

Fall 2017	Fall 2018
Improvements in Working Conditions	
Teachers were unclear if they would get a pay raise	Salary schedules that include yearly increases through step 20, retroactive pay, and overall increases that move us much closer to the compensation we deserve.
100% of teachers could be laid off without cause or notice	Strong job security protections, including permanency after two years probation where our colleagues can only be fired or disciplined with cause and administration has to follow a fair and transparent process.
0% of teachers had a contract to protect their rights	7 Grievances filed this year. CVEU is holding CAVA accountable to the working conditions in the contract.
School started at the beginning of August	We now have an 18 day reduction in our work year with no reduction in pay.

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Expanded Participation in our Union	
70% of members voted to strike if caseloads were not addressed in our contract	80% of eligible teachers joined CVEU/CTA/NEA as a result of a successful membership drive.
We had a limited union representative structure with 3 Elementary, 3 Middle School, 2 Specialized teachers and 4 High School reps	Now we have a much expanded structure with 4 Elementary, 3 Middle School, 4 Community Day, 7 Specialized teachers and 10 High School reps. Additionally, more CVEU reps are involved in all parts of the union, including attending grievance meetings.
We had our first bargaining team ever in the history of CVEU	Trained a new bargaining team to negotiate improvements in our contract.
We had the first elected executive board of CVEU who led our union	E-Board members are engaged in all facets of our union, and attended all beginning of the year in-person PD's. We expanded from 5 to 7 E-board members. Treasurer attended CTA Treasurer's training; President attended CTA President's conference; three members attended CTA Summer Institute. Held first E-Board summer retreat.

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Expanded Power of our Union	
CVEU continually had to request school board meeting information each quarter	Transparency has increased and CVEU leadership regularly receives school board meeting information.
1 CVEU member speaking at school board meetings	Educators' level of oversight of CAVA decision makers has increased as we now have several teachers speaking at school board meetings.
Very little constructive communication between administration and educators	CVEU/CAVA formed Work Day Committees to address scheduling issues. Leadership is regularly communicating with CAVA Head of Schools.
Only CAVA educators were part of CVEU	Educators at Insight Schools of California unionized with CVEU and are now starting to negotiate their first contract.
Established our CVEU Bylaws	Updated our bylaws to include Insight as part of CVEU.
CVEU had no budget	We now have established an annual budget that prioritizes member support, strengthening the rep structure and improving working conditions at CAVA and Insight.