

## WORLD CLASS EMPLOYEES

*Diversity is a strength, kindness is expected and respect is non-negotiable...it's our culture.*

### NOVEMBER 2019

#### Important Dates:

##### December 5th—Bonus Payment (separate check)

##### December 10th—Leave of Absence Workshop

3:45 p.m. @ District Office  
Register in My learning Plan

##### December 19th—One Time Payment for Over the cap Employees

##### Employee Fingerprint Renewal

Please go to <https://www.fieldprintarizona.com/> and complete your online application. Click on "schedule an appointment" and set up a "new user" account. The cost of the card is \$74.95 and must be paid by credit card.

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## HUMAN RESOURCES

### INTERNAL TRANSFER PROCESS

Current District Employees who are qualified and interested in applying for an internal transfer must:

**Support Staff**— Please visit [TalentED](#) for a listing of all current internal job openings and submitting an application. You must attach resume with your application.

**Certified Staff**— You may only apply for internal positions for the following school year during our hiring season (January 1st – May 30th) each year. You may visit [TalentED](#) for a listing of all current internal job openings and submitting an application. You must attach your current certificate and resume.

**As a professional courtesy, please notify your current supervisor of your transfer request.**

## **ONE-TIME OVER CAP PAYMENT**

Effective July 1, 2019, the top of the salary range was increased by 2% and employees moving through the salary band received approximately 5%. As per the March 2019 Super Q agreement, employees who were at, or reaching, the top of the salary band will receive the balance of the approved increase in a one-time payment on **December 19, 2019**.

## **STUDENT/EMPLOYEE CRISIS FUND**

Because students and employees sometimes experience substantial medical costs not covered through insurance, the Chandler Unified School District and the Chandler Education Foundation have partnered to create the CUSD Student/Employee Crisis Fund to assist students or employees who suffer life-altering injury or illness.

The district would like to invite you to donate to the fund through payroll deduction. This form only needs to be filled out once. Employee Donations are the main source of funding for the assistance programs. Donations to this fund are tax deductible.

The more who participate, the more impact we can have for students and employees who suffer from life-altering illness or injury.

The committee of support staff, administrators and teachers review requests. Money is never awarded to the individuals. Instead, checks are written directly to medical facilities, specialists and businesses.

Also, if you know of a student or staff member that needs assistance, please print, and fill out an application, and submit to Donna Nigh. You may email Donna if you have any questions.

- Student Crisis Application
- Employee Crisis Application

**To date, the CUSD Student/Employee Crisis Fund has provided assistance to both students and staff for a combined total of \$10,208.45.**

## **STUDENT TEACHER/INTERN**

Teachers, have you considered mentoring a student teacher or student intern? You must have 3 years of over-all teaching experience in order to be a mentor teacher.

If are interested in mentoring a student teacher or student intern, please complete the Student Teacher-Intern Request Form and submit to Leslie Hicks through email at [hicks.leslie@cusd80.com](mailto:hicks.leslie@cusd80.com).

## **PROFESSIONAL DEVELOPMENT**

### **Preapproval Process**

Please remember that any course(s) taken for professional development need to be pre-approved prior to taking the course(s). The pre-approval forms are located on the HR Website, click here to access [Documents and Forms](#). Please complete the form with your course requests and send it to the appropriate approver:

**CERTIFIED REQUESTS** – Dr. Wendy Nance, District Office

**SUPPORT STAFF REQUESTS** – Dr. Jeff Filloon, HR

If you are studying for a degree, you can submit the whole program at one time for approval and keep the document as proof of approval. Please load the approved document with your request each year.

### **Request for Salary Advancement**

Employees may begin submitting Professional Development Requests in November 2019 for the 2020-2021 school year. Online requests may be accessed through [Employee Online iVisions](#).

Employees who participate in professional development courses or training have the opportunity to be compensated for those activities. Approved professional development activities completed between January 1, 2019 and December 31, 2019 qualify for salary advancement in the 2020-2021 school year. You must have a minimum of **3** semester hours to request a salary adjustment.

### **Special Credit for Equity Symposium**

As a special exception, employees who completed 12 contact hours of training at the Summer Equity Symposium received the equivalent of one semester hour of indistrict credit valued at \$100. Normally 15 contact hours of in-district credit equal one semester hour. Employees who completed less than 12 hours at the symposium will receive credit at the normal value (15 hours = 1 semester hour, 1 semester hour = \$80).

