

2016-2017

Summary of Activities

Examinations

Examinations Announced.....	22
Applications Received.....	8,951
Applications Rejected.....	6,157
Candidates Eligible to be Examined*.....	2,794

*Some candidates eligible to retest under

Open & Continuous recruitments

Examinations Conducted:

• Written.....	17
• Performance.....	3
• Experience.....	6
• Oral Technical.....	5
• QAI.....	0
• Final Interviews.....	33
• Proficiency.....	1
Candidates Actually Examined.....	938
Exams with ADA Accommodations.....	0

Personnel Actions

Regular Employees.....	47
New Employees:	
• Regular.....	49
• Substitute.....	54
Provisional Appointment.....	2
Limited Term.....	12
Summer School.....	75
Reinstatements.....	0
Transfers.....	9
Increased Hours/Days.....	13
Working Out of Class.....	16
Re-employment.....	0
Re-organization.....	0
Reclassification.....	0
Voluntary Demotions.....	0
Terminations:	
• Resignations.....	16
• Retirements.....	2
• Deaths.....	0
• Dismissals.....	2
• Layoffs.....	0
• To Re-Employment List.....	10

New Classifications

No new classifications

Positions Hired

Administrative Assistant I.....	1
Administrative Assistant IV.....	1
Athletic Trainer.....	1
Bus Driver.....	7
Campus Security.....	2
Campus Security Assistant.....	2
Certificated Personnel Technician.....	1
Classified Personnel Technician.....	1
Computer Media Specialist.....	2

"A school district's focus should be providing the best for students. ... We should ensure we have the best people at every position. The merit system, in my opinion, does ensure that because it doesn't matter if it's the superintendent's brother, or my daughter, they have no more favoritism shown than anyone who walks in off the street."

DEANN HUDGENS

PERSONNEL COMMISSIONER 2015-PRESENT

PERSONNEL COMMISSION STAFF

De Shawn Dickinson

Director and Secretary to the Commission

Cynthia Jackson

CLASSIFIED PERSONNEL TECHNICIAN

Danika Williams

CLASSIFIED PERSONNEL TECHNICIAN

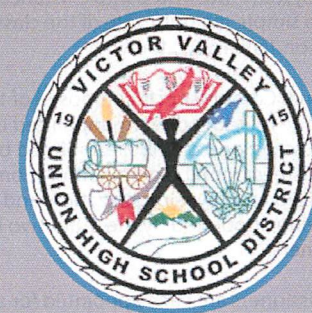
Katrina Williams

CLASSIFIED PERSONNEL TECHNICIAN

Victor Valley Union High School District

Celebrating 50 Years of Merit

PERSONNEL COMMISSION ANNUAL REPORT 2016-2017



Personnel Commission

DeAnn Hudgens

COMMISSION CHAIRPERSON

Anthony Valencia

VICE-CHAIRPERSON

Maria "Luisa" Macleod

MEMBER

ORGANIZATION OF THE PERSONNEL COMMISSION

The Personnel Commission is a non-partisan public body responsible for the administration of the personnel "Merit System". In accordance with the Education Code, the "Merit System" includes the selection, retention, and promotion of classified (non-teaching) employees in a public school district.

The "Merit System" was voted into existence in this District by a simple majority vote of the classified employees on January 17, 1967.

The Personnel Commission is composed of three (3) members, one member directly appointed by the Board of Trustees; one member appointed by the Board of Trustees from the nomination submitted by the recognized employee organization; and the third member being appointed by the other two Personnel Commissioners.

The Commissioners are each appointed for a three-year term, with the term of one member expiring in each year. To be eligible for appointment to the Commission, the Education Code requires that each appointee: (a) "Be a registered voter and resident within the territorial jurisdiction of the school district", and (b) "Be a known adherent to the principles of the Merit System."

PERSONNEL COMMISSIONS ARE CHARGED WITH A THREE-FOLD RESPONSIBILITY:

- 1 To assist the Governing Board and Administrators of the High School District in the quest for competent administration;
- 2 To represent the interests of the general public by maintaining a personnel system dedicated to the hiring and keeping of qualified employees in the service of the District; and
- 3 To see that classified employees receive fair and equitable treatment.

The Personnel Commission

DeAnn Hudgens

COMMISSION CHAIRPERSON

Mrs. Hudgens was appointed by the recognized employee organization, CSEA. She's serving her second term as Personnel Commissioner, which expires November 30, 2020.

Maria "Luisa" Macleod

MEMBER

Mrs. Macleod was appointed by the Board of Trustees in October 2015, and serving a three-year term the commission until November of 2018.

Anthony Valencia

VICE-CHAIRPERSON

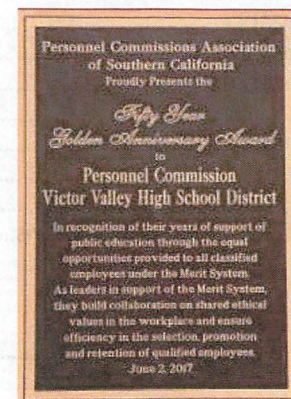
Mr. Valencia was appointed by the Personnel Commission in March, 2014 and is serving his second term, which expires in 2019.

The Personnel Commission maintained active membership in the California School Personnel Commissioner's Association, Personnel Commissioner's Association of Southern California, and the Cooperative Organization for the Development of Employee Selection Procedures.

A HALF CENTURY OF THE MERIT SYSTEM

The Victor Valley Union High School District is celebrating 50 years of using the Merit System for the selection and retention of classified staff.

The Victor Valley Union High School District instituted the Merit System in 1966 and is one of 97 school districts in California using the system today.



MERIT SYSTEM PRINCIPLES AND CONCEPTS

- Hiring and promoting qualified employees on the basis of ability, with open competition in initial appointment.
- Protecting appointments to positions from political coercion or personal favoritism.
- Ensures that employees doing like work are classified the same and receive like pay.
- Provides for fair and impartial rules and consistency in administration of the rules.
- Assures fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, sex, or religious creed, and with proper regard for their privacy and constitutional rights as citizens.