

SPECIAL PERSONNEL COMMISSION MEETING
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION OFFICE

MINUTES

September 12, 2012

5:30 p.m.

I. CALL TO ORDER

A. The meeting was called to order at 5:35 p.m.

B. Roll call.

1. Commissioner Gino Barabani, Chair
2. Commissioner Rhonda Early, Vice-Chair
3. Commissioner Michael Salazar, Member
4. Abram Flory, Personnel Commission Director
5. Steve Williams, Ph.D., Personnel Analyst
6. ~~Nersidalia Garcia, Secretary III absent~~

C. Pledge of Allegiance

II. APPROVAL OF THE AGENDA

Mr. Barabani Before we make a motion on the agenda, couple of questions, and several motions. Page 52, we need some clarification. On the fourth paragraph says staff is recommending, Mr. Flory who specifically wrote this report?

Mr. Flory Honorable Chair members of the commission, I did.

Mr. Barabani So when you say the staff you are saying it's basically you right?

Mr. Flory Specifically yes, with a lot of help from my staff, yes sir. That would be correct sir.

Mr. Barabani Same thing on page 54. On one of the items here?

Mr. Flory That would be correct sir. Then when you get to the discussion I have a couple of minor changes.

Mr. Barabani Ok, then on one of the items here on?

Mr. Salazar Can I mention something while you are looking? There are a couple of things that I noticed on the agenda. Couple of minor things that I noticed on the agenda so I just want to make note of them now while we are talking about the agenda. Page 1 of item 1, number IV (A) Assistant Nutrition Service Supervisor, I believe supervisor it should be changed to Director. Additionally Action Item IV (B) 1. Assistant Nutrition Services Supervisor again it should be Director.

Mr. Flory You are right again and I apologize for those two mistakes that I made.

Mr. Salazar That is all I have.

Mr. Barabani Ok, That is your motion?

Mr. Salazar I am just making a note we have not accepted the agenda. Yes that will be part of my discussion.

Mr. Barabani Ok, so let's make that motion.

Mr. Salazar I like to move to approve tonight's agenda with changes with Action Item IV (A) and (B) and both sub set of 1 changing Assistant Nutrition Supervisor to Assistant Nutrition Services Director. Thank you.

Mr. Barabani Changes I understand Item IV (A) 1 from Supervisor to Director and, Item B Assistant Nutrition Supervisor also to Assistant Nutrition Supervisor Director.

Mr. Salazar Not supervisor just Services Director. It's a minor change.

Mr. Barabani I have a motion, I will second that. Any discussion? Call for the vote on that item.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye. Ok, what I have is on Action Item IV (F) I move that we delete Action Item IV (D). Call for a second.

Ms. Early I will second.

Mr. Barabani Call for discussion? George Cole the Executive Director of CSPCA couldn't make the meeting tonight and I was trying to talk to him about this issue. It concerns me, he sent me an e-mail and, he could not make it so I like more time to get with him and see if we address the commission at the next meeting. Call for the vote.

Mr. Salazar So that I understand, you are saying that we can table this and revisit this item?

Mr. Barabani Correct. Call for the vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye.

Mr. Barabani I move that we delete closed session with the counsel. The counsel is unable to meet this evening.

Mr. Salazar I will second.

Mr. Barabani Call for discussion. Call for the vote.

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Mr. Barabani Anyone else have anything to say? I move that we approve the agenda as modified.

Mr. Salazar I will second.

Mr. Barabani Call for discussion.

Mr. Flory Honorable Chair members of the commission, an item was taken off after staff and I placed it on the agenda. And it was a proposed motion. Move that the commission ratify the eligibility list for secretary III etc., I appreciate you putting that one back on the agenda. I have copies for you to take a look at. I understand the problems, it would be Item IV (C) number three and I understand possible Brown Act problems this is as important as the other items related to Campus Security Officer and Police Officer. If you would like me to go into detail I would.

Mr. Barabani You would like to add this?

Mr. Flory Yes, it was on the agenda that was sent to you and it was removed. The backup material is still on the agenda. It is just the item was removed. This item gives the opportunity to pick one of two choices, if you decide to put it back on the agenda. The point being that Secretary III and School Police Officer, and Campus Security Officer I think the positions are more important to consider rather than using those as a possible as a point of contention between a member or members of board or myself. You would of course still as I said, on my report; I know I am going a little over. You deserve the right to certainly take any disciplinary action you like regarding me however; I think us considering that one along with the other two especially with the backup material being there, its highly important to the district and us whether we are filling jobs consistent with the Ed Code, thank you.

Mr. Salazar What page is this on for the backup material?

Mr. Flory That is on; can you help me on that one? Page 53, is the back up on Campus Security Officer and that would be the next page 54 and page 60. Begins at page 60, the backup material still on the agenda as approved by

the commission chair however, the item is missing.

Mr. Barabani This is your back up right; I mean you put this on here right?

Mr. Flory Right, along the agenda item.

Mr. Barabani The reason is not there because; we had some problems with that on the past. This is not on the agenda now, we can't add it, and I believe it would be in violation of Brown Act.

Mr. Flory Ok, thank you for considering it. Thank you.

Mr. Salazar I don't know if this is the right time but, I would like to see that on the next agenda.

Mr. Flory We can take care of that if you like.

Mr. Salazar I don't think I need to make a motion; I just like to see that on the next agenda.

Mr. Barabani I have a motion on the table and we move to approve the agenda and modify previously. I had a second any more discussion? Call for a vote.

