



## Classified Unit Business Support Senate Meeting Minutes – February 9, 2022 Meeting via Zoom

### CUBSS CUBE Members

Roxanne Braswell, Stacey Cederquist, Tiffany Cooper, Barry Jager, Michelle Fey, Kelly Fouchy, Donna Marr, Tina Martinez, Karen Nelson, Angela Perez, Susan Wise

### Attendees

Shayleen Ahman, Trisha Allen, Debra Arnold-Haro, Genevieve Barnes, Wynona Byrom, Debbie Cobb, Shawna Cook, Shareen Crosby, Katie Froman, Josie Gallegos, Jeanette Garcia, Kristi Gilbert, Shelly Gingold, Debby Gossett, Andrew Hendricks, Debbie Hunt, Amy Kraft, Katie Leal, Lisa Levatino, Heidi Lynn, Stacey Mansfield, Nancy Majors, Penny Manes, Janelle McDonald, Melinda Reyes, Jenny Righetti, Rebecca Rodriguez, Sandy Sanchez, Sara Sanchez, Ranae Sandoval, Nancy Sternfels, Sonna Swiderski, Janis Tatum, Tam Tran, Lacey Wolf

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**Welcome and Introductions** – Barry welcomed the group at 2:02pm.

**Minutes** – Minutes were approved as written.

**CUBE Report** – Michelle reminded us to thank our staff as we have all had to step up to cover multiple desks. Superintendent's staff – There was discussion on the January 24 LCAP meeting and the addition of the Facebook and Twitter accounts that you may want to follow. They are using these accounts to highlight some of our employees. Bell Schedules, Dress Code changes and COVID numbers were other topics that were discussed. Leeann Errotabere, Director of Purchasing, was selected as CUSD's 2022 Fresno County Superintendent of Schools' (FCSS) Administrator of the Year Nominee. The 2022 FCSS School Employee of the Year Nominee is Gabriel Hughes, Clovis Area Student Relations Liaison. Gabe was chosen by a committee of CUBS Senators. Redistricting for our Board member trustee area boundaries was also a topic discussed and maps are currently available on our website. Administration is also looking at themes for the next school year are still taking suggestions.

The February 2<sup>nd</sup> Board Meeting included the Budget Presentation and staff report. You can currently watch the recorded version available on the CUSD website.

**Business Support Charge** – We have a date as March the 10<sup>th</sup> but this date might change. We are wanting to maximize our time. We have had multiple models of Business Support Charge over the past few years. Some included keynote speakers and books. We would like to develop a QIT group to meet and discuss possible options for our 2022 meeting. We need to get back to hearing the voices of our district and maybe including training. We want what is most beneficial for our Classified staff. We have decided that this again will be a half day event. Shelly added that we deserve the time for professional development.

**Dress Code** – Shelly Gingold – We enacted changes to the dress code as of January 13th. Jeans can now have frays but skin, leggings, or undergarments may not be seen under the fray. Changes also included the ability for students to now wear shorts with at least a 5" inseam, leggings with restrictions, camouflage, and beards. Please let your area administrative assistant know if you have any questions from your sites regarding these changes.

**Barry Jager Updates** – We have worked hard to be reactive to our substitute needs at our sites and departments. We have made it through the holiday spike of illness and we have increased our sub rate of pay in addition to the hiring of 200 subs in the last 4-5 months. Not having subs available to our sites and departments impacts the entire district.

**Job Fair** – We had our 9<sup>th</sup> CUSD Job Fair and it included both Classified and Certificated interviews. We had a great turnout for our departments. Over 10 classified departments were on hand to share information, interview, and answer questions. Special Ed hired Instructional Assistants on the spot. We had 150 teacher candidates come through in the afternoon event. We are still vetting our new hires. Our next job fair is at Fresno State on March 9<sup>th</sup> at the Savemart Center from 12pm to 4pm where our classified and certificated will both be represented.

Climate Assessment – The Climate Assessment survey will be open from March 14 through April 1. Certificated employee groups and Faculty Senate focused questions will not be included this year, all other questions that will remain.

Calendar Committee – We will be meeting on Feb 24 to discuss the 23-24 school calendar. Final decisions will be presented to the Governing Board. All departments and areas are considered when compiling data for start and end dates along with testing schedules.

Market Study – This is currently underway by KOFF & Associates and they will provide us with an analysis for both Certificated and Classified salaries and job scope. Roxanne added that we tried to look at every grade level especially job grades that had many jobs attached. They are looking at 75 jobs. These results will come back to ECC and they will vet these recommendations. We want this process to be transparent to our employees. This is our time to bolster our salary schedule. After receiving this info in mid-March, it will be taken to ECC for processing.

CUBSS – We want to start discussions with staff members about who might be interested in joining CUBSS and current members who might want to join us on CUBE.

**COVID Updates – Roxanne Braswell** – Today AB 84 was signed. This is for additional COVID leave that will allow people an additional 40 hours if they have a verified positive COVID test in addition to 40 additional hours if you have a family member in your household who has tested positive. We have the CUSD extension of COVID leave as well. We will be complying with all the laws. We would expect people to use their CUSD COVID leave first since that expires at the end of June. Verified positive tests will need to be validated but we are still determining how this will be carried out. Payroll is currently checking to verify that employees use all available COVID leave when entered. If they run out of leave, Payroll will use what they have available and once they run out, they will notify the employee that they will now use their sick time. Further clarifications will be sent out to everyone. The new OSHA guidelines now allow staff to come back after five day with a negative test. People that are exposed and are vaccinated can come back to work but will now need to test. After 10 days, even with a positive test they can come back. If they are unvaccinated and exposed at home, you do need to test on days from 3 to 5. We are not tracking people who are boosted right now, only if they vaccinated.

COVID Assistants are still being hired and we hope to continue having them work throughout the end of the year.

### **Committee Reports**

**EBC** – They are looking to contract with doctors to handle specialized testing and x-rays. We have not had a premium increase for the last four years. We are continuing to look for ways to save monies in our plan. If you need to have x-ray or MRI's people do not go to the hospitals due to the costs. They suggest you utilize a specialty center for imaging or lab testing site.

The bell schedules have been approved for next year and are available on our website [www.cusd.com](http://www.cusd.com).

Meeting was adjourned at 2:50pm