## **CERTIFICATE RENEWAL PROCESS**

The Arizona Department of Education has changed the process for renewing all teacher certificates to an online portal. As a courtesy, HR will send an email reminder to teachers six months before their certificate expiration date. **\*\*Errors can occur in our system, ultimately, it is the teacher's responsibility to maintain a valid certificate.\*\***

The reminder notice from CUSD, will explain that Human Resources has gone into the ADE online portal and approved professional development hours and ADE will send you a link to complete an online renewal application. Once you receive the link from ADE, you can log in, pay your fees and your certificate will be mailed to your address on file. If you do not hear from ADE within a week or so of our email, please contact them at 602-542-4367 to update your email address with them. They will have the email address on file that you used on your prior recertification. Human Resources goes into the ADE portal approximately six months prior to your certificate expiring and approves hours. If you do not have enough professional development hours in Frontline, we will contact you and ask for additional certificates or transcript so we can approve your hours. If you have any questions, please contact Becky Atkinson at [Atkinson.Rebecca@cusd80.com](mailto:Atkinson.Rebecca@cusd80.com)

# BENEFITS

## **2019-20 RETIREMENT SEMINARS**

### **Route 3 Retirement in Site – Presented By ASRS**

**Location:** District Office-Board Room

**Date(s) & Times:** Tuesday, December 3, 2019 @ 4:15 pm – 5:45 pm  
Wednesday, January 15, 2020 @ 4:15 pm - 5:45 pm

Planning for retirement is vital for members who are planning to retire within three years. Attendees will learn from ASRS about the pension benefit and how it is calculated, options for retiree health insurance and other benefits and member responsibilities. In addition, you will learn district benefits available to retirees, sick leave pay off process, and the phased retirement program through Smartschoolsplus.

### **Route 4: Next Exit Retirement – Presented by ASRS**

**Location:** District Office-Board Room

**Date(s) & Times:** Wednesday, February 5, 2020 @ 4:15 pm – 6:00 pm  
Monday, February 10, 2020 @ 4:15 pm – 6:00 pm

The Route 4: Next Exit Retirement workshop is vital for members who are planning to retire at the end of the 2019-20 school year. During this group session ASRS will cover each section of the retirement application and the necessary documentation to file for retirement. In addition, ASRS will provide each employee their pension estimate, explain the calculation method and health insurance options for retirees as well as the return to work rules.

### **Phased Retirement – Presented by SmartschoolsPlus**

**Location:** District Office – Board Room

**Date:** Thursday, February 20, 2020

**Time:** 4:15 – 5:15 p.m.

Employees who have their 80 points and will be retiring at the end of the 2019-20 school year may apply to participate in Phased Retirement. The individual retires through ASRS thus severing his/her employment with CUSD. Then he/she continues to provide services, as a contracted employee through a third party, Smartschoolsplus.

### **CUSD Retiree Exit Meetings – CUSD HR Representatives**

**Location:** District Office – Board Room

**Date(s) & Times:** Wednesday, March 4, 2020 @ 4:15 pm – 5:15 pm  
Thursday, March 26, 2020 @ 4:15 pm – 5:15 pm  
Tuesday, March 31, 2020 @ 4:15 p.m. – 5:15 pm

**Only retirees who will be retiring at the end of the 2019-20 school year should attend this meeting.** In this meeting we will ensure all CUSD required separation paperwork is completed and ensure all other forms necessary such as Smartschoolsplus application is completed and turned in. We will also provide your sick leave payoff during this meeting. Once done you can enjoy your retirement!

## **Understanding Medicare & Social Security upon Retirement** – Presented By Dana Artzer

**Location:** District Office – Training Room

**Date(s) & Times:** Tuesday, January 21, 2020 @ 4:15 pm – 5:15 pm  
Tuesday, February 25, 2020 @ 4:15 pm - 5:15 pm

Medicare is confusing. Come learn from a Medicare expert what options you have, what plans exist, what do they cover. Understanding Medicare on your own is a lot of work, especially when you receive stacks of mail offering different plans from different providers. Let us help simplify it for you!

## **2019-20 WELLNESS INCENTIVE**

We are pleased to offer a wellness incentive in the amount of \$400 for the 2019-20 school year for employees insured through CUSD. In addition, if your spouse is insured through CUSD and he/she completes the requirements and submits the appropriate documentation, you will receive an additional \$400.

Wellness Incentive requirements must be completed between May 16, 2019 and May 31, 2020. You must submit your request for approval no later than May 31, 2020.

Please click her to access the [Wellness Incentive](#) brochure for additional information.

## **LEAVE OF ABSENCE WORKSHOP**

This workshop is provided for employees who wish to take a short leave of absence due to medical/maternity. Representatives from Benefits and an HR Associate will cover the steps needed to request a leave of absence, sick leave usage policy, short term disability, impact on contract and documentation upon return. The next workshop will be held:

**Date: December 10th @ 3:45 PM**

**Location: District Office**

Please Register using My Learning Plan. [Frontline-My Learning Plan](#)

## **EMPLOYEE ASSISTANCE PROGRAM**

CUSD is contracted with EAP Preferred to provide the Employee Assistance Program [EAP]. EAP Preferred is an independent firm and does not report personal information to CUSD.

