

POSTED: 07/19/23

**LOS BANOS UNIFIED SCHOOL DISTRICT
GOVERNING BOARD OF EDUCATION
SPECIAL MEETING
Los Banos Unified School District Boardroom
1717 S. 11th Street, Los Banos, CA 93635
Thursday, July 20, 2023
2:00 P.M.**

AGENDA

I. OPENING BUSINESS

A. Call Public Session to Order

B. Roll Call of Board Members Present

Lori Gattuso	Anthony Parreira
Gene Lieb	Marlene Smith
Jessica Moran	Dayna Valadao
Gary Munoz	

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF AGENDA

Motion by _____ Seconded by _____
Proposed Action: Approve Agenda

IV. NEW BUSINESS

**A. Memorandum of Understanding for One-Time Signing Bonus for Bus Drivers
(Pg 3)**

It is recommended that the Board approve the Memorandum of Understanding between the California School Employee Association (CSEA) and its Los Banos Chapter, #092 for a one-time signing bonus for qualified Bus Drivers.

Motion by _____ Seconded by _____
Proposed Action: Approve Budget

V. CONSENT CALENDAR

The Consent Calendar represents routine items acted upon in one motion by roll call vote. The recommendation is for adoption, unless otherwise specified. Any item can be removed for discussion upon request.

A. Personnel Actions

1. Report of Certificated Employment (Pg 5)
2. Report of Classified Employment (Pg 6)

Motion by _____ Seconded by _____

Proposed Action: Approve Consent Calendar -ROLL CALL VOTE

VI. ADJOURNMENT

Americans with Disabilities Act Assistance: Auxiliary aids and services include a wide range of services and devices that promote effective communications for individuals with disabilities. If you require such assistance, please notify the Office of the Superintendent at 826-2135 as soon as possible. Every effort will be made to give primary consideration to expressed preferences or provide equally effective means of communication to insure equal access to Los Banos Unified School District programs and events.

Board Reference Material

SUBJECT TITLE: Memorandum of Understanding for One-Time Signing/Referral Bonus for Bus Drivers

REQUESTED ACTION: Approve Memorandum of Understanding

Action X

Discussion/Information

RECOMMENDATION:

It is recommended that the Board approve the Memorandum of Understanding between the California School Employee Association (CSEA) and its Los Banos Chapter, #092 establishing a one-time signing/referral bonus to assist with the recruitment of qualified bus drivers to the District.

BACKGROUND INFORMATION:

School Bus Driver positions have become increasingly difficult to fill. The District needs to hire a minimum of four positions for the 2023-2024 school year and there are not four qualified applicants for the positions. The signing bonus is intended to attract qualified applicants to the District. To be eligible for the bonus, the newly hired employee must have a School Bus Certificate and a commercial driver’s license with an airbrake and passenger endorsement. The bonus will be paid in two equal installments. The first installment will be paid on the Driver’s one-year anniversary with the District and the second installment will be paid on the Driver’s second anniversary with the District. The referral bonus will be paid to the Bus Driver who referred the newly hired Bus Driver once the new employee passes the six-month probationary period.

HOW DOES THIS ACTIVITY SUPPORT BOARD GOALS?

This is an operational activity and does not support a specific Board Goal.

ALTERNATIVES/IDENTIFIED OPPOSITION:

None identified.

SPECIFIC FINANCIAL IMPACT (Include Impact on School District Facilities):

\$4,500 for each newly hired, qualified Bus Driver who meets the eligibility requirements
\$500 for referral

ORIGINATOR: Tammie Calzadillas, Ed.D. Assistant Superintendent Human Resources
Date: July 20, 2023

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered between the Los Banos Unified School District (District) and the California School Employees Association and its Los Banos Chapter #092 (CSEA). The parties agree as follows:

Effective July 21, 2023 the District will provide a one-time signing bonus of \$4,500 to School Bus Drivers.

To be eligible for the signing bonus, the newly hired employee must have a School Bus Certificate and Commercial Driver's License with an Airbrake and Passenger Endorsement.

The signing bonus will be paid to the employee in two installments:

The first installment of \$2,250 shall be paid on the employees one (1) year anniversary date with the District.

The second installment of \$2,250 shall be paid on the employees two (2) year anniversary date with the District.

Effective July 21, 2023, Bus Drivers (hired before July 20, 2023) are eligible for a \$500 referral bonus if the District hires an applicant referred by an existing Bus Driver. The new hire must have a School Bus Certificate and Commercial Driver's License with an Airbrake and Passenger Endorsement. In addition, the newly hired/referred Bus Driver must pass the six probationary period.

The referral bonus will be paid to the referring Bus Driver after the six month probationary period.

The parties agree that nothing set forth herein shall be deemed to set any form of precedent for any future matters.

FOR THE DISTRICT

FOR CSEA

Date

Date

LOS BANOS UNIFIED SCHOOL DISTRICT DIVISION OF HUMAN RESOURCES

**REPORT OF CERTIFICATED EMPLOYMENT
FOR BOARD APPROVAL – July 20, 2023**

Tammie Calzadillas, Ed.D -Assistant Superintendent

APPOINTMENT

Crofts, Diana – Interim Director of Special Education – effective 7/20/2023
Chavarria, Michael – History Teacher, Los Banos Junior High School – effective 8/10/2023
Espinoza, Deissy – Physical Education Teacher, Los Banos Junior High – effective 8/10/2023
Sanchez, Felix – Math Teacher, Los Banos High School – effective 8/10/2023'
Tomas, Taryn – History Teacher (Temporary), Pacheco High School – effective 8/10/2023
Perez, Adriana – Mental Health Clinician, District Wide – effective 7/20/2023
Nguyen, Andrew – Director of Health Services – effective 8/1/2023
Munoz, Carissa – English Teacher, Los Banos High School – effective 8/10/2023
Canales, Lynette – ELA Teacher, Creekside Junior High – effective 8/10/2023

RESIGNED

none

EXTRA DUTY

APPOINTMENTS:

none

LOS BANOS UNIFIED SCHOOL DISTRICT

DIVISION OF HUMAN RESOURCES

**REPORT OF CLASSIFIED EMPLOYMENT
FOR BOARD APPROVAL – July 20, 2023**

Tammie Calzadillas, Assistant Superintendent

New Hires:

Huerta Garibay, Luz Maria – SS, Behavior Support Assistant
Juarez, Samantha – LBE, Paraprofessional
Lee, Sypher – DO, Assistant Superintendent – Administrative Services
Pineda, Yovana – SS, Behavior Support Assistant
Salazar, Janette – LBE, Paraprofessional

Appointments:

Promotional:

Costa, Tania – LBE, Administrative Secretary
Herrera, Christine – LBE, Office Assistant
Smith, Tammy – PHS, Office Specialist

Retired:

Termination:

Resigned:

Leave of Absence:
