

# CAUSE INQUIRY

## Clarification Requested

### RE: CUSD's invitation to discuss REOPENING

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Dear Human Resource Director D. Zapata-Kotowski & Superintendent D. Rigby:

The Union is in receipt of your email invitation (included below). But we remain confused upon the nature of your invitation, which lacks significant context.

Can you please clarify for us and our members?

Is the District's invitation :

(A) an invitation to participate on a REOPENING COMMITTEE, with the goal of joining other District stakeholders to proactively and productively inform reopening options and decisions yet to be made? (*i.e. An expectation by the State of California, as prescribed in the "Stronger Together" guidelines recently published.*)

...or...

(B) an invitation to **"Impact (aka. Effects) Bargain"** (*i.e. legally respond to*) the CUSD's decisions associated with the 2020-21 REOPENING of the district, which is the CUSD's legal obligation. (As per Ed. Code and EERA.)

At yesterday's School Board meeting, the Superintendent stated that this was an invitation to **"Impact (aka. Effects) Bargain"** upon decisions already made. In such a case, CAUSE Leadership is not being invited to inform decisions in advance of selecting REOPENING options. This scenario would be similar to the SURVEY process the District announced yesterday, and which CAUSE considers both a forced and uninformed choice.

But fascinatingly, and at the same time, Principal Persoon was contradicting the Superintendent, by suggesting that this invitation amounts to something else; something much more proactive and productive, where CAUSE is being invited to join other District stakeholders to inform the District's REOPENING decisions and options **prior to** selecting said options.

If Ms. Persoon is correct, the Union would be honored to participate in such a robust and inclusive process. When will that **2020-21 REOPENING COMMITTEE** be formed and who else will be participating? Of significance, we suspect that the following process of **"Impact (aka. Effects) Bargaining"** would be much more efficient, as the CUSD would have done the

hard and critical work of acquiring stakeholder buy-in and transparency BEFORE making critical REOPENING decisions. CAUSE believes that stakeholder buy-in and support will be a critical component of ANY successful REOPENING plan.

Respectfully,

~ CAUSE Leadership

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

[ Please feel free to visit to CAUSE website: <http://cause2216.org/> ]

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