Moved: Mr. Barabani

Seconded: Mr. Barabani

Vote: Mr. Barabani Aye

Ms. Early Aye

Mr. Salazar Nay

III. PUBLIC COMMENTS

NOTE:

- Because this is a special meeting public comment is limited only to agenda items.
- Comments from the public on any agenda item may only be made at this time.
- Public comment during the commission's discussion of an agenda item will not be permitted.

Carl
Greenwood,
CSEA
Representative

Good evening my name is Carl Greenwood with CSEA Chapter 183. I am here today to talk about some of the jobs that CSEA and the district have been working very hard to get some of our classified people hired. Our classified people out there are really suffering. Some sites don't have any clerical at their high schools or junior high schools. There is a dispatch problem with school police; we are having large problem not enough officers out there to respond to our night personnel and to protect our buildings. We have passed and signed a lot of stuff in the previous weeks so these jobs can be brought forward. I am just asking the commission to take lead to some of those jobs and realize that without those jobs you are hurting classified more than you know. Whatever you feel you must do legally continue with that, nobody is telling you not to. But we need to hire those jobs yesterday and I

want the personnel commission to look into that and take that very seriously, after all, it is our classified people who are at stake here. My personnel opinion is keep the personal opinions out of it, do the job keep the people hired and move on. Thank you.

Mr. Barabani Any other public comments at this time?

Patrick Maher My name is Patrick Maher out from the Coast and I have a number of comments about some issues. First of all, I was amazed and appalled that Personnel Commission Director would stand up here and say there are quote problems with the Brown Act. And then go and ask you to violate the Brown Act. You cannot place on the agenda or during the meeting after 72 hours is up anything that is not posted of the agenda by law. You must post the agenda a minimum of 72 hours. And anyone that asks you to do that is really appalling and, it just can't be changes because somebody wants to change. The problem with the Brown Act is clear; it is a violation of the Brown Act. Couple of things on the Action Items on A, Food Worker Trainee under class spec that is being proposed there are some ongoing problems that need to be addressed. First of all, the term trainee is inappropriate. A trainee is a person who goes into trainee status for a certain period of time to learn.

Mr. Salazar Can I ask you what page you are on?

Mr. Maher I thought I pulled it out, let me see here. It would be page 18.

Mr. Salazar Ok, thank you.

Mr. Maher Trainee by designation is a person in trainee status for certain period of time. At the conclusion of trainee then moves up to an appropriate position or tighter classification. This position are permanent life time career persons as long as they remain in this category they can put 20 or 30 years and retire and still be called a trainee so the designation and this has a lot of implications other than semantics of the definition.

Second, of all if you look at this specific situation. I was still here and the problem is in fact I met and talked with CSEA about it and determine that there is no major difference in scope of duties between a Food Worker Trainee and a Food Service Worker 1. No difference in course of duties. They are basically the same course of duties. From what I understand it's for the purpose of having this special category is because people in this classification only work one or two hours, while food service workers work three to five hours. And for some reason dealing with hours' work they made it a separate classification; which violates the basic principles of classification in the late group, like jobs of grouping of course and scope of duties not of hours served or hours worked or occasional work or anything else. So this whole thing really needs to be changed and brought up to date completely. So you have a bunch of people in here then some time you have to have them reclassified at a later time as you hire more and more people.

The second problem is with the job bulleting on the Food Worker Trainee which is Pg. 47; it says that all online application submitted. This is a one or

two hour basic position and many people that apply for this kinds of a job don't have access to computers, don't have access to email, they are not familiar with computers, and the polish institute appeal that if the job required or involved work with computer they would fill an on line application. If the job did not involve as part of the essential duties with the computer we would encourage the online application with the system. But we would not require as the only way to apply for this job. This has potential average impact, if you go this way here with the people that you are trying to recruit. If you have an outline application computer even if you bring them in and even if you give them assistance. People may not apply just because of that. Your screening criteria, your application criteria on EOC laws part of your selection process. You have potential average impact and you have a chance to discouraging a lot of people that are otherwise qualified but, are scared away by this on line applications. That is quite a bit of data research that shows how you recruit. And the kind of adverse impact that you can have on these kinds of situation. So I recommend against that.

On the Instructor Aurally Handicapped you have a real number of major issues and you are being asked to do something that is not in conformance with current state law. In 2008 the State Board of Education changed the requirements for people filling the interpretation with students in terms of sign language of hearing impaired that this position deals with. Change to required certification of one of so different kinds of certification. One of so kind's languages used by the hearing impaired, it is required by state law to have that certification. Nowhere on this application on this class spec or on the bulletin does it talk about this legally mandated requirement. If you go ahead and approve this and do recruitment based upon presented to you tonight you will be violating the State Law. I gave you both a copy of the notice of the time Superintended of Public Instruction, Jack O'Connell, dated January 11, 2008 specifies all the recent requirements. I have the first page of class spec for similar position at Huntington Beach High School District that does the interpretation. You can see what they put down on certificate requirement and as important it is to throw jobs and to view jobs and I empathize with that. If all you are doing is filling jobs for the soul purpose of getting somebody in there qualified or not legal you are doing a severe damage to your hiring and to the staff you hired and to your students and everything else. So you have to make sure you acquire with legal requirements and I don't know why this was not done. When I was still working here early on I explore the whole situation. This requirement plus the fact of trying to find the recruitment source if people were still certified I could not find it. I did all kinds of research I think I had Alexis also do some research on it. I then contacted Helen Rodriguez who is the Director of Special Education I asked if she can give me any possible resources, I never heard back from her. I don't know where you are even going to recruit from but, some of the disqualifications if you post this exam so, until you have a recruitment source all you are doing is basically spinning your wheels on getting unqualified people and until you required that they meet the certification and provide the certification they can't be legally hired anyways.

