

CAUSE ADVISORY

OPEN LETTER to CUSD School Board

Are You Aware?

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Dear, Esteemed Members of the CUSD School Board,

The Union would like to ensure that the CUSD School Board is aware that teachers who are unable (*as documented in MEDICAL RELEASE letters from their physicians*) to provide IN-PERSON service, but are available to provide REMOTE instructional services, are being denied the opportunity to provide REMOTE services. Are you aware that these available faculty and support staff are instead being replaced by substitutes who the CUSD will also need to compensate, while compensating the teachers who are medically released from IN-PERSON service?

When the Union hears about increased costs that make it challenging to run the CUSD, it understands these types of personalized and retaliatory decisions to be just one of the many fiscal decisions responsible for CUSD's excessive personnel/human-resource expenditures and legal costs. It is hard to determine who benefits when District administration is permitted by the School Board to indulge their most angry and vindictive motivations associated with staffing during a pandemic. Certainly not the employees. Certainly not the District. And certainly not the students and their families.

Beyond the negative fiscal impact of these decisions, the impacts to the teaching and learning environment are significant. The staffing decisions (cited above) do much to undermine the teaching and learning mission that is already undermined by the current COVID-19 pandemic and restrictions. As a result, the impact of these decisions include, but are not limited to:

1.) Entire classes being placed in the hands of substitutes, who although caring and well-intended, are neither as familiar with the student/s, their families or the support providers academic abilities, the academic status (SPED, 504, ELL, etc), the students' unique health or processing issues, nor the support structures that exist for said students.

2.) Entire classes being placed in the hands of substitutes, who although caring and well-intended, are neither as familiar with the content and instructional materials as the teacher on record, nor have the same access or experience to the methods of delivery as the teacher on record.

3.) Entire classes being placed in the hands of substitutes, who although caring and well-intended, are not as familiar with the HEALTH & SAFETY protocols and responsibilities of site-staff & faculty; let alone the reopening protocols designed to mitigate the spread of the COVID-19 virus.

It is painful to imagine a scenario where the Human Resource Department, out of anger and frustration, is working with the Superintendent to punish select employees whose health does not permit them to return to IN-PERSON service during the pandemic and/or without being fully vaccinated. All this while simultaneously and unnecessarily increasing the costs associated with

providing high-quality services to our District's students and families.

And in this case, you don't even have to use your imagination. Simply taking a closer look would confirm the above.

Therefore, Union Leadership asks that the Members of the CUSD School Board (and local media) do more to address these fiscal inefficiencies, waste, and culture of sustained unprofessionalism. The students, employees, and families of CUSD really need our school board and local media to become more engaged in providing oversight upon the actual conditions on the ground; versus those which are recorded on paper, but not reflected in the day to day business of the District.

Although it is difficult to acknowledge such conditions, the Union hopes this is received with the most productive of intentions. This open letter is sent with that in mind.

Respectfully,

- CAUSE Leadership

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*** C.A.U.S.E. - Yes We Can ! ***