

CAUSE ADVISORY: Summer 2018

Your CAUSE Leadership has been working hard.

Greetings District Staff and Faculty,

With just a few weeks left in the Summer, CAUSE Leadership wants to provide an update on a variety of topics impacting our colleagues, District students, and their families. With so much to share, we'll get right to it...

Collective Bargaining Update: 2018-19 Cycle

Tentative Agreement:

This Summer, the bargaining partners reached a tentative agreement (T.A.) associated with the Certificated Collective Bargaining Agreement (i.e. CBA/contract) and portions of the Classified Agreement.

The partners have yet to ratify said tentative agreements or resolve the several outstanding issues specific to the Classified CBA.

The Process for the 2017-18 Cycle:

Throughout the Spring, the Union had acted proactively to have all negotiations resolved and ratified by District staff and faculty prior to the end of the school year. Unfortunately, our newest District administrators engaged in several bargaining violations that delayed an efficient timeline for agreement. As a result, the process ground to a halt in late spring; requiring the intervention of a facilitator to help put something resembling a more legitimate process back on track. This is why the current cycle dragged into the Summer and is still taking much longer than the Union had anticipated.

Contract Ratification :

Contract ratification is your opportunity to demonstrate your support, or lack thereof, for the agreements reached through collective bargaining. Although we had been pushed all Summer to conduct a hasty ratification in absence of your input and voice, we have refused to do so until our colleagues have returned for the 2018-19 school year. We have not forgotten that we represent you, CUSD staff and faculty.

Moving forward, CAUSE Leadership encourages your endorsement of all tentative agreements reached this Summer. We will be conducting a ratification process/event for both the Certificated and Classified Units once the school year is up and running. Our EBOARD has been meeting to develop an efficient timeline for the ratification process and ballot event. We will provide further notice when those details have been solidified.

An important part of finalizing 2018-19 negotiations is meeting with the District to bargain the outstanding issues exclusive to the Classified Bargaining Unit. We can not explain why the District's (throughout the summer) chose to walk away from its obligations to negotiate the outstanding Classified openers. It appears they felt that refusing to bargain was the quickest way to dismissing the interests and rights of our Classified members. Fortunately, after some candid and difficult

messaging, the CUSD has recently reaffirmed its obligation to complete the bargaining process in "good faith." However, their delay may have effectively prohibited the Union from securing several changes (*such as increased healthcare options for temporary employees and the inclusion of desperately needed training opportunities*) for the upcoming school year. And yes, CAUSE Leadership does consider this another example of "bad faith" bargaining by the District.

A potential Memo of Understanding (MOU):

In the meantime, Union leadership has remained constructively focused. Through the use of a "Memo of Understanding", which contractually binds the bargaining partners to the terms therein for a specified period of time, CAUSE has provided the District an opportunity to implement the most immediately impactful tentative agreements (TA's) prior either the contract ratification event or the start of the school year.

Transparently, it is true that we are doing so with some reservation, but we felt it was important to demonstrate our legitimacy as a constructive bargaining partner and start the school year with as little legal conflict as possible. If upon the ratification process, our CUSD colleagues do not support tentative agreement, we have included language that requires the District and CAUSE to return to 2017-18 status quo on all terms reached via the agreement at the end of the 2018-19 school year. To this end, a more specific update will be provided shortly.

New-Hire Orientation: Classified and Certificated

How did this come about?

Due to new contract language related to "**Ca. Assembly Bill 119**", which passed in the of Summer 2017, the District is now required (by law) to hold and include the Union at an orientation meeting for new District personnel. To little avail, CAUSE Leadership has promoted this outcome for many years, and consider this a value added opportunity for all involved. So, we welcome this new legislation (AB:119) and our opportunity to welcome and inform new District employees upon their arrival.

The terms of this agreement, which are already in force, have been attached to this advisory.

What should new-hires expect from CAUSE?

At this meeting, CAUSE welcomes an opportunity to...

- a. help orient new hires to the District
- b. provide new with their respective collective bargaining agreements (CBA's) and other membership materials
- c. accurately clarify the constructive nature of the Union's role in the District (as well as the protections their are entitled to receive)
- d. clarify details around the professional culture of the CUSD

Please let us know if you have any further questions, or would like to participate by helping to support the new-hires at your school site.

Staff & Faculty Surveys on Administrative Performance * 2017-18

Rationale:

CAUSE recognizes that the quality and performance of both District and site-level administration are crucial components in regard to the District's educational outcomes and workplace conditions.

In the Spring of 2018, CAUSE Leadership sought your input as we try to better understand and communicate issues related to the partnership between District-administration, staff, and faculty.

Through the survey process, District staff and faculty have helped us qualify the quality and professionalism of District administration, as well as your perspective on how that administration supports your delivery of effective educational programs for our students.

We will use that information to help us to accurately represent staff and faculty perceptions on around the service you provide and the subsequent efficacy of schooling in Carpinteria.

Pending release:

Shortly, CAUSE Leadership will be releasing collated survey results, on a per administrator basis.

Please know that CAUSE Leadership remains painfully aware of the concerns we share with our members. We have heard your requests to be careful with this more challenging feedback we have received, and your fear that publicizing survey feedback will result in either undermining your relationship with your administrator/s, or even direct professional retaliation. We have not forgotten that CUSD's administrators, who served under several current Board members, were charged by the state to have obstructed employee rights and participated in what became a formal D-Charge finding (i.e. Union busting!)

With that in mind, we will continue taking precautions to protect the anonymity of survey respondents. Where a pool of survey respondents is so small as to expose the specific respondents, CAUSE will use that information internally, but will not publish that information at the risk of exposing any single respondent.

Shortly, an advisory will announce the release of the survey data. If you are interested in receiving a copy of the survey results for your either your specific administrator or the Superintendent, please contact your CAUSE Site-Representative.