Mr. Salazar

So why are you bringing this up now. And why didn't you bring this up when you worked here?

Mr. Maher I brought it up when I worked here I just explained.

Mr. Salazar I am hearing this for the first time from you now.

Mr. Maher Because this is the first time it's brought before you and, I am pointing out the problems and why it wasn't brought out before. There is nothing for you to act on before except come to you and say I can't do anything because of this, this and this.

Mr. Salazar But I am referring to that.

Mr. Maher There was never an issue for discussion. I am telling you now what the law requires, I worked on it.

Mr. Salazar I don't want to turn this into discussion this is public comments time.

Mr. Maher Mr. Flory has copies of all my documentation.

Mr. Salazar You are talking about what you were doing then and then you stand up here now and telling us you know here what is going on now, but you knew about this then.

Mr. Maher I knew about that then that is why I did not proceed with the recruitment. I made an effort to proceed with the recruitment but was unable to do so.

Mr. Salazar I don't remember that.

Mr. Maher We don't bring to the commission actions that don't require your approval. You don't bring to the commission say I can't recruit for this position will you approve the non-recruiting.

Mr. Salazar You can communicate with commissioners and I know you do that with some commissioners.

Mr. Maher I can do a lot of things Mr. Salazar so could you?

Mr. Salazar I understand, I am just asking a question?

Mr. Maher I answered your question.

Mr. Salazar Yea, please continue with your comments.

Mr. Maher I am done thank you. I now come before the commission I am telling you now why I did not come before the commission. I am telling you what the problems were.

Mr. Salazar I don't want you to get angry with me I am just asking a question.

Mr. Maher I am just answering your question. So anyways I don't believe that you can proceed with the recruitment or the class spec because it's currently provided

for you on this day of requirement. And that is part of it and that is what you approved.

Item C, actually what do you have before you to make you approve it tonight? You have a one sentence saying we want you to approve the change and examination plan. That is the only information you have. What are you being asked to approve? What is your changed? Why was there a change? You have no information provided to you of any kinds except by the request by the Personnel Commission Director to change something that is being before you a number of times that has been discussed that was a lawful examination. Under the best of circumstances they may be professional differences between Mr. Flory and myself of what the examination should have consisted of. There is no violation of law, the exam was job related, the exam was validated, it was agreed to by everybody before the exam was administer and only after the examination was administered and one person that everyone in the police department wanted didn't make it, and then they started protesting it. That is not a legitimate reason to take away from other people of their position on the list because they completed the entire process that was recruited. I would suggest to meet the requirements of examination bulleting you have to fill the entire examination and I would start from scratch. A brand new recruitment, brand new testing, brand new selection process, because you can't change horses and mix tree when it comes to what you posted on the examination. So I don't even know why you are being asked for you to do this. But secondly I don't know why you don't have any information to make a decision on. And why that information is being withheld from you.

The next issue deals with the Campus Security Officer, we talked about this before I sent everybody an email including Mr. Flory, giving the back ground and the legal probations, and the legal problems that exist with this. Once again the only reason the district does not want you to go forward with this list is because there is some people that are working illegally and in violation of the law. Ask the question of that they are not allowed to ask and mandate based upon that alone before anything further to eliminate them. And if you go ahead with this what they are asking you to do they are able to circumvent this people without actually doing something. Because they currently freeze the list up with the remaining range of one and two. The second issue is done by banding. The banding changes scores. People that have higher scores move down to lower scores. People with lower score are moved up to higher score because the banding situation because the way the banding was done. So therefore you change the original back order. This people that are on this list that took the examination got notified in accordance with the requirements of the examination. Now I didn't run that examination that examination was ran by Bryan Astrachan. The district said we want that position filled immediately. Its critical to us it's actually critical. So rather than redoing the examination I went ahead and certified the list and came to the commission for ratification. Because it was so critical and so important to fill that position and, now they are going back and changing it because once again they don't like the outcome of the list. They just don't like the people that are on the list, they want to get around them somehow. That is not what merit system or what service system is about. And in my opinion based on what is done here if you go along with this because the only reason is to allow the district to

violate the liberal code by using illegal criteria to illuminate people they can't otherwise legally eliminate you are then going into conspiracy to violate the labor code. And that again is not the principal of merit so why is this on here I don't have any idea, it should not be on here, and there is no justification, there is no explanation for it. Two violation of the law, the labor code which is coded my email, which is attached and the education code or the merit system statues which requires that list be done in rank order an order of their overall score rounded up to the nearest one hundred percent. It does not permit banding. A banding and psychometrics to some validity in to it and some use of it. But the State Law does not recognize that and does not allow that. It only allows for strict rate order. And you certainly can't take raw scores and change them to some kind of banding position or process. You can't get a person that has a raw score up here and lower them below somebody who's got a raw score down here that is lower and move that person up above. That is not the merit system that is not what the law requires. Thank you.

Carl
Greenwood,
CSEA
Representative

Carl Greenwood CSEA once again. Obviously what I said didn't mean anything. We can no longer talk about the past we can no longer worry about what I did when I was here. It's too late for that. Our sites are suffering; our administrators are suffering because they do not have classified personnel on those sites. Get over yourselves. From what I'm hearing when I was director I talked to this guy. Well obviously you didn't, you talked to him but you didn't talk to him in depth. Either help or get out of the way. People are suffering and I will say that again. I am one of them working with less help on the campus and being told to do more with less. Get over yourself do what you need to do. As a past director help the new director don't tell him what he hasn't done and what he forgot to do. Help him or get out of the way. I am tired of this crap. People here need to work. The people in San Bernardino are looking for work and to tell people that there so stupid that they can't get to a computer to fill out an application that is ludicrous. If you want a job at this day and time get off your butt and go do what you need to do to get the job. Help us or get the hell out of the way.

