

BERRYESSA UNION SCHOOL DISTRICT HR NEWS

408-923-1850

Fall 2016

District Mission Statement

The Berryessa Union School District provides all students the skills to become lifelong learners and successful 21st century global citizens.

Public Funds/Political Campaigns!!

As we venture into another political season, there are a few things we need to keep in mind as an organization funded by public funds.

- Public funds may not be used for partisan election campaigning but may be used to disseminate objective information.
- The PTA and employee organizations may not use district funds, services, supplies or equipment (e.g., district website, district copiers, district mailboxes) to urge the passage or defeat of ballot measures or engage in political activity.
- The PTA and employee organizations may not use district mailboxes to engage in political activity without district authorization. If authorization is given, a limited open forum will be created and all interested political groups must be allowed to use district mailboxes.
- Districts may use public funds to hire a consultant to conduct a survey to assess potential community support for a future bond measure.
- Districts may not use public funds to hire a consultant to develop a strategy for building a coalition of community support for the passage of a bond measure.

- Public funds may be used to engage in lobbying activities directed toward members of the Legislature or Congress as these expenditures are specifically authorized by statute.
- Public funds may not be used to appeal to voters to lobby the Legislature or Congress in support of the agency's point of view.
- Members of the Board of Trustees may campaign privately for the passage or defeat of ballot measures if they wish.
- Employees may campaign for or discuss, during non-instructional hours, the passage or defeat of proposed ballot measures.
- District teachers may not engage in political activities (e.g., the wearing of political buttons) in the classroom during instructional time.
- Students may engage in political activities outside of the classroom so long as it is not disruptive to the educational process.

Provided by Ron Wenkart, General Counsel, Orange County Department of Education.



Welcome to Berryessa!

It gives us great pleasure to welcome phenomenal people to our Berryessa family! Our new Director of Bond Facilities & Modernization is Mr. Ken Tanase. He has come to us highly recommended. He has worked in the area of Facilities Management and has managed DSA certified projects. He has worked as a Contract Supervisor, Energy & Environmental Program Manager. In the course of his work he has developed bid documents, worked with consultants, inspected construction and closed out projects. He holds a Bachelors' Degree in Civil Engineering from San Jose State University. We are excited to have him on our team!!!

We also have a new Technology Support Specialist II, Mr. Trieu Pham. Mr. Pham comes to us with a great deal of experience in the area of computer technology. He has worked as an IT Manager, Desktop/Network Administrator and as an Associate Information Systems Analyst. In the work he has done he has been in charge of providing technical support to users, coordinate the operations of the help desk and monitor the network systems. He has experience working in the public education sector and the private sector. He holds a Bachelors' Degree in Computer Science Engineering from San Jose State University. We believe he will be a tremendous asset in our Technology Department!!

Please welcome our new Cherrywood Principal, Ms. Tina Tong Choy!

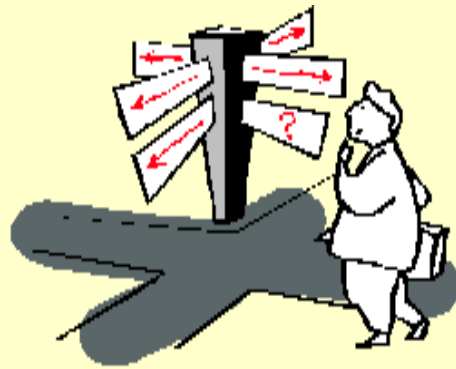
PROGRAMS MANAGER
Ms. Choy comes to us with very strong background in the field of education. She has served as a Teacher, Trainer, Assistant Principal and Principal. Ms. Choy has served in the capacity of Principal at various schools. She has also served as the Principal on Special Assignment where she facilitated and administered a wide variety of training and activities in the areas of Curriculum and Instruction for teachers as well as her colleagues. She has brought many innovative programs to schools she has served as a Principal. She was also able to increase the achievement of students through her leadership and guidance. She has gone above and beyond to support student learning, their families and the community. She holds a Bachelors' Degree in Applied Behavioral Sciences and a Masters' Degree in Educational Leadership. We look forward to her contribution to our team!!

Our new Director of Maintenance Operations & Transportation is Mr. Miguel Cruz! Mr. Cruz comes to us with very strong references. He has a great deal of experience in the MOT Department. He has experience working as a Maintenance Gardener. He has served as a Supervisor of Maintenance and Custodial Services and as a Manager of Transportation, Custodial and Grounds Services. Because of his strong work ethic and great skills, he has received numerous promotions and accolades throughout his career. Miguel has a Bachelor's Degree in Business Administration from San Jose State University. We are excited about having him on our team!

On the Negotiations Corner

The School District and CSEA have currently started negotiations for this cycle. The first session of negotiations with BUSD and CSEA Noon Duty as well as BUSD and CSEA 364 was on September 15th. The session went well and the parties were able to share and discuss in more detail the items enumerated in the Articles that were open. The next

sessions scheduled will be on October 13 and October 20.



New Teaching Permit

The California Commission on Teacher Credentialing (CTC) reported on August 23, 2016 that the addition and amendments to Title 5 California Code of Regulations sections 80022 and 80025.3 were approved by the Office of Administrative Law and were effective as of August 16, 2016.

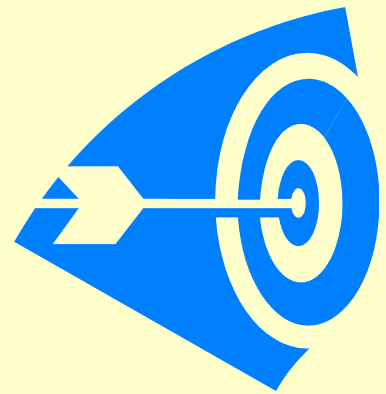
The act of adding section 80022 creates a new permit. The name of this permit is the Teaching Permit for Statutory Leave (TPSL). This permit authorizes the holder to serve as the interim teacher of record for the full length of the statutory leave for any contracted teacher of record. The amendments to 80025.3 also expand the types of permits that authorize day-to-day substitute teaching.

Reminders About Employee Rights and "Non-Rights"

The right of employee organizations to represent their employees in their employment relations with the public school employer has been interpreted to mean that an employee has the right of representation at a meeting with the employer's representative where the employee reasonably believes that the meeting or interview may result in disciplinary action against the employee. Employee organizations

PAGE 2
also have the right to file grievances in their own name to enforce the collective bargaining agreement between the employer and employee organization.

In *Ulmschneider v. Los Banos Unified School District*, the PERB held that the school district was not required to provide an employee with a union representative during classroom visitations or during the delivery of letters of reprimand to the employee. The PERB noted that an employee required to meet with the employer is entitled to union representation where the employee requested representation for an investigatory meeting which the employee reasonably believes might result in disciplinary action.



Support Staff – at Your Service!!

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