**CAUSE ADVISORY**

**District Continues Misinforming Staff & Faculty**

**Clarification Required Upon:**

**(A) 2019-2020 \* District Calendar**

**...&...**

**(B) Professional Development & Teacher Workdays**

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CUSD Colleagues,

CAUSE Leadership has recently been informed that the Superintendent, Diane Rigby, has made further misleading and inaccurate statements related to two important topics:  (A.) the future **2019-20 District Calendar** and (B.) faculty responsibilities associated with the **“Professional Development Day”**&  **“2 Teacher Workdays.”**

 In regard to…

**(A.)        The future “2019-20 District Calendar”**

In the last two weeks, the Union has been advised that Ms. Rigby is telling District faculty that the **“2019-2020 District Calendar”**has been developed and finalized.  CAUSE knows and can demonstrate that such statements are incorrect.

Although the District and CAUSE have met, informally, to discuss this matter on a single occasion, NO CALENDAR HAS BEEN FORMALLY AGREED UPON or EVEN PROPOSED via the collective bargaining process.

For this reason, Union Leadership remains perplexed by Ms. Rigby’s strident claims otherwise.  CAUSE invites Ms. Rigby to demonstrate the validity of her claims.  That said, and in transparency, we do not expect much of a response.

**(B.)        Faculty Responsibilities Associated with the**

**“1 Professional Development Day” & “2 Teacher Workdays”**

Several colleagues and an administrator have also shared that the Superintendent continues to misinform District employees about faculty responsibilities on both the single “**Professional Development Day**” and “**2 Teacher Workdays**” associated with the 2019-2020 calendar.

Once again, we can find no basis for the statements made by the Superintendent, who has been claiming that the Union bargained away faculty autonomy on the "**2** **Teacher Workdays**”.   To be absolutely clear ; THE UNION DID NO SUCH THING.

Although the Union and District agreed, through bargaining, to remove two (i.e. of 3) **“Professional Development Days”** from the this year's District calendar (i.e. 2018-2019), we neither encouraged, nor agreed to change the delineation of responsibilities on the remaining “**Professional Development Day**” or “**2** **Teacher Workdays**.”  In fact, if our discussions clarified and reinforced anything, it was the expectation that these types of non-instructional days be utilized as follows:

     \* The single “**Professional Development Day**” remains the responsibility of District Administration, who schedules, organizes, agendizes, and provides professional development for District Employees on this day.

     \* On the other hand, duties performed on the remaining “**2 Teacher Workdays**” are determined by faculty and designed to address the physical challenges of setting up classrooms and preparing for the arrival of students in August.  These days are agendized and prioritized by CUSD faculty.  They are designed to address the physical needs associated with setting up materials associated with each faculty members’ course assignment/s, students, and work-space.

Although the Union knows that faculty often volunteer far more time beyond the allotted **“2 Teacher Workdays,"** we are proud to have maintained these 2 days (with compensation).  We understand how critically important this time is to our colleagues.

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**Moving forward:**

If you have been subjected to or are concerned about further statements similar to those cited herein, please contact the Union immediately.  Similarly, if you are asked, encouraged, or directed to develop future plans based on the misleading and/or inaccurate statements made by any District administrator, please share the expectations herein and contact Union Leadership immediately.

CAUSE Leadership is honored to preserve and support the expectations associated with our contract agreements.  Similarly, we find intentional efforts to undermine those agreements unacceptable.   We do not enjoy the process of clarifying the record in this way.  But we do not flinch from our responsibility to advocate upon the interests of our members, our students, and the community we serve.   With all respect, we believe inaccurate statements (such as those cited above) violate the critical trust required to support an effective bargaining environment.

Last year, in an effort to demonstrate the Union's commitment to a collaborative and efficient bargaining relationship, our leadership team tried to amicably work through similar administrative behaviors cited in this and previous advisories.  However, once burned, twice foolish.  As we said in August, 2018, Union Leadership can not and will not accommodate similar behaviors by District Leadership moving forward.

Your attention and is appreciated.  Please continue to keep us posted.

       ~ CAUSE Leadership

**\*  C.A.U.S.E. - Yes We Can! \***