Mr. Maher

Just for the record is clear I have offered my services to Mr. Flory he has refused to take them and told me to stay out of the office.

Carl
Greenwood,
CSEA
Representative
Mr. Maher

The past is the past.

I am talking today, I didn't interrupt you let me speak please. The second issue is you have a list for Campus Security Officer the district does not want to use it. You have a list for School Police Officer they want to get their favorite person in the list that is the only thing that is stopping them. There is no reason to spend time going back over prior exams we have new exams to administer.

Carl
Greenwood,
CSEA

Carl Greenwood CSEA, once again you have the knowledge, you have the background. That is not what we did before. I am asking you personally whatever you guys have between you stop it. Get the proper thing and let's

Representative do it right if you need to get an attorney do what you need to do.

Mr. Maher I am available to help any time.

Carl Greenwood, CSEA Representative Ok, good. You heard that Mr. Flory? Let's get off our butts and do something. We shouldn't have to do this next month. We should have some good things coming up next month right?

Mr. Maher I agree.

Mr. Barabani Any more public comments? We will move on to next section.

IV. ACTION ITEMS

A. The commission will consider approving revised classification specifications for the following classifications. Each classification will be discussed and voted on separately:

1. Assistant Nutrition Service Supervisor
2. Community Relations Worker II (African American Parent Involvement)
3. Food Worker Trainee
4. Instructional Tutor – Aurally Handicapped
5. Special Education Assistant II (Transition)
6. Special Education Liaison

Moved: _____ Seconded: _____

Vote: Mr. Barabani _____ Ms. Early _____ Mr. Salazar _____

Mr. Barabani Number 1. Assistant Nutrition Services Director

Ms. Early Commissioner Barabani, I move to approve the classification specification for Assistant Nutrition Service Director as submitted.

Mr. Salazar I will second.

Mr. Barabani Open for discussion. Call for the vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Nay.

Mr. Barabani Action Item A, number two, Community Relations Worker II (African American Parent Involvement).

Ms. Early I move to approve the classification specification for community relations worker II African American Parent Involvement with the following modifications last bullet under employment standard knowledge skills abilities

and other characteristics. I'm asking that we delete that last bullet. Its page 13 of 91.

Mr. Barabani Ok.

Ms. Early Delete *interact with others with courtesy and respect understand and follow order and written structure working rules relations and procedures except supervision and constructive criticism and appear for work on time*. I think that is a giving. That verbiage is not stated in any of the other classification specification and so I am asking that it be pulled from this classification specification.

Mr. Barabani Any comment? Do I have a second? Call for a second.

Mr. Salazar I might second but I like to hear you guys. I don't know if I am out of order?

Mr. Barabani No, go ahead and make a second and I will call for discussion.

Mr. Salazar Ok, I will second.

Mr. Barabani Open for discussion.

Mr. Flory Honorable Chair members of the commission, on these job descriptions we spent quite a bit of time working with the departments and CSEA. We have people here tonight that are more expert than I or staff that can comment that you may have on any of these items. I would defer to them on whether or not this should be removed. This came directly from the people at the district who set the requirements and as provided by the Ed Code what the job is.

Mr. Barabani As our Personnel Commission Director what is your opinion?

Mr. Flory Honorable Chair members of the commission, my opinion is to leave it in.

Mr. Barabani And why is that?

Mr. Flory It makes sense. I think the information is very descriptive and enhances the job descriptions plus meets the needs of the individual and the district and the district staff is requested.

Mr. Barabani Ms. Early made a statement that this is the only job that required and the language to me personally seems demeaning!

Mr. Salazar Mr. Greenwood did you have any input on this?

Ms. Early Since our Director is at the podium I would like to ask Mr. Chair which one of these specifications would we not expect the employee to appear to work on time?

Mr. Flory I'm sorry members of the commission, Ms. Early. You will find a lot of things on the job description work, you would not think you would expect but this is just an example of spelling it out.

- Ms. Early Which one of these classifications would we would not expect the employee to expect supervision and constructive criticism? Because I don't see that verbiage on any of the others.
- Mr. Flory It happened to come up on this one from the district, its probably wise to maybe add that to others but, we rely on the district to come up with the wording and what they would like and the positions then we take job descriptions and put them on classifications so if there is a problem with them, we have somebody from the district that might be able to comment on that one. Just a point of order we are trying to use the microphone so we can get better minutes and sometimes some of us don't sound clearly.
- Dr. Vollkommer Actually I agree with you completely Ms. Early. I think this is understood. They are really more performance expectations than they are job duties. It is essentially the only one I would keep in because of the nature of this position. The first one interact with others with courtesy and respect because this is a community, I didn't bring the title with me. Community Relations Worker. I think it is important that we absolutely spell out that this person would be required to interact with others with courtesy and respect. After that semicolon I think in terms of offering an alternative could be struck out from the description and we would be totally comfortable with that.
- Mr. Barabani Would every employee from the district be at hire? We don't have to spell it out as what I hear.
- Dr. Vollkommer Absolutely, that is why again, I would say it doesn't need to be spelled out or it needs to be spelled out for everyone. I would agree that it needs to be consistent one way or another, but that one job duty in terms of interacting with courtesy and respect I do think to remain to this particular position.
- Mr. Salazar Because of the involvement with the public.
- Dr. Vollkommer This is a person will be dealing with the public vertically all day, community resource worker.
- Mr. Barabani Just about every employee that works with the district has to work with the public. The students are part of the public and I expect them to be courteous to the students. To spell it out for just this one position I don't know why, I just can't see why it was placed here just for that position.
- Dr. Vollkommer We stated because of the nature not that is not important for everyone to be courteous and respectful. I agree with that wholeheartedly but, this position this is a community resources worker type of position, it's a little more important perhaps than an account analyst who is crunching numbers all day and doesn't need to interact with anybody.
- Mr. Barabani Don't you think by putting this in this job in particular than any job that you are saying here is if we approve for this position then we have to emphasize for this but we don't have to emphasize for any other job? And That is where I am at, it doesn't seem logic, it seems like you would expect someone would

come into this job not having those characteristics and that is why you apply it that they should. And I don't like it at all.

