**CAUSE ADVISORY**

**Superintendent Rigby Misleads the Community**

**@ Last Night's Board Meeting**

**Union Must Publicly Clarify the Record**

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CUSD Colleagues, Families, and Stakeholders,

   At yesterday's CUSD School Board Meeting, the District again considered significant cuts to student programs and employee positions across the District.  In the traditional vein of contrived hyper-conservatism, Superintendent Rigby is recommending over $1,000,000 ( Million ! ) in new cuts before the end of this school year.

Whether or not these cuts are needed is clearly up for debate.

Fortunately, there is an inclusive and collaborative process for conducting this discussion.  Unfortunately, the Superintendent continued her ongoing attempts to mislead other School Board members and the community by stating otherwise.  With the support of Board member Andy Sheaffer, Ms Rigby again mischaracterized the Union's role in pending LAYOFF decisions.  For two consecutive board meetings, Ms. Rigby claimed that the Union is only entitled to discuss the "impact" of the District's LAYOFF decisions after said LAYOFF decisions have been made.   If true, which it is not, Ms. Rigby's desires would effectively prohibit the Union from informing the discussion and providing any significant influence upon District Leadership's decision to pursue LAYOFFS.

[*If you would like to verify the accuracy of this statement,*

*please take a moment to watch last night's Board meeting (see minutes****2:07:20 - 2:09:26****),*

*which can be found in the following link:*

[**https://www.youtube.com/watch?v=NHqK5upEGTg**](https://www.youtube.com/watch?v=NHqK5upEGTg)]

Surprised by Superintendent Rigby's grossly inaccurate statement, Union President J. Hotchner immediately addressed the School Board and the community in an effort to set the record straight (see *minutes****2:21:55 - 2:26:00****in link above*). In doing so, the Union clarified both the District's and Union's responsibilities related to pending LAYOFF discussions and potential future actions.

In clarifying the inaccuracy of Ms. Rigby's statements, the Union cited three primary governing documents:

1.) the **CLASSIFIED Collective Bargaining Agreement**

     \* see attached, Article 18/pages 36-38)

2.) the **CERTIFICATED Collective Bargaining Agreement**

3.) the **LAYOFF Grievance - Settlement Agreement (***signed by Superintendent Rigby & the CUSD School Board in Aug. 2017***)**.

       \* This settlement was the result of legal action pursued by CAUSE when CUSD previously pursued a 'homemade' LAYOFF process in violation of the CLASSIFIED CBA.

       \*  If you wish to better understand how very misleading the Superintendent's public statements were, please review the attached settlement agreement.  You will see that the process is designed to include the Union at the earliest stages of the District's LAYOFF considerations; and long before any decisions are made.

Once you have had a chance to review these documents, you too may be somewhat perplexed by the collective amnesia demonstrated by Superintendent Rigby & Board Member Sheaffer.  For our part, the Union finds it hard to believe their error is unintentional.

Moving forward, know that the Union continues to monitor the District's actions.  We await our opportunity to participate in an effective and structurally relevant manner, as specified by the provisions in both the **CLASSIFIED and CERTIFICATED CBA's** and the **LAYOFF Grievance Settlement (**signed by Ms. Rigby & the CUSD School Board representative on August 9th, 2017**)**.

In Service,

             ~ CAUSE Leadership

**\* C.A.U.S.E.- Yes We Can ! \***