**CAUSE ADVISORY**

**"Grade Level Chairs"**

**Selection and Expectations**

**2019**

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CUSD Faculty,

CAUSE Leadership hopes each of you enjoyed the Mother’s Day weekend, and have returned ready for the last big push of the instructional year!

We’ve heard that several academic (content) departments have formalized their Department Chair selection (for 2019-20) already. In the event that you have not, CAUSE Leadership would like to remind you that the process is set forth in the *Certificated Collective Bargaining Agreement (*CERTIFICATED*- CBA)*.

Two primary sub-groups of "Grade Level Chairs" exist in the CUSD:  1.) **Elementary Grade Level Chairs** & 2.) **Secondary Grade Level Chairs**.   The contract language, just below, clarifies the specific differences between these 2 primary sub-groups.

**Elementary Grade Level Chairs:**

***6.9.2 \* Grade Level Chairs (K-6, 1 per grade)*** shall receive 6 RLs. Every spring an invitation to apply for elementary Grade Level Chairs and Middle School Department Chairs for the following year will be sent to elementary and middle school teachers. Chairperson decisions will be announced before the end of the school year.

**Secondary (CMS / CHS /Rincon) Grade Level Chairs:**

***6.9.3 \* Department Chairperson Selection Process:***A department chairperson shall be biennially nominated in writing at the March department meeting or at any time following the regular February department meeting and before the regular March department meeting. The election shall be at the regular March or April department meeting. Except as set out in the Education Code, the term of the department chair shall be two years. The vote to select the chairperson shall be weighted by the number of periods taught in that department by each employee who works in the department. Each person shall be allotted one vote for each period he or she teaches in the department.

Finally, the union can find no record that the bargaining partners (i.e. CUSD & CAUSE) have reached any formal agreements upon the duties associated with these stipends.  Until otherwise re-bargained, past-practice guides the expectations and duties of a Department Chair.  Union leadership remains confident that Department Chairs will work with their colleagues to prioritize those duties as they see fit.

Please make sure to notify your site-principals of any pending Department Chair positions for the 2019-2020 school year.   You are welcome to contact your union leadership with any questions or suggestions.

In Unity,

~ j. Hotchner \* CAUSE President

**\* C.A.U.S.E. - Yes We Can ! \***