

**SIDE LETTER BETWEEN  
CALIFORNIA VIRTUAL ACADEMIES  
AND  
CALIFORNIA VIRTUAL EDUCATORS UNITED  
REGARDING IN-PERSON PROFESSIONAL DEVELOPMENT FOR THE 25-26 SCHOOL YEAR**

This Side Letter regarding In-Person Professional Development for the 25-26 school year is entered into by and between the California Virtual Academies (“CAVA”) and California Virtual Educators United (“CVEU”) as follows:

WHEREAS, CAVA and CVEU currently maintain a collective bargaining agreement (“CBA”) covering terms and conditions of employment for all unit members at CAVA; and

WHEREAS, the CBA limits no more than seven and one-half (7.5) hours of professional development in an instructional workweek; and

WHEREAS, the parties believe that two consecutive in-person professional development days would be beneficial rather than two nonconsecutive in-person professional development days;

NOW, THEREFORE, the parties do hereby agree as follows:

1. For the 25-26 school year, CAVA may, at its sole discretion, increase the professional development maximum in an instructional work week for the elementary department (3<sup>rd</sup>-5<sup>th</sup> grade) to 15 hours scheduled as two (2) consecutive days, once for the school year.
2. The parties acknowledge and agree that this side letter supersedes and takes the place of any side letter on the same subject matter previously executed by the parties. The parties further acknowledge and agree that this agreement does not establish precedent at CAVA.

Date: 7/28/25

*April Warren*

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Name: April Warren  
Title: Head of School

Date: 7/24/25

*Nicole Piper*

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Name: Nicole Piper  
Title: CVEU Representative