Carl Greenwood, CSEA Representative

Carl Greenwood, CSEA I would tend to agree with Ms. Early corrections and move forward.

Mr. Barabani

Any other discussion? Motion on the table.

Ms. Early

Aye.

Mr. Barabani

Aye.

Mr. Salazar

I will abstain.

Mr. Flory

What was the vote? Two with one abstention? Thank you. Point of order.

Mr. Barabani

Rhonda made the motion.

Mr. Salazar

Carlton seconds it.

Mr. Barabani

Starting with the word interact and ending with the word time.

Mr. Barabani

Action Item A, number three, Food Worker Trainee. Commission I make a motion to consider approving the revised classification with the Food Worker Trainee. Do I have a second?

Ms. Early

I second.

Mr. Barabani

Open for discussion. Someone from the public, Mr. Maher brought up a point here about the trainee and that is a good point. How long can a person remain as a trainee? We have the trainee position and course and scope of base of work similar to what is a, why is this not what is the biggest difference between a food worker and a food worker trainee Mr. Flory?

Mr. Flory

Honorable chair members of the commission, this came from the direction of an individual that is here tonight, I would have to defer again to the district, I am not an expert to a lot of this areas. This is what the district recommended that we classify the jobs as. So I have to defer to the district and take this as what they are recommending.

Mr. Barabani

Doesn't that put us in an odd particularly positions. I am asked to sit here and vote on this right? I have to ask the district to get clarification on this? They looked it over but I mean, CSEA this are not in bargain unit are they? They are not. You have food worker trainee, same scope. And I am just asking for some clarification? What is the food worker doing and what is the food worker trainee doing? The trainee doesn't fly something it implies to me that you will be in that position for a certain amount of time. And then you will move to food worker. Is that a guarantee movement of one month, two months, three months, or six months? Or never?

- Mr. Flory Honorable Chair members of the commission, I agree with you and I think probably we need to look this one over some more, and maybe put a date by which a person needs or moves on possibly moves in a different direction.
- Dr. Vollkommer If I can draw an analogy to this, it would be similar to a Vice Principal position. You hire a Vice Principal thinking that they would become a principal someday. Not all do for variety of reasons. Some don't progress to the point of reaching to the next level. Sometimes there is not an opportunity. I would caution against putting a time limit on it simply for the fact and this rarely the case for cafeteria worker so I am speaking theoretically more than I am in reality. Not a day goes by that we have a cafeteria position we all understand that reality. But if the case came that we did not have a cafeteria worker position and a person was timing out or aging out in it I don't know if that is fair to that person either. I think it probably does further studying in terms of the closing of the job descriptions and the duties but, again the trainee is someone who does virtually the same work with a little bit more supervision. I have a son who is a trainee bank teller right now, he is a bank teller and he has someone watching over him. He is doing pretty much what a bank teller would do on his own with a little bit closer supervision. I think there are a couple issues here in terms of what is the degree of supervision? They are going to be similar in any training type of position. I will use the Vice Principal to Principal example. V.P. do a lot of the same responsibilities as the principals do with a degree of supervision. I would only caution against coming up with some arbitrary timeline that it has to be six months, or it can only be a year, or it can only be I think it is a guideline we can live with but, to be fair with the people living in those positions. We have to be aware that there might not be a possibility for them to move forward but, we just say well you are out of employment and we go and get another trainee, that doesn't make sense either.
- Mr. Barabani But aren't you saying this I mean you guys according to Mr. Flory you submitted this. And the person appointed to this position must successfully complete a six months or 130 working days paying service probation period. You have a Food Worker Trainee; they are under probation that is what a probation period is. It is the extension in the testing process to see if that person does well fit and, if they don't you just missed that period. So now you have this probationary period you are telling me sometimes it takes somebody a while to get there here. I'm asking after that probationary period what happens? Do they remain trainees forever?
- Dr. Vollkommer We can certainly get that information for you. We can look at our current Food Worker Trainees and the past food worker trainees and ask how many transfers into food worker positions and how many stay? How many decided it's not for them? I mean we can pull that data for you.
- Mr. Barabani Part of that how many people do not complete I mean that is all part of probation, if they are not fit they move on. Then we are going to ask questions why not have food worker and for them to be under probation?
- Mr. Salazar I don't want to jump into your job or Ms. Byrd or anybody in the district but, I think one of the things that jumps out on me on this food worker trainee

versus a food worker is in the description here where it says supervision and, this says exercises no supervision. I don't know I am curious to see what the food worker or food worker supervisor says because they are not going to exercise any supervision there basically the entry level from.

Mr. Barabani I don't believe food worker has any supervision.

Dr. Vollkommer I don't believe they do.

