



Classified Unit Business Support Senate Meeting Minutes – March 11, 2020 Professional Development Building

CUBSS CUBE Members

Roxanne Braswell, Wynona Byrom, Stacey Cederquist, Tiffany Cooper, Barry Jager, Tiffany Cooper, Michelle Fey, Jeanette Garcia, Donna Marr, Tina Martinez, Mary Mayorga, Sara Sanchez, Susan Wise

Attendees

Debbie Arnold Haro, Debby Bagdasarian, Felicia Bower, Edith Cantu, Tami Cogburn, Cindy Collier, Shawna Cook, Shareen Crosby, Katharina Dotson, Linda Elia, Kelly Fourchy, Katie Froman, Kristi Gilbert, Shelly Gingold, Diane Giovannoni, Debby Gossett, Vicki Gostanian, Andrew Hendricks, Valerie Hendrix, Sue Hirata, Trina Hooke, Teri Ireland, Sandy Hulbert, Lisa Levatino, Cyndi Massa, Joan Matsunaga, Janelle McDonald, Sherry Motte, Cindy Norman, Dawni Peisch, Angela Perez, Jaylene Phillips, Karen Randall, Sheryl Revilla, Melinda Reyes, Sandy Sanchez, Ranae Sandoval, Teri Smart, Cyndee Smith, Lara Stinecipher, Sonna Swiderski, Janis Tatum, Tam Tran, Leticia Valencia, Cynthia Woods, Kathy Zamora

Welcome and Introduction

Barry welcomed members at 2:03pm.

Minutes

Minutes were approved as written.

Climate Assessment QIT Team

The Climate Assessment results will go live tomorrow. Once information is collected it will be shared with site leaders, sites and departments. We will continue to strive for 100% participation. We have increased participation with both Certificated and Classified employees. We will be looking at all results in Executive Cabinet. If you are interested in participating in a QIT team to review the results and data, please email Tina Martinez. We will bring the QIT information back to CUBSS to discuss.

In the Know – Barry Jager

Overtime, Casual Labor and Mileage – These items are allowed at all of our sites and each area has budgets allocated. If you have questions about those budgets, please see your Area Superintendent Secretary.

CUBE Suggestions Box questions included the use of flex time within sites/departments. Roxanne clarified that you may use Trade Time if it is approved.

Drive up drop box for Payroll timesheets was suggested due to lack of parking. Barry stated that we are currently looking at a parking lot District office audit. There is the potential to add additional parking stalls at the District Office. Kathy Zamora stated that a general drop box would be good.

Do we have rooms available as a designated Lactation Room? Yes, there are designated areas at the District office and the sites will do our best to accommodate all needs for lactation rooms. It was asked if they are supposed to have a set site? Do they have guidelines? Yes, Roxanne will send those out.

Students of Promise is this evening and this is a highlight of the year for CUSD.

Hiring – Certificated Teacher postings are still happening. Ryan Eisele is the new principal for Clovis East Ed Center. The Clovis West Area is now conducting interview panels for their backfill. Jennifer Thomas's backfill has not yet posted as we will hold it at this time.

Classified – There are a couple of 119 positions that are open and in the final round of interviews. This will trigger further backfills at sites. 112 and below are positing at any time.

Safety

We are continually processing information that is coming to us regarding COVID-19. We are currently looking at planned student trips. CUSD will continue to make decisions in the best interest in our District per our County Public Health Department. We will continue to update our website to allow those seeking information to find it quickly and easily. Tomorrow is a Leadership Meeting where they will continue to discuss reactions to COVID-19. We are ensuring that our teachers are allowing our students to have time to wash hands and communication about good practices. We are communicating about donations to schools for supplies. Use of PN days is being looked at

for possible use during self-quarantines. The information from the Fresno County Public Health is changing and we are continuing to keep in close communication with them. If you have people that has questions about leaves, please have them call HR.

The question was asked about having to be on an LOA in order to request sick time donations. Roxanne shared that we are looking at those allowances now.

Reese Warne shared that SOS is monitoring the Tuolumne public health for information. They are using processes to sanitize shared spaces when children leave. They are sanitizing classrooms and there are currently no cases in the county. They will continue to run the school. They are reminding people and kids of cleanliness.

Barry shared that there are concerns everywhere including other local districts who are taking precautions. The District is handling this as the highest priority.

Classified Job Fair Feedback

This event was a tremendous success. This is an opportunity to do outreach and customer service. We had people who did not show but we did have 111 people come through to get interviewed. The feedback from the departments were that they were thankful for the opportunity to have face to face discussions. We had 30 people visit our technology center to start their applications. It is a great conduit to get people into our District. Each representative of those departments who participated shared that have at least one person they will be bringing back. We are trying to bring in needed quality and diverse people into the District. The locations looked great and this was a first-class event. It was an opportunity to move the Classified Career Workshop into a further process to meet directly with our departments. The care and customer service we offered was exceptional.

Some feedback included that we sent out the invite too soon, we need to send out text reminders, and condense the time we meet from 10am to 2pm. We will continue to reflect in order to make this event better each year.

I'd Like to Run Wild

Roxanne Braswell, Barry Jager and Michelle Fey discussed Chapter 10 for Humor and Laughter. The more that we laugh the better we feel. Michelle shared how we need to stop and look for humorous opportunities every day. Barry shared a list of fun jokes to bring a smile to our face. Roxanne shared a funny video by Ellen DeGeneres about hand washing.

Classified Longevity

Roxanne has developed a QIT team who will meet again next week. At the last ECC meetings we shared that we will be bringing information forward regarding Classified Longevity. The questions from our last QIT meeting were submitted and will be answered by Michael Ward and data he has compiled for us. We will bring back the information from those meeting to our CUBSS meeting in April.

Diane Giovannoni shared that part-time employees get the same stipend as full time employees. It is more of equality issue and it is a bonus for years served. They are wanting to look at possibly a percent of income.

Committee Reports

EBC – This group discussed how costs will go up 6%. This brings the question on whether fees should go up next year or should we look at more cost savings. They will not change anything for our benefits next year but will look to meet and vote in the fall for costs increases to benefits. Possible ways we can mitigate the costs include raising co-pays, raising premiums, and other options they will be considering.

SBC – They have not met recently.

Measure A did not pass. There will be an impact with the inability to start construction on the Bradley Center but instead we will look at boundary changes or year-round school. There is discussion on when a Bond may be able to possibly go back on the ballot. Overall, bonds in California did not do very well in this election. We want to take care of our students.

Respectfully submitted,

Tina Martinez

Executive Assistant, Human Resources