



Classified Unit Business Support Senate Meeting Minutes – September 28, 2023 Professional Development Building

CUBSS CUBE Members

Roxanne Braswell, Barry Jager, Donna Marr, Tina Martinez, Karen Nelson, Stacey Sawyer, Susan Wise

Attendees

Shayleen Ahman, Trisha Allen, Debra Arnold-Haro, Mistie Burrow, Wynona Byrom, Shawna Cook, Tiffany Cooper, Claudia Dickie, Rebecca Escalante, Michelle Fey, Kelly Fourchy, Katie Froman, Josie Gallegos, Darla Thompson, Shelly Gingold, Debby Gossett, Andrew Hendricks, Jennifer Hunt, Peggy Lacy, Cathy Laskarzewski, Katie Leal, Lisa Levatino, Heidi Lynn, Julie Magsig, Nancy Majors, Janelle McDonald, Cynthia Nobuhiro, Melinda Reyes, Jenny Righetti, Rosalba Rivera Rodriguez, Rebecca Rodriguez, Jeanette Garcia, Loree Sisterson, Nancy Sternfels, Lara Stinecipher, Ashley Stout, Jaime Stuart, Sonna Swiderski, Janis Tatum, Darla Thompson, Tam Tran, Lussy Vang, Sharon Vargas, Lacey Wolf

The meeting was called to order at 2:01pm.

The minutes were approved as written.

Site Use - Lara Stinecipher – At the September 20, 2023 board meeting the Board voted to amend the times that outside organizations can use our sites. The guidelines now state that outside groups cannot use our sites between the hours of 7:00am to 6:00pm. In addition, they cannot pass out flyers at school sites during this time. Sites do have the discretion to allow groups to use our fields starting at 5:00pm. There was a clarification on site clubs vs outside organizations.

Executive Meetings for Boundaries – There have been four meetings for the Boundary Executive Group. In these meetings they reviewed proposed maps for the new school boundaries. We will have three maps to share with the community in November in addition to having community meetings to discuss the proposed maps. This will be a district-wide boundary change that will affect all five areas.

CUBSS Report – Karen Nelson - Annually, California PBIS, which stands for Positive Behavioral Intervention and Supports, gives platinum, gold and silver awards to acknowledge schools for implementing PBIS with fidelity to the national framework. I am very pleased to share that we had 19 Platinum winners, the second most in the State.

- Platinum schools: Boris, Cole, Dry Creek, Fancher Creek, Fort Washington, Freedom, Fugman, Garfield, Gateway, Gettysburg, Lincoln, Maple Creek, Mountain View, Orazo, Reagan, Red Bank, Temperance-Kutner, Weldon and Young elementary schools.
- Gold schools: CCDS, CUSD Preschool
- Silver schools: Copper Hills, Jefferson.

Buchanan High School freshman Nolan Aalto, Clovis North freshmen Kinnoree Pasha and Achuth Vinay, and Granite Ridge eighth-grader Arnav Gupta were each chosen as one of the Top 300 entries for the national Thermo Fisher Scientific Junior Innovators Challenge. Kinnoree just learned she was chosen as one of the Top 30 finalists for her project “Analyze the Effects of Soil Management Practice on Water Holding Capacity of Soil to Reduce Water Application and Increase Crop Yield Using Precision Agriculture Technology” and will get to compete in Washington, D.C., for Finals Week at the October 28-November 4. She received \$500 for being in the top 30 and will compete for more than \$100,000 in prizes.

Clovis High student artist Isabella Avery was selected as the grand prize winner in the Fresno County Superintendent of Schools’ annual “One Voice – The Spirit of 9/12” 7th-12th grade art contest and won a trip to visit the National 9/11 Memorial in New York City. The contest both honors the tragic events of Sept. 11, 2001, and celebrates the unifying spirit of the following days when Americans came together to help each other. Isabella was also awarded a scholarship as a top-three finalist in the contest.