Gladys Byrd,
Interim Director
for HR.
Classified

Good afternoon, my name is Gladys Byrd, I understand after we do this we go through this we don't suppose to comment on it. Being classified employee and doing testing recruitment at that time the Food Worker Trainee was a classification that did not require a High School Diploma so it was in hopes that those people would go and get a High School Diploma so that they can apply for a position as a Cafeteria Worker. Therefore they were in training status. As Dr. Vollkommer said, most chose to stay in that classification similar to we have recreational aides and noon duties that is all they want to do. For the food worker trainee a lot of them are mothers and, they have children in that school site. They want to be in as a cafeteria worker so they can help the children get lunch. They don't do the mass production of preparing the meals. A lot of them are at a salad bar. Mr. Greenwood works at school. I used to work at a school that is why they were trainees so they can train to be a cafeteria worker. With no High School Diploma is required for their job. Thank you.

Mr. Barabani I am a little confused you are talking about somebody who wants to be in this position they don't really want to be Food Worker, they just work at the salad bar and helping the kids, so that doesn't sound like a trainee that is going to move from this to food worker that sounds like...

Gladys Byrd,
Interim Director
for HR
Classified

Mr. Barabani some do move into a higher classification.

Mr. Barabani If the High School Diploma is not here for the food worker.

Gladys Byrd,
Interim Director
for HR
Classified

Correct.

Mr. Barabani If that was the intent for this originally then, I don't see the need for this at all.

Gladys Byrd,
Interim Director
for HR
Classified

They need this because typically it is not a two hour position Mr. Maher was not there at that time, sorry. It is 1.5 hr. position typically just during that it's more when the younger kids are having lunch then the older ones. If they do help as cafeteria workers its because they have to have a food handler card, they are not there in the morning when they are preparing breakfast, they are only at the site for 1.5 hr. per day.

Mr. Barabani Could we not have a food worker there 1.5 hr. a day?

<p>Gladys Byrd, Interim Director for HR Classified Mr. Barabani</p>	<p>No. Why not? She said there is a position in need for 1.5 hour couldn't that person be a food worker that is in that position for a 1.5 hour?</p>
<p>Gladys Byrd, Interim Director for HR Classified Carl Greenwood, CSEA Representative Mr. Salazar</p>	<p>No all food workers and essence they are all food workers. They are setting up meals and salad bar they are not preparing the food. The food worker works how many hours?</p>
<p>Gladys Byrd, Interim Director for HR Classified</p>	<p>The different classification as Food Worker Trainee and they work for a 1.5 hour a day. The Food Worker Trainees work at elementary schools. They don't work at high schools or middle schools. The other one is a cafeteria worker that works at an elementary, middle or high school and then there is a serving kitchen operator so that is a progression to go up.</p>
<p>Mr. Salazar</p>	<p>But they typically work how many hours?</p>
<p>Gladys Byrd, Interim Director for HR Classified Mr. Salazar</p>	<p>A cafeteria worker can work from 3 to 6 hrs. a day. And then in the description for cafeteria worker it would say hours per day something different then 1.5.</p>
<p>Gladys Byrd, Interim Director for HR Classified Mr. Salazar</p>	<p>On the job flyer they would put that. On the job flyer it would say something different then 1.5, so the thing that seems to distinguish the two is that this is just working in that timeframe.</p>
<p>Gladys Byrd, Interim Director for HR Classified Mr. Salazar</p>	<p>And it's not a classified position. One day I actually went down to one of the schools here and, coincidentally I was working with the food workers so I have seen what they do and I know that the people that do the prep in the morning they do a lot more stuff. There is a whole bunch of things that they do that I don't know how to do but, they do very important stuff getting ready for the children. At lunch time couple of other people come in to assist them.</p>
<p>Gladys Byrd,</p>	<p>And you ask who sat in to go over the job specs were Adrian Robles who is</p>

Interim Director for HR
Classified

the Director of Nutrition Services and Tony DeMille, I think he is working out of class as the Assistant Director. That issue came up and why are there still trainees? Because this people don't want to move up any further than that and this like Dr. Vollkommer said they want to be trainee. That is what they choose to do

Mr. Barabani

The word trainee it doesn't mean permanently, it doesn't mean they will be doing this for the rest of their life and also what I hear discussed here and this position is an hour ½ and its beneficial to the district to be 1.5 hr. a day.

Gladys Byrd,
Interim Director for HR
Classified

You could be an assistant painter all your life and never become a painter this employees. I understand,

Mr. Barabani

This specifically says they are trainees it does not employee and you are also confusing with the fact that is 1.5 so they are not really food worker service worker.

Gladys Byrd,
Interim Director for HR
Classified

I did say they are food service workers and they require a food handler's card.

Mr. Barabani

Other than the food word trainee I don't know the difference from food worker and food worker trainee.

Gladys Byrd,
Interim Director for HR
Classified

It's my opinion not the district opinion that the work trainee after the position. Thank you.

Carl
Greenwood
CSEA
Representative

If we are stuck on a word can we put hourly food service worker? So that can be 2 hours or 4 hours and also I spoke with a young lady today and I asked don't you want to move up? Some of the people are waiting for that position to open and some of the people say no I just want to be with my child, I want to assist my husband; he has ok job but, things get a little tough, I don't want to work all day I want to be home with the kids. So if we are stuck on a word let's just change it to hourly. Thank you.

Mr. Barabani

Are you telling me the trainee is inappropriate?

Carl
Greenwood,
CSEA
Representative

No what I'm hearing it could be either or they both have same definition so let's just change it to hourly.

Mr. Barabani

This whole discussion started with what is the difference between the Food Worker and Food Worker Trainee that is all.

Mr. Salazar

We have a motion on the table and we already had a discussion and motion is as is.

Mr. Barabani

Ok, we have a motion on the table, any more discussion? Call for the vote.

Mr. Salazar Aye.

Mr. Barabani I vote nay.

Ms. Early Aye.

Barabani Action Item A number four, Instructional Tutor.