The EAP can help to resolve problems early to stop personal pain, restore relationships, and improve work performance. The EAP responds to emergencies 24 hours/7days/live. Standard counseling appointments can be made Monday to Friday, 8:00 am—5:00 pm. You may contact them at **602-264-4600** or visit their website for additional information at <http://www.eappreferred.com/>.

# WHO TO CALL IN HUMAN RESOURCES, BENEFITS AND PAYROLL

To help us answer your questions, the first point of contact is outlined below.

HUMAN RESOURCES AND PAYROLL		
<b>Verines Cummings</b> Asst. Director of Human Resources and Payroll	812-7626	<ul style="list-style-type: none"> <li>• Daily Operations of Human Resources and Payroll</li> <li>• Salary Schedules</li> <li>• Summer School</li> </ul>
<b>Pam Lundbohm</b> Human Resources Coordinator	812-7665	<ul style="list-style-type: none"> <li>• HR Services for All District Administrators, CETV, District Office, and Warehouse</li> <li>• HR Tech Supervision</li> </ul>
<b>Melissa Candelaria</b> Human Resources Associate	812-7648	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Auxier, Basha, BHS, BJHS, Chandler Early College, CTA Freedom, Fulton, Shumway, and Transportation</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>
<b>Dee Paul</b> Human Resources Associate	812-7639	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Carlson, Chandler Learning Center, COA, CTA Goodman, Federal Programs, Frye, Hull, IRC, PHS, and Ryan</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>
<b>Christine Bassett</b> Human Resources Associate	812-7679	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• ACP Erie, ACP Oakland, Community Ed, CTA Liberty, Kids Express, Lil' Explorers, Navarrete, Santan, and SJHS</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>
<b>Gayle Rafferty</b> Human Resources Associate	812-7664	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Andersen, Bologna, CHS, Conley, F&amp;N, Haley, and PJHS</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>
<b>Lorri Ireland</b> Human Resources Associate	812-7037	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Chief Hill/ICAN, CTA Humphrey/Elite Academy, CTA Independence, Grounds &amp; Maintenance, Hancock, HHS, Riggs, and WJHS</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>
<b>Marissa Hardin-Sylvestre</b> Human Resources Associate	812-7638	<b>Employee HR Services for the following sites:</b> <ul style="list-style-type: none"> <li>• AJHS, Care Center, CCHS, Galveston, Hartford, Jacobson, Knox, Patterson, San Marcos, Sanborn, Tarwater and Weinberg</li> <li>• e.g. Compensation, contracts, health insurance eligibility, support staff allocations, and work calendars</li> <li>• Leave of Absence Request</li> </ul>

<b>Amy Colleary</b> Payroll Coordinator	812-7614	<ul style="list-style-type: none"> <li>• Payroll Services for all District Administrators, CETV, District Office, and Warehouse</li> <li>• Payroll Tech Supervision</li> <li>• Workforce</li> <li>• 403b Accounts</li> <li>• 457 Accounts</li> </ul>
<b>Annette Bennett</b> Payroll Tech	812-7682	<b>Employee Payroll Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Carlson, Chandler Learning Center, COA, CTA Goodman, Federal Programs, Frye, Hull, IRC, PHS, Ryan, and Weinberg</li> <li>• e.g. W-4 Questions</li> </ul>
<b>Lori Alvarado</b> Payroll Tech	812-7677	<b>Employee Payroll Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Andersen, Bologna, CHS, Conley, F&amp;N, Haley, and PJHS</li> <li>• e.g. W-4 Questions</li> </ul>
<b>Sheila Wentz</b> Payroll Tech	812-7678	<b>Employee Payroll Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Auxier, Basha, BHS, BJHS, Chandler Early College, CTA Freedom, Fulton, Galveston, Sanborn, Shumway, and Transportation</li> <li>• e.g. W-4 Questions</li> </ul>
<b>Gloria Hessen</b> Payroll Tech	812-7617	<b>Employee Payroll Services for the following sites:</b> <ul style="list-style-type: none"> <li>• Chief Hill/ICAN, CTA Humphrey/Elite Academy, CTA Independence, Grounds &amp; Maintenance, Hancock, HHS, Riggs, and WJHS</li> <li>• e.g. W-4 Questions</li> </ul>
<b>Veda Gooslin</b> Payroll Tech	812-7663	<b>Employee Payroll Services for the following sites:</b> <ul style="list-style-type: none"> <li>• ACP Erie, ACP Oakland, CTA Liberty, Community Ed, Hartford, Jacobson, Kids Express, Lil' Explorers, Navarrete, Santan, and SJHS</li> <li>• e.g. W-4 Questions</li> </ul>
<b>Yvette Ardans</b> Payroll Tech	812-7606	<ul style="list-style-type: none"> <li>• AJHS, Care Center, CCHS, Knox, Patterson, San Marcos, Sanborn, and Tarwater</li> <li>• Substitute Payroll Services</li> </ul>
<b>Heather Caviar</b> Assistant Business Manager of Regulatory Compliance	812-7675	<ul style="list-style-type: none"> <li>• ACA Compliance</li> <li>• Benefit Deductions</li> <li>• HSA Account Questions</li> <li>• W-2</li> </ul>
<b>BENEFITS</b>		
<b>Dee Ostrowicki</b> Assistant Director of Benefits	812-7036	<ul style="list-style-type: none"> <li>• Oversees Benefits</li> <li>• Open Enrollment</li> <li>• Complex Benefit Questions</li> <li>• Health Insurance Orientations</li> <li>• Family/Medical Leave of Absence</li> <li>• Retirement Workshops</li> <li>• Short and Long Term Disability</li> <li>• Wellness Expo</li> </ul>
<b>WORKMANS COMP</b>		
<b>Bim Frost</b> Senior Administrative Assistant	812-7660	<ul style="list-style-type: none"> <li>• Questions about coordination of benefits</li> </ul>

