began meeting with the High School SpEd department to develop a plan on how to solve these issues. They met over the course of several days and decided to send a letter to our Head of Schools to make her aware of the situation. Though no significant changes have been made yet, we will continue our efforts to support SpEd teachers and students by pushing for the improvements needed.

**Meetings with Legislators:** Last week eight CAVA organizing committee members met with 32 legislative offices—including both Democrats and Republicans—to discuss serious concerns about policies at CAVA and recent decisions by administration that undermine teachers and harm students. Formore, please check out some [stories](#) from our trip to Sacramento.

**Making Sure Our Retirement is Correct:** The CalSTRS reports for the 2013-2014 school year have been posted to <https://my.calstrs.com>. If you have not looked at yours yet, please do so. Protect your future! If you notice any problems, please follow the instructions [here](#). You can send the screenshots directly to [kellywaltersuop@yahoo.com](mailto:kellywaltersuop@yahoo.com). Thank you to everyone who shared their CalSTRS reports and stepped up to help figure out what is going on with our retirement accounts. The letters from our colleagues will be sent to CalSTRS later this week. This is the important first step to making sure that we are all being credited correctly for our years with CAVA.



*CAVA teachers inside the Capitol building*

**Support for New Teachers:** Many of our members have voiced concern that new and continuing teachers are choosing to leave our school at an unprecedented rate. During these difficult times we have also witnessed extraordinary acts of kindness and support among our faculty. We are working on facilitating positive relationships among our teachers. We hope you will get involved and spread the word.

**The CAVA Watercooler** Come join us at the [Watercooler](#) on Facebook. This is a great place to ask questions, get information and socialize with fellow CAVA teachers. This is a closed group: membership by request only; posts may be viewed by members only. Request group membership today: <https://www.facebook.com/groups/956751671018498/>

**Social Events** Many teachers have been organizing social events throughout the state. Stay tuned for announcements. If you would like to organize a local event please let us know and we will help spread the word.

**Want to help?** Please get involved if you have other ideas on how we can reach out and support our new teaching staff.

We hope you will join us in supporting CAVA's new teachers.

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