

## **INFORMATION REQUEST**

### **RE- \$2,000 Hiring Bonuses**

**\* Human Resources PPT Presentation @ CUSD Board Meeting Oct. 25, 2022 \***

Feb. 24, 2023

Dear CUSD Human Resource Director, Diana Zapata:

On October 25, 2022, during open session at the CUSD School Board Meeting, you provided a presentation associated with the Carpinteria Unified School District (CUSD), associated with CUSD's staffing levels. At this School Board Meeting, the presentation reviewed the CUSD's practices and data associated with both hiring and staffing in the CUSD. Your presentation also included statements associated with select national and city averages, as well as reports and recommendations from a variety of educational organizations. This presentation also contained references to exit-interviews, retirements, resignations, and other personnel data. The presentation also included, by your own statement, data associated with a robust partnership with "statewide" Universities. In the presentation, you referred to the need to engage actively with outside agencies for hiring, as well as online postings, a job fair held by the CUSD in August 2022, and advertisements and postings with a local media group ("Two Trumpets"). You referenced "healthy" employee referrals, District banners, and a \$2,000 hiring bonus offered to new employees. You spoke to the results of these efforts, as well as areas of continued concern, such a staff attendance data, and the District's subsequent actions in response to those concerns.

Finally, during public comment, you spoke to additional state monies received by the CUSD.

Whereas much of the data you presented and alleged to be accurate, appears at odds with employees and parents understanding of the conditions experienced across the District.

Whereas, you chose to use comparisons (i.e. cities & states) that are of uncertain value, in relation to the CUSD.

Whereas, members of the public were able to point out glaring inaccuracies and errors immediately after your presentation.

Whereas the presentation did not address the hiring vacancies from previous years that exaggerated the current conditions addressed in your presentation.

Whereas, your presentation did not address either cost savings or increased expenditures associated with the CUSD's efforts to resolve the significant employee shortages across the District.

Whereas Board Member Andy Sheaffer's anecdotal comments did little to inform the conversation and concerns by the community and workforce about the impact of significant employee shortages on the teaching and learning environment.

The following information is requested. Unless otherwise cited, the data requested pertains to that of the 2021-22 and 2022-23 school years.

Focus on two or three most revealing, and then submit the next two or three most revealing.

- 1.) Information associated with the CUSD job fair held in August, 2022, cited in the presentation (and the District's subsequent statements); including receipts, charts, or analysis of the costs and/or savings associated with this event.
- 2.) If they exist, all District forms, online procedures, web-pages, documents, reports, forms, emails, or letters associated with the "healthy employee referrals" cited in the presentation (and the District's subsequent statements). [*Confidential information may be redacted as permitted by law.*]
- 3.) All research, reports, recommendations, and supporting data and literature used to inform either the presentation (and the District's subsequent statements) or the decision to provide a \$2,000 hiring bonus to new employees.
- 4.) All summary data, reports, totals, contracts, distribution logs, or documentation used to track the distribution schedules, individual distribution, number, or frequency of \$2,000 hiring bonus provided to new employees.
- 5.) All summary data, reports, totals, contracts, distribution logs, or documentation used to track the current employee status of those who received a \$2,000 hiring bonus provided to new employees.

The requested information may be delivered to myself directly, at the following email:

[jhotchner@gmail.com](mailto:jhotchner@gmail.com)

The requested information may also be provided to Union Leadership, at the following email:

[cause.cusd@gmail.com](mailto:cause.cusd@gmail.com)

If the District prefers, it may provide hard copies of these documents to myself directly. In such a scenario, I will visit the CUSD District Office or the CMS School Site to collect the requested information.

Your prompt attention is appreciated.

Sincerely,

~ j. Hotchner \* CAUSE President (CFT # 2216)