



Classified Unit Business Support Senate Meeting Minutes – February 12, 2019 Professional Development Building

Attendees

Buchanan Area	Linda Elia, Michelle Fey, Cindy Norman, Kathy Zamora	Clovis North Area	Tiffany Cooper, Kelly Fourchy, Cyndi Massa
Clovis High Area	Diane Giovannoni, Wynona Byrom	Clovis East Area	Debby Bagdasarian
Clovis West Area	Lisa Levantino	Superintendent's Office	Donna Marr, Carole Johnson
School Leadership	Jeanette Garcia, Shelly Gingold, Dawni Peisch, Sandy Sanchez	CUBSS Support	Stacey Cederquist, Barry Jager, Tina Martinez
Alternate Education	Debbie Arnold-Haro	Special Ed	Vicki Gostanian
Legal Counsel	Sara Sanchez	Budget/Finance	Sherry Motte
Communications	Karen Randall	Operations	Debby Gossett
Benefits	Shareen Crosby	Adult Education	Mary Mayorga, Jaylene Phillips
Child Development	Katie Froman		

Welcome and Introduction

Barry called the meeting to order at 3:32pm.

Review and Approve Minutes

The minutes from the January 12, 2019 meeting were approved.

Benefits Update – Steve Ward

Steve Ward shared the information currently being discussed at the Employee Benefits Committee (EBC) meetings. These groups are reviewing our benefits costs to develop solutions to a 5 million dollar shortfall in our self-insurance plan. The Employee Compensation Committee ECC has met and requested that 2.5 million will be added to the self-insurance fund from our general budget. Now these groups are looking at making up the additional 2.5 million. Steve shared our current plan benefits and costs. EBC is discussing different options for changes that can be made to help us make up the gap in our benefits plan.

We reviewed the current cost share of our surrounding districts and with Covered California. EBC has also looked at the average claims cost by age to determine the possibility of adding a fourth tier for employee plus spouse.

Looking at our average total plan cost per benefitted employee, we have an average annual increase of 4.6% over 18 years. Looking at the last couple of years, the CUSD trend is a 2.7% annual increase over 4 years. Now we are at a point that the money is not enough to cover the shortfall. While we negotiated our Rx plan in the last two year, costs has gone down 6%, however, hospitals costs have gone up 6%.

Some of the options for finding the 2.5 million needed for our plan include negotiating our prescription costs and/or tightening our network for prescriptions. With the vast majority of our member going to CVS already, we can potentially solve this by utilizing usages standards, adjustments to co-pays, and increasing our deductibles. We can also modify our premiums costs.

Please email any questions or clarifications to Steve Ward. If you would like Steve to come speak to your department or school, just email Steve to make those arrangements.

In the Know – Barry Jager

ECC is meeting again on February 21 and will continue to meet every month until the end of the fiscal school year. Our current compensation package consists of salaries, benefits and CalSTRs/CalPERS. ECC will continue to meet and discuss options related to compensation until we get our numbers from the May Revise from Governor Newsom.

There are currently 37 open classified positions and 28 open certificated positions for next school year. Four Principal postings and 7 Learning Director positions have been filled, and now we have GIS and GLS positions posted. We currently have two secondary sped LD positions on hold for until after the Special Ed Director is named.

The Climate Assessment survey is currently underway and there have been 2,800 employees who completed it as of February 12th. Of those 2,800 employees, 1,200 are classified employees. Once the survey has been completed, our departments and sites will use the Plan, Do, Study, Act model to process the information received from our employees. This is an opportunity to listen to our staff and communicate. The last 2-3 years we have reached a 50% participation rate of our staff up from 35%. Reminder emails will continue to go out to staff until February 20th, 2019.

CUBSS meeting dates for next year have been booked and we will be meeting on Wednesdays from 2-3:45pm in the PDB. These meeting dates are currently available on the CUBSS webpage.

Raptor Update – Jeanette Garcia

Raptor is still in the planning process and very close to going live at our test sites. All sites will begin using Raptor in mid-March. Sites will be provided with one each computer, scanner, printer and 3K labels. After the initial purchase, all sites will be responsible for buying their own ink and labels. Sites are also welcome to use their site funds to purchase additional systems. Jeanette will continue to represent CUBSS at all meetings related to Raptor.

Visalia, Sanger and Selma are currently using this program. Human Resources is currently developing an SOP to direct our sites how/when to utilize this system.

Membership QIT Meeting – Carole Johnson

The Leadership Area Secretaries are working with their sites and Division to secure our CUBSS membership for 2019-20. This will maintain our 40+ individuals who will attend on a regular basis.

Business Support Charge QIT – Shelly Gingold

At the last QIT meeting the group met to put together a program for Business Support Charge. Our Classified team will meet at the PAC to hear Eimear's message, we will then have a break before continuing to receive a message that is positive with a purpose to charge up our classified staff for the current year. The current plan is allowing for our group to be done by 11:30am which will allow our employees to go to lunch in groups or go back to their school sites. This will also allow our employees to possibly participate in professional development with their sites.

Classified Career Workshop – Barry Jager

The Classified Career Workshop is scheduled for March 26. The CCW QIT team has met several times and brought together a plan to change up the format of this event. It will be held at the PDB and in the Technology Computer Lab. The format this year will have two sessions that will include 30 minutes where departments will share information about their departments and positions they have open. The attendees will then transition to the back of the PDB Board Room to meet directly with the departments they just heard from. The third part of the first session will have a breakout session with information, navigating EdJoin, interview tips, and pre-employment soft skills. We will have CUBSS reps to guide people through the event and we are also partnering with Adult School. This is not a job fair but a pathway to attract promising current employees. We are developing a QIT team planning committee that will meet to plan the marketing of the event and training that will be offered. Please contact Tina if you are interested in participating.

Professional Development – Barry Jager

Training continues to be offered by our Technology and other district department specific trainings. These trainings are on our Classified Professional Development training page located on the district website and will be offered throughout the rest of the school year. They will offer various trainings for MS office products, etc.

Respectfully submitted,

Tina Martinez,

Executive Assistant, Human Resources