



Classified Unit Business Support Senate Meeting Minutes – January 20, 2021 Meeting via Zoom

CUBSS CUBE Members

Roxanne Braswell, Stacey Cederquist, Barry Jager, Michelle Fey, ~~Donna Marr~~, Tina Martinez, Susan Wise

Attendees

Shayleen Ahman, Trisha Allen, Debra Arnold-Haro, Wynona Byrom, Debbie Cobb, ~~Shawna Cook~~, Tiffany Cooper, Shareen Crosby, Michelle Fey, Kelly Fourchy, ~~Katie Froman~~, Josie Gallegos, ~~Jeanette Garcia~~, Kristi Gilbert, Shelly Gingold, Debby Gossett, ~~Andrew Hendricks~~, ~~Debbie Hunt~~, Amy Kraft, Katie Leal, Lisa Levatino, Heidi Lynn, Nancy Majors, Penny Manes, Cyndi Massa, ~~Janelle McDonald~~, Karen Nelson, Dawni Peisch, Angela Perez, Melinda Reyes, Jenny Righetti, ~~Rebecca Rodriguez~~, Sandy Sanchez, Sara Sanchez, ~~Ranae Sandoval~~, Nancy Sternfels, Sonna Swiderski, Janis Tatum, Tam Tran

Welcome and Introduction – Barry welcomed the group at 2:00pm.

Minutes – Minutes were approved as written.

CUBE Executive Member Report - Michelle Fey

I have attended many meetings and our District is looking out for our students and staff and for a safe return. I enjoy representing CUBSS and I love seeing how we support each other. I am looking to find answers and increase communication. Keeping everyone up to date is my priority and I have received many positive responses back from Classified Staff. I want to thank you all for keeping those lines of communication open.

Annually, we have the opportunity to nominate an employee from our Crystal Award winners to the Fresno County Office of Education for Classified Employee of the Year. Last year the name we brought forward was SRO Officer Jesse Ceron.

Fresno County Numbers - Steve Ward – Looking at the COVID-19 testing numbers from the County there are two numbers that the state uses that we use when determining bring students back to campus. These numbers look at the previous seven days. We looked at the positive percentage rate: Positive test per day, per total number tested. This gives us a good indication of the percentage of people in our community who are testing positive. The second one is the case rate. They look at the people who tested positive. Looking at these numbers from November when we were at Tier 2 and we were in the red we can compare them to the numbers now which are leveling out but they are still at a very high level.

Looking at the map of California by county you can see the counties that have higher rate than us but looking at the other direction, there are other counties around the state you can see a significant difference between Fresno County and others with a low positivity rate. The difference between the high cases rate and lower cases rate it has been questioned if is due to their affluence rates since most of those areas are along the coast. The bottom line is that we are way beyond where we need to be to get back in the red level.

Barry – How often are we getting an updated reading regarding the County rates?

Steve – It comes out once a week on Tuesdays.

Barry – We are meeting with county level officials that support dialog regarding these numbers and case rates and they are making the decision about in-person instruction. Conversations and decisions happen after we receive these updates from the County.

Steve – What is not included in these numbers are the ICU percentage (beds that are available) and this is a concern to our Department of Health. Please do not hesitate to contact me if you have any questions about these numbers.

Barry – I received questions about the email that went out to all teachers regarding returning to campus. Our sites also worked with our Classified staff on a case-by-case basis for remote working. The directive was that no students and/or staff that was not on campus prior to Dec 18 were allowed back on campus until February 1st. This included teachers, IA's, SRL's and clerical. They were not to return until Feb. 1st. Our goal is not to have a new decision that would change the Feb 1st return date but if a change were required, we would have a decision out on January 22nd. There have also been a lot of conversations regarding athletics and VAPA but this deep purple tier we are in puts restraints on what we can do.

Vaccines - Shareen Crosby – We have received many questions regarding vaccine availability, and we don't yet have an answer to give but we have a plan ready for when we do have them. Dr. Basit has already received our application and submitted them to Fresno County

Dept of Health. Norm Anderson is heading up a task force that is also looking at other options for us to offer the vaccine to our employees. We are also looking at requirements for cold storage.

Barry – Question – The survey that was sent out last week had questions about whether or not this was a HIPPA violation? It was not a violation because due to the fact that it was only inquiring if employees were interested in the vaccine. The vaccine is not mandated. This survey was only to help us prepare for the numbers that may want the vaccine. This is similar to the flu shot in that we do not track who did and who did not take the flu shot. It is an individual decision.

We are partnering with SPOC as they have been certified by the state to administer the vaccine. We used their services to get our employees who are 75+ vaccinated. We have also identified SPED employees who are working in close contact with our SPED students to get them vaccinated as soon as possible. As soon as we are in the 1B tier and have the vaccine we will communicate with our employees.