Ms. Early I move that we reagendaize this classification specification until we receive information that it is in compliance with current State Law.

Mr. Barabani I will second that. Open for discussion.

Mr. Flory Honorable Chair members of the commission, we have some people here tonight that can explain this much better than I can if you like.

Shelley Walsh, Coordinator for Special Education Department Hi my name is Shelly Walsh; I am the Coordinator for Special Education Department. The Instructional Tutor Aurally Handicapped is primarily different from the information that Mr. Maher gave you. The Instructional Tutor assist the teacher and it has its certification and fluent in American Sign Language or sign exact English and, under the supervision of the teacher which; is much different than the interpreter regulations that he gave from 2008 which, is another classification in which they would be primarily going out into immediate signs class and to mainstream a regular schedule with the students. So they would be interpreting everything that is going on. The classification that is on here of Instructional Tutor Aurally Handicapped would be under the supervision of the teacher for SDC students and providing that instruction which is under the supervision of the teacher and so it would be two separate job classifications and we have taken that into consideration in 2008 when those Ed Code came out in regards to the written certification for Educational Interpreters, ok.

Mr. Barabani You are saying that the educational this job would differentiate, this requirement from state superintendent's office is that person would go out.

Shelly Walsh, Coordinator for Special Education Department The Aurally Handicapped the one that is on the agenda for number four is under supervision from SDC teacher. The Educational Interpreter would be going along with the student to a class, say a mathematics class or a science class and interpreting word by word the content area so that would not be an expectation of Instructional Tutor for Aurally Handicapped.

Mr. Barabani So they have to be under the supervision. Right here it says supervision from a teacher.

Shelly Walsh, Coordinator for Special Education Department Correct and that would be an SDC teacher.

Mr. Barabani But it does not say that.

Shelly Walsh, Coordinator for Special Education Department
Mr. Barabani

Ok.
So would that be appropriate?

Shelly Walsh, Coordinator for Special Education Department
Mr. Barabani

Hum I think it would be appropriate because...
Once again we are getting information.

Shelly Walsh, Coordinator for Special Education Department

We do also have some itinerant teacher for students that are appropriate for regular education classes for better hard of hearing students and so it's just not an SDC teacher is RSP or itinerant support teacher that can go on provide us supervision also for deaf on hard of hearing student or also known as aurally handicapped. The reason SDC was strict was because services and students change, we have to serve in many different ways. It would be somebody that can supervise those individual so it's not just SDC anymore.

Mr. Salazar

Someone laterally qualifying?

Shelly Walsh, Coordinator for Special Education Department
Mr. Salazar
Shelly Walsh, Coordinator for Special Education Department
Mr. Salazar
Mr. Barabani

Not laterally it would be a supervising teacher not another instructional tutor it would be a teacher.
I don't mean lateral with this position, I mean lateral with SDC.
Yes, correct.
Ok.
So you would consider this person Educational Interpreter?

Shelly Walsh, Coordinator for Special Education Department
Mr. Barabani

That is correct because they would be under the supervision of a teacher.
But the teacher would be an educational interpreter?

Shelly Walsh, Coordinator for Special Education Department
Mr. Barabani

They would have certification whether credentials to provide instructional and American sign or signing in exactly English.
They would not need other certification for serving other services?

Shelly Walsh,
Coordinator for
Special
Education
Department
Mr. Salazar They do not have to be recertifying by their credentialing

Mr. Salazar You reviewed this?

Shelly Walsh,
Coordinator for
Special
Services
Mr. Salazar Yes I did.

Mr. Salazar You are comfortable with this?

Shelly Walsh,
Coordinator for
Special
Services
Ms. Early Yes I am.

Ms. Early Can you tell us why there is a strike out special day class for special assistant?

Shelly Walsh,
Coordinator for
Special
Services For what I seen before, we serve students in different ways. This is for deaf and hard of hearing some of our hard of hearing students are in general education classrooms. So we have a deaf of hard of hearing itinerant teacher that goes out and services the hard of hearing students in classrooms and, so it did not make sense for just to be deaf and special day class or aurally handicapped. For example, because we do have teachers that go out and go to different general education class and the tutor would be able to assist that teacher that happens she is not a special day class teacher but she is a teacher.

Mr. Salazar So let me see if I understand. What you are saying is that one sentence has a strike out covers what you need to have covered?

Shelly Walsh,
Coordinator for
Special
Services
Mr. Salazar Correct.

Mr. Salazar Ok.

Mr. Barabani Since its State Board of Education there are two sections that apply to California Regulation Section 3051.16 and 30652 to insure that interpreters for pupils for deaf or hard of hearing needs to state approved or state requirements for certification licensing and registration or other comparable requirements. So where does that supervision fall in there?

Shelly Walsh,
Coordinator for
Special
Services The Educational Interpreter is not under the supervision of the teacher they are going out its kind an aide in the classroom interpreting what is going on that classroom from that student would not having a teacher with him, not having an deaf of hard of hearing teacher with them. So this person is separate from us. They need to have all appropriate signs for everything that goes on. The teacher for the Aurally Handicapped teacher that is their responsibility to provide instruction and like we have other Instructional

Assistance they are not providing the majority of instruction, the teacher is this person is assisting the teacher. The Educational Interpreter is signing word per word of what is going on for the general education teacher. And so there is not a Special Education Teacher that is providing that, it is a regular Ed teacher with an Educational Interpreter, it would be like somebody interpreting Spanish, they are just interpreting at that time, and they are not providing any instruction during that time. It's like a second language.

Mr. Barabani Is the person supervising would have to know that second language? If you are directing me to help somebody you are my supervisor then you would have to know the language.

