

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION  
SPECIAL MEETING MINUTES**

**November 4, 2009**

A special meeting of the Personnel Commission was held in the Community Room at the Board of Education Building. Present were Ms. Rhonda Early, Vice-Chairperson; Gino Barabani, Member; and Mr. Jeff Josserand, Executive Director.

**I. CALL TO ORDER**

Ms. Early, Vice-Chairperson, called the meeting to order at 5:33 P.M. and Mr. Barabani led the pledge of allegiance.

**II. MATTERS BROUGHT BY THE PUBLIC**

Mr. Early: I move to approve the agenda as submitted.

Mr. Barabani: I'll second that.

Ms. Early: First item on the agenda are matters brought by the public. This is the opportunity for the public to present information before the Commission for consideration. Seeing none next agenda item is the report by the Executive Director of Classified Personnel and Personnel Commission.

**III. REPORT BY THE EXECUTIVE DIRECTOR OF CLASSIFIED PERSONNEL AND THE PERSONNEL COMMISSION**

Mr. Josserand: Good Evening Madame Chairperson, Commissioners, classified employees and members of the public. In the recognition that we've just had a time change this week and everybody is healing up from all of the wonderful Halloween candy the only thing I have to report tonight is that there was a conflict with the next scheduled Personnel Commission meeting so we slipped it to 5:30 PM on Thursday the 19<sup>th</sup> of November. So we slipped it a day since CSEA had their chapter meeting that night, out of respect for classified employees. Madame Chairperson that concludes my report.

**IV. ACTION ITEMS**

Ms. Early: Next agenda item is to conduct a first reading for Commission Rules Chapter 19 draft: Procedures for Disciplinary Action and Appeal.

A. To conduct a first reading for Commission Rules Chapter 19 draft: Procedures for Disciplinary Action and Appeal.

Mr. Josserand: Madame Chairperson, the Chapter 19 was presented as required by law to the representatives of the District and representatives of the principal classified bargaining unit. We have made a couple of minor changes. The Commission has been presented with a modified Chapter 19. If you'll look at the bottom right hand corner you'll see a draft date of 11/04/2009; it reflects two minor changes and we have copies that we presented to CSEA's leadership and that we have copies that are on their way to the District representative. If it's ok we'll give you a copy ma'am. That concludes my report.

Ms. Early: Thank you.

Charlie LaChance, Labor Representative for CSEA: I'm never quite sure the right time on when to speak on an agenda item. Is this the right time? CSEA Chapter 183 is very happy to see that the Commission has taken this upon themselves. As a labor rep and as leadership I am here tonight we can attest that without progressive discipline it's very difficult for our classified members and indeed even some of our supervisors to know how to dispense discipline in a fair, level and equitable way. What progressive discipline does effectively is make sure that the discipline is evenly handed out. That it isn't handed out one way at one site and another way at another site. It isn't dispensed one way because I like you and another way because I don't like you that it is evenly handed and that it's done equitably. We have read through this and we think that it is fair and equitable. We believe that it's a way that the District will be able to dispense discipline that will save jobs that will encourage our classified members to be on the right path because with progressive discipline they see what you're doing wrong and they give you a way to correct that and that saves the District money a lot of money because if you save an employee and you're able to rectify the issue or the complaint against them then they continue to be an employee and you don't have to hire someone you don't have to train them again and it goes on and on. So we're pleased to see this and CSEA supports this. If you have any questions there are members here tonight that can testify that they believe how this will be not only helpful for CSEA employees but the District. Thank you.

Ms. Early: Thank you.

Mr. Jossierand: There's really no change. This is a living and breathing document that continues through the process the District was notified and the labor union board was notified that the Commission desires any input that they have in a written form and the deadline for that is the close of business November 11. That will give staff time to consider and make a learned recommendation to the Commission at the Thursday the 19<sup>th</sup> regularly scheduled meeting. Staff will recommend at that time that Chapter 19 be adopted as the Commission would see fit. So no other action is necessary tonight if there's no other public comment on this matter, unless the Commission has some.

Ms. Early: I have none.

Mr. Barabani: I have no addition.

#### **V. COMMISSIONER'S REMARKS**

Ms. Early: Any closing remarks?

Mr. Barabani: None.

Ms. Early: Meeting adjourned.

#### **VI. ADJOURNMENT**

Personnel Commission meeting was adjourned at 5:39 P.M.