**ONBOARDING, CERTIFICATION, AND PROFESSIONAL DEVELOPMENT**

<b>Kathleen Jett</b> Assistant Director of Recruitment and Onboarding	812-7623	<ul style="list-style-type: none"> <li>• Selection and Processing of New Employees</li> <li>• Certified Onboarding</li> <li>• Job Descriptions</li> <li>• Volunteers</li> </ul>
<b>Becky Atkinson</b> Human Resources Assistant	812-7668	<ul style="list-style-type: none"> <li>• Certificate Renewals</li> <li>• Certified Fingerprint</li> <li>• Employee Badges</li> </ul>
<b>Suzu Sander</b> Human Resources Generalist	812-7611	<ul style="list-style-type: none"> <li>• Support Staff Employment</li> <li>• Support Staff Job Postings</li> <li>• Support Staff Onboarding</li> </ul>
<b>Maria Reed</b> Human Resources Generalist	812-7622	<ul style="list-style-type: none"> <li>• Certified Employment</li> <li>• Coaches Onboarding</li> <li>• Professional Growth for Salary Increase</li> </ul>

**SUBSTITUTE SERVICES**

<b>Jenny Farkas</b> Substitute Services Coordinator	812-7625	<ul style="list-style-type: none"> <li>• Absence Management</li> <li>• Substitutes Certified and Non-certified</li> <li>• Substitute Onboarding</li> </ul>
<b>Yvette Ardans</b> Payroll Tech	812-7606	<ul style="list-style-type: none"> <li>• Substitute Payroll Services</li> </ul>

**Sandy Cooper**

**Assistant Superintendent of Human Resources**

Oversight of Human Resources and Payroll Operations and Benefits			
<b>Veronica King</b> Senior Administrative Assistant	812-7624	HR Newsletter Phased Retirees	Loan Forgiveness Applications Verification of Teaching Experience
<b>Theresa Self</b> District Receptionist	812-7000	District Office Conference Room Schedule	

**Dr. Jeff Filloon**

**Director of Human Resources**

Oversight of Recruitment and Onboarding and Substitute Teachers			
<b>Rosemary Palma</b> Administrative Assistant	812-7640	General Leave Exceptions Medical Leave Donation Perm Sub Custodians Support Staff Evaluations	



# DECEMBER

	Mon	Tue	Wed	Thu	Fri
	<b>2</b>	<b>3</b>	<b>4</b> Hourly pay week ends	<b>5</b> All hourly time Workforce software due (Workforce and time-sheets)  <b>Pay Day (Regular Pay and separate Bonus check for eligible employees)</b>	<b>6</b>
	<b>9</b>	<b>10</b> <b>LOA Workshop 3:45 PM District Office</b>	<b>11</b> Hourly pay week ends	<b>12</b> All hourly time Workforce software due (Workforce and time-sheets)	<b>13</b>
	<b>16</b>	<b>17</b>	<b>18</b> Hourly pay week ends	<b>19</b> All hourly time Workforce software due (Workforce and time-sheets)  <b>Pay Day (one-time payment for over the cap employees)</b>	<b>20</b> <b>NO GENERAL LEAVE</b>
	<b>23</b> <b>WINTER INTERSESSION</b>	<b>24</b>	<b>25</b> Hourly pay week ends	<b>26</b> All hourly time Workforce software due (Workforce and time-sheets)	<b>27</b>
	<b>30</b> <b>WINTER INTERSESSION</b>	<b>31</b>	<b>Jan. 1</b> Hourly pay week ends	<b>Jan. 2</b> All hourly time Workforce software due (Workforce and time-sheets)  <b>Pay Day</b>	<b>Jan. 3</b> <b>NO GENERAL LEAVE January 6, 2020</b>

