

CAUSE ADVISORY

RE: Summer School & Other Related "Extended Learning Opportunities" Union Leadership Proposes More Realistic Employment Terms

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Greetings CAUSE Members,

Recently, the CUSD announced its desire to offer "Summer School" and "Extended Learning Opportunities" to the District students and families. IDistrict Leadership did not work with the Union on this topic, but instead chose to announce compensation values, hours, and expectations that failed to promote strong participation from District employees.

In hopes of assisting District Leadership, the Union has spoken with members across the District. We have confirmed summer employment terms and expectations that would encourage higher participation from District personnel. Union leadership believes that by making the opportunities for extra-contractual service more equitable, the CUSD will experience increased success recruiting talented and highly-qualified District personnel.

Our proposal, includes the following provisions:

- 1.) The district agrees to pay all certificated bargaining unit members at their per diem salary rate for any work days beyond the contract work year.
 - a. Any hour or portion of hours worked shall be paid at the per-diem hourly rate.
- 2.) Certificated employees and paraprofessionals working in any of the programs cited above (A, B, C, & D) shall be paid two (2) student free work days prior to the start of said program, and two (2) student free work days; at the end of summer school for a total of four (4) paid student free days at their per-diem rate.
- 3.) For every four (4) hours assigned to certificated and paraeducators, the District will pay for and provide an additional fifth hour to prepare, assess, and differentiate learning to maximize learning recovery.
- 4.) With prior written approval from the site supervisor, any additional preparation hours will be paid at the employee's per- diem hourly rate. Hours dedicated towards the following services will qualify for the purpose of additional preparation hours:
 - a. intervention instruction
 - b. after-school tutoring
 - c. socio-emotional support groups that meet outside of the school day
- 5.) The district agrees to comply with all local County, CDC, CDPH guidance regarding COVID safety protocols.
- 6.) Similar to surrounding districts, the District will provide a one-time signing bonus of \$500 to all District personnel working in the programs cited above (A., B., C., & D.)

It may be an understatement to say that it's been a challenging and fascinating year. It is difficult to remember a time when the role of teachers and support staff has been so apparent in the day-to-day lives of our community's families, the state, and our nation.

Union leadership is proud to represent you, while you continue to demonstrate your commitment to the students, each other, and the CMS families we serve.

Full ahead !

~ j. Hotchner * CAUSE President

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