



j Hotchner <jhotchner@gmail.com>

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## CLASSIFIED Questions (Initial) RE to Contract Bargaining \* April 4, 2023

2 messages

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\* CAUSE . CUSD \* <jhotchner@gmail.com>

Tue, Apr 4, 2023 at 11:38 AM

To: Diana Zapata <dzapata@cusd.net>

Cc: arna crittendon <kaiserpeak@yahoo.com>, Gina Marchand <g.marchand@cox.net>, j Hotchner <jhotchner@gmail.com>, Felicity Moore <fmoore62@gmail.com>, Kassi Hawkins <kharris@cft.org>, cynthia crewdson <cynthiacrewdson@gmail.com>

Dear Human Resource Director, Diana Zapata:

Please see the following questions, mentioned in our meeting this morning. For the sake of efficiency, CAUSE will continue its CAUCUS while the District processes these questions...

### [RE: 6.3.1 - Stipends related to Bi-Lingual Service](#)

Q: What criteria are applied when the District determines that an employee uses their bi-lingual capacity for "25%" of their service period?

Q: What positions are eligible for the Bi-Lingual stipend?

Q: What is the current test, referred to in 6.3.1, that qualifies an employee for said bi-lingual service?

Q: Please provide said test.

Q: We request a list of employees who are receiving the Bi-Lingual Stipend; for years 2019-20, 2020-21, 2021-22, 2022-23.

Q: We request a list of employees denied the stipend during the same period; for years 2019-20, 2020-21, 2021-22, 2022-23.

Q: Does the District have any confirmation upon when the current language in 6.3.1 was ratified?

Q: Was it the District's expectation to apply the recent increases related to the Bi-Lingual Stipend (in the 2022-23 - CERTIFICATED TA) to the CLASSIFIED Unit/contract?

### [RE: 6.3.2 - Stipends related to Specialized Healthcare Services](#)

Q: What trainings have been available, for the purpose of employees interested in qualifying (as referenced in 6.3.2) for the stipend cited therein; for years 2019-20, 2020-21, 2021-22, 2022-23?

Q: What trainings are still or are currently available, for the purpose of employees interested in qualifying (as referenced in 6.3.2) for the stipend cited therein; for 2022-23?

Q: CAUSE expects that the CUSD is responsible for offering these trainings, when, where, and what are the expectations associated with said trainings previously offered and currently offered?

Q: What events, actions, or responsibilities qualify for "specialized healthcare procedures"?

### [RE: HEALTHCARE benefits](#)

Q: Currently, how does the District account for the benefit values (in \$\$\$) earned by CLASSIFIED employees, which are not accessed by those employees? (*i.e Employees that earn a prorated credit towards District healthcare, but do not purchase the plan.*)

Q: Of the total CLASSIFIED employees in the unit, what percentage received Fully Funded healthcare; 2019-20, 2020-21, 2021-22, 2022-23?

Q: Of the total CLASSIFIED employees in the unit, what percentage do not automatically receive Fully Funded healthcare; 2019-20, 2020-21, 2021-22, 2022-23?

Q: Of the total CLASSIFIED employees in the unit who do automatically receive Fully Funded healthcare, what percentage buy into the healthcare packages offered; 2019-20, 2020-21, 2021-22, 2022-23? What percentage of CLASSIFIED employees do not purchase into or receive a District healthcare package?

[RE: Regarding Wage Equity](#)

Q: What is the breakdown of CLASSIFIED employees working in the different job classifications associated with Instructional Aide service (Ex. 104, 105, 106)?

Q: What number is the breakdown for hires during the periods of 2021-22 & 2022-23, who were hired, reassigned, or placed into the same job-classifications (ex. 104, 105, 106)?

Q: How many hiring bonuses were provided to Instructional Aides hired during the periods of 2021-22 & 2022-23?

[RE: Unresolved Information Requests \(From Feb., 2023\)](#)

Attached, you will find two information requests, to this date, unresolved by the District. The majority of the questions asked were provided to assist the Union in better understanding hiring, compensation, and fiscal matters associated with CLASSIFIED Bargaining.

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Thank you for your immediate attention.

Respectfully,

- j. hotchner (On behalf of the CLASSIFIED BARGAINING TEAM)

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**2 attachments**



**\_ Information Request - RE- \$2,000 Hiring Bonuses\_.pdf**

74K



**INFORMATION REQUEST RE- Data, Statements, & External Agency and Business Partners \_ Human Resources PPT Presentation @ CUSD Board Meeting Oct. 25, 2022 \_ .pdf**

70K

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**Diana Zapata** <dzapata@cusd.net>

Tue, Apr 4, 2023 at 12:15 PM

To: "\*" CAUSE . CUSD "\*" <jhotchner@gmail.com>

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Received.

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