

Board Meeting 12/14/2023

This survey will be turned off at 3:00pm 12/14/2023, no late entries will be accepted.

Name:

Eunice Figueroa Zambrano

Address/Affiliation:

405 Piccadilly Pl Apt 26 San Bruno Ave, 94066 (Teacher at Ponderosa Elementary School)

Is this for Open Session or Closed Session?

Open Session

Closed Session

What is the agenda item(s) you would like to discuss?(To comment during the meeting, you must first register to gain access to the meeting.)

Human Resources/ Public comments

Do you want to provide your comment when the agenda item comes up or during the public comment section?(To comment during the meeting please provide your Name above)

- When agenda item comes up
- During the public comment section

Comments:

Ladies and Gentlemen of the Board,
My name is Eunice Figueroa Zambrano. Since mid- September, I have gone back and forth with Human Resources about my Master's Stipend. While I wait to see if it is truly resolved in my December paycheck, I would like to bring to light the greater problem within the human resources department. As teachers, we are expected to answer emails and phone calls within 24 hours or within the next business day. Unfortunately, this standard is not followed by human resources. Countless emails and phone calls go unanswered and when they are, the information shared is often inaccurate. I turned in my transcripts mid-September and had to follow up countless times to make sure they were received. Once my union rep came in, they were confirmed. I was then told I would be receiving my stipend beginning in November. Again, this was not true and I had to reach out to payroll to confirm my paperwork had gone through. They had told me they were waiting for human resources to turn in a list, yes, a list of educators who were on their way to receiving bumps in pay. I checked in the next day, they had yet to receive this list of educators (plural). I then sent a certified letter to Dr. Moore, which I have confirmation that she signed for and received on December 4th. I shared with her the issue, the timeline, and attached all the emails demonstrating how human resources continues to fail. In addition, I also CC'd the California Labor Commissioner's Office. I never received a phone call, email, or letter in response from Dr. Moore. It was not until last week that this issue was mitigated and again, I had to follow up with payroll to ensure human resources was doing their job. While my issue was somewhat resolved, I hope other educators find solutions sooner rather than later. The words "human resources" have gained disdain as they fail to the only thing they are paid to do, their job. Countless stories by educators around the district tell of how frustrating it is to get our needs met while we have classrooms full of students, student loans to pay, etc. I respectfully urge the board to get to the bottom of this matter.

Thank you.

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