Family Health Care Network will allow us to move into Phase 2 of our surveillance testing. This is only for those staff working with students. Our next testing dates are 1-25, 2-2 and 2-8. The goal of this testing is to identify asymptomatic employees.

COVID Testing – Shareen Crosby – MiCare has extended their hours for COVID testing and have added 3 additional employees. Now COVID testing is conducted from 8am to 3pm for our benefited employees. They have been up and running for 8 weeks and they have conducted 1,300 tests.

Barry – AB 685 COVID Practices – This bill identifies all employees that receive a paycheck from us must do a daily self-check / self-screening. This online tool was created by our Technology Department and helped with the self-screening that will allow the district to be in compliance with AB 685. Initially the county required that we had posters at every entrance district wide. But now with AB 685 we have to make sure that each employee is indicating that they are symptom free daily prior to showing up to their work site.

COVID Dashboard - Raj Nagra – We have designed a new daily self-screening tool. This will replace the current pop-up window that you see when logging into your computer. You are asked if you are working remotely and depending on your answer, you will need to determine what sites or locations you have visited. These answers are submitted and compiled to assist with reporting for contact tracing.

Roxanne – The administration has been reporting COVID cases for students and employees. We were initially using Informed K12 but we did need a database for this information and technology was able to create a form that compiles the data needed and that we can also use in our own CUSD Dashboard that will be used to report to the Fresno County Department of Health.

Raj – We will pull the information from the supervisor's report and the self-screening page to help make the data collection easier and assist us with contact tracing. Looking at the dashboard we have tabs with a high-level look that can be drilled down by location/site. This is a lookback of three months. Employee test dates will determine what month a positive test will be recorded. Numbers will not be reported on the dashboard until a positive test has been reported to the County. The dashboard is updated whenever a new test has been reported and they will be current as the nurses update the data. The staff count is pulling from Munis and the student numbers are from Q. As those systems are updated, these numbers will be reflected immediately.

Barry – This dashboard will be on our COVID page of our www.cusd.com website. This is an answer to the transparency for employees and the community. This is how we are communicating with our stakeholders.

Roxanne – Once this dashboard is active, we will not be sending emails as you will have the ability to look at this dashboard.

Raj – People are assigned to their department so this may count for differences in site numbers. For instance, people may work at multiple sites.

Barry – Debby Gossett provided us insight in how to track our Maintenance, Custodial and Grounds staff and where they are at during the day so we can have accurate contact tracing.

We are thankful for our Technology Dept who created a great dashboard that fits our needs.

FFCRA has been extended until March 31, 2021. We have opted into this program so we can offer it to our employees. It is available now but only if an employee has not used it previously.

We expect employees need to wear a mask when in an open office area. They can take off their mask if they are in a closed-door office or are by themselves. The District office and site employees are required to wear their masks at all times.

Roxanne – We want people to wear their masks at all times and we need to hold each other accountable. It is important that we follow this guidance as we want to keep our employees safe.

Barry – Mask wearing is mandated, and it is subject to change as we move to the better numbers wise. People are being held accountable as it puts people in an uncomfortable situation when we see others not following these protocols.

Question - Will we share the COVID positive numbers? Yes, at the end of December we had 247 numbers of positive cases. For January we are at 32 positive cases for a total of 279 cases. We are watching the case rates and positivity rates. ICU rates are still also a factor. We are making sure we are in compliance with collecting data to give to the county and they will determine if there is an outbreak at a location. An outbreak is three positive tests in a room/building within 14 days. The dept of health will then determine and give advice on how to handle.

We are working now on a COVID-19 safety plan in response to an OSHA requirement. When done it will be posted online. The California Department of Public Health safety plan is also required to make sure we process with our employees. The same language in these safety plans will be aligned to be uniform. These plans were also required for the waiver to bring kids back to campus.

Roxanne – We have a lot of different rules coming at us and we are working to make sure we are interpreting everything correctly and getting the information back out to our employees.

Please feel free to email or call with additional questions. Our goal is to keep CUBSS in the know. Masks are expected to be worn at all times unless you are in a closed environment.

Michelle – How does this increased positivity rate among employees correlate to our efforts in providing a safe work environment? It would seem we are at an increased rate of infection as we have more employees testing positive even with the increased safety protocols.

Barry – With masking, social distancing, and protocols with FCDPH, we are working on weekly at the county level. Reasonable accommodations can be made, and employees can work directly through their supervisor or principal. Plexiglass, PPE and required safety guidelines all efforts have been made to provide a safe work environment.

Tina Martinez
Executive Assistant, Human Resources