Kastner Intermediate student Courtlin Pulliam was the guest of honor in France last week at remembrance ceremonies of a World War II resistance movement that she had researched for her History Day project. The unexpected once-in-a-

lifetime experience was two years in the making when, as a Fort Washington Elementary student, Courtlin selected Andrée de Jongh and the Comète Line as her project topic. De Jongh was a 24-year-old Belgian nurse who founded the Comète Line, a group that rescued Allied Air Force pilots who had been shot down in Nazi-occupied Belgium and France. Courtlin won 1st prize in the Fresno County History Day competition for her work that involved extensive research and corresponding with relatives and members of the Comète Line Historical Society in Europe. The Society has stayed in touch and invited her to France to take part in several remembrance events. The group visited a memorial site for Jim Burch, the only American pilot to die on the Comète Line, and Courtlin placed a poppy wreath and American flag on the memorial and even gave a speech at one of the events. Thank you for representing CUSD with excellence and class, Courtlin!

Our Campus Catering team has been collecting feedback from the last year through online digital menus which have the ability to do a 1- to 5-star rating system and include comments. Through this student feedback, staff is able to formulate what items should be maintained on the menus, and what should change.

We took a few minutes for introductions as this was our first meeting back this school year.

Annual Acknowledgements – Roxanne Braswell - The annual verification form along with the Annual Acknowledgement will go out to most staff starting next week. Roxanne also shared that our annual online training is due September 29, 2023. People do have the ability to complete this training after this deadline.

The 2023 Classified Training Schedule was provided to our CUBSS members. This document was also shared with all site Office Managers for them to share with their Classified staff.

Reclassification Process – Barry Jager - The last time the District conducted a Reclassification Study was in 2008. It was finally implemented in 2013. The delay was due to the downturn in the economy. Two years ago, the Employee Compensation Committee (ECC) implemented a Market Study with a 3rd party entity. The goal of the Market Study was to get our salaries to the median.

The reclassification process was approved by our Board. We have put the RFP out to bid for the first time. It will go out again on October 4, 2023. We will then determine what firms will receive an interview. The various employee groups including CUBSS will be involved in this interview process. This process is much different from the Market Study. This process will look at job descriptions along with our salary schedules. We will take this item to the Board for information on November 8, 2023 with action in December 10, 2023. There will be an opportunity for employees to fill out questionnaires in addition to an appeal process. We have not identified any dollars to implement possible adjustments that may occur. We are driven to be very transparent and will include a webpage at www.CUSD.com with updates. This is for both Certificated and Classified positions. This could also impact Certificated Management.

Roxanne Braswell added that the questionnaire will ask you to review your job description and note what is different from the actual duties performed.

Trustee Area Map – Barry Jager – Currently, the process of voting for our Board Members involves us voting for all possible candidates. We are now looking to adjust and create maps that will outline trustee areas. This will also mean when you vote, you will only be voting for your trustee living in your area. On October 4, there will be a fourth public hearing with the fifth and final meeting happening on October 18th. The areas that our Board Members represent will overlay over multiple areas. This allows our Board Members to focus on the District as a whole vs only on specific areas.

Crystal Awards – The Crystal Awards window is currently open and will close on October 16th at 5pm. This application is now an electronic process. A QIT team met over the summer to look at how we could implement changes to this process that will make the process more efficient for nominators and for our judges.

Roxanne shared that we streamlined the essays and expanded the points available for our letters of recommendation. Using Informed K12 also helps with routing the application.

Barry - We will be meeting with our judges next week to discuss the changes and answer questions. The judges are previous winners and prestigious staff.

Michelle Fey shared a memorial resolution she received from California State Assemblyman Jim Patterson that recognized her mother Betsy Sandoval for her many years of service to Clovis Unified. The Governing Board also recognized Betsy with a Resolution.

Barry shared that Betsy's many years of service and body of work will live on in Clovis Unified. We have high standards and Betsy kept those very high. We are grateful for her time and legacy.

Hiring – We have hired employees and continue to hire. We have brought on a new HR Specialist in anticipation of the Clovis South area. On December 8th we will be naming the Principal for Clovis South. We are also looking at the timeline for hiring not only for Hirayama but also for Clovis South and the new middle school. The administrative pools have also opened up in anticipation of the hiring of the new areas.

The meeting was adjourned at 3:22pm.