Shelley Walsh, Coordinator for Special Services The teacher does know the language, they have their credentials and they are credentialed to service that student area of credentialing. They do know sign language, yes.

Mr. Barabani It's very confusing if this was taking out, I can't understand what you are planning to do.

Ms. Early So is there any type of certification required for the two year?

Shelly Walsh, Coordinator for Special Services There is not.

Mr. Barabani So this instructional tutor will not be doing any interpretation?

Shelly Walsh, Coordinator for Special Services Not solely on their own, no.

Mr. Barabani When they are working with the student one by one they would not be doing that?

Shelly Walsh, Coordinator for Special Services It will still be the direction of the supervising teacher.

Mr. Barabani The other school districts have similar instructional tutors and, you know and, they do require those certificates.

Shelly Walsh, Coordinator for Special Services We do have a classification that is educational interpreter this is just somebody that assist the teacher in the SDC classrooms. And so there is educational interpreter on classification this is just another classification to assist the teacher.

Mr. Barabani Under general supervision assist instruction parliament to the staff by interpreting and wanting more sign language for hearing impaired I am looking at job description that is not what this is about.

Shelley Walsh, What are you looking at?

Coordinator for
Special
Services

Mr. Barabani I am look at?

Shelly Walsh, Coordinator for Special Services You are looking at the one from Huntington Beach. The one from Huntington Beach does not line with Educational Interpreter. It says Interpreter Tutor.

Mr. Salazar It's a different job.

Shelly Walsh, Coordinator for Special Services It lines more with the Educational Interpreter that is backed up with Jack O'Connell, Superintendent of State of Education.

Mr. Barabani Any other question?

Ms. Early My questions have been answered commission chair.

Mr. Barabani We have a motion on the table.

Ms. Early My questions have been answered sufficiently and I move that go ahead.

Mr. Barabani We have to vote on previous motion.

Mr. Salazar Nay.

Ms. Early Nay.

Mr. Barabani Nay.

Ms. Early Mr. Barabani I move that we approve the classification specification for Instruction Tutor Aurally Handicapped.

Mr. Salazar I will second.

Mr. Barabani Any discussion? Call for the vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani I will abstain on this one.

Mr. Barabani Action Item A, number five.

Ms. Early Commission Barabani I move that we approve the classification specification for Special Education Assistant II (Transition).

Mr. Salazar I will second.

Mr. Barabani Open for discussion.

Audience Can I ask a question the last line on the first part of class specs interact with others and I know that was a discussion on previous meeting.

Mr. Salazar Where are you looking at?

Audience Page 33 of 91.

Mr. Barabani Page 33 of 91. Thank you. We have a motion on the table. I have to call for the vote on the first motion. You make a motion.

Ms. Early I like to amend the motion to strike the last bullet on page 33 under employment standard on skills abilities and characteristics. Strike interacts with other and follows instruction and approves regulation and procedures revision and constructive criticism and appears to work on time.

Mr. Salazar I will second.

Mr. Barabani Any more discussion? Call for the vote.

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Mr. Barabani Action Item A, number six, Special Education Liaison.

I move to approve the classification specification for Special Education Liaison.

Mr. Barabani I will second. Open for discussion.

Ms. Early None.

Mr. Barabani On the experience and education it says one year experience involving instruction with disability that is just a prefer thing? This is not in any specific class that they have to have that? It says to provide a community service that is just one of the requirements we are looking for right?

Shelley Walsh,
Coordinator for
Special
Services Yes.

Mr. Barabani This is not exclusively positions that help disabilities right? The reason I am asking that is you use the word award you end up with somebody that does not have that specialty.

Shelly Walsh,
Coordinator for What line are you looking at?

Special
Services

Mr. Barabani Page 40 of 91.

Shelly Walsh,
Coordinator for
Special
Services

I think that would cover the first one I talk about instruction so maybe they were instructional tutor within the district or a teacher within the district or they can use outside community resources like inland regional center for people that are individual differences that are adults and so they know that system. So a lot of things that family needs so we are looking somebody that has some kind of experience either in the community or within the school system that can support families through the educational process assisting students with disabilities.

Mr. Barabani

One year of paid experience involving instructions for persons with disabilities or provide community resource information for parent training. Ok, what happens here is the first part you are kind of requiring that they have experience with persons with disability but by using the word *or* now that person can come with the second part of experience and not the first. I am asking should we change that to *and* that is all.

Shelly Walsh,
Coordinator for
Special
Services

Yes that would be fine.

Dr. Vollkommer

I would defer to you Shelley you know better than me.

Shelly Walsh,
Coordinator for
Special
Services

They should have experience with disabilities you are exactly correct.

Mr. Barabani

If it says *or* then we would have to accept applications of people that don't.

Dr. Vollkommer

If I may, the difference that Mr. Barabani is talking about is critical actually. If you put *or* you can get one or the other. If you put *and* you can only get someone with both.

Mr. Salazar

Can you put *and/or*?

Shelly Walsh,
Coordinator for
Special
Services

I think we should leave it as it is with the word *or* because if somebody has community resources they have been involved in parent training then we can bring them up to speed in Special Ed stuff. And with Special Ed side of the house we can bring them up to speed on training. So I would rather leave it at that *or* we can use the screen process and the interview process to get somebody that would be a good fit for the position. So it would probably be best to leave it at *or*.

Mr. Barabani

I want you to realize that your top three candidates could not have any experience with disability.

Shelly Walsh

Right, good think I have a bunch so we are good. I am happy with the way it stands but thank you good discussion.

Mr. Barabani Any more discussion? Call for the vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye.

Moved: Mr. Barabani Seconded: Ms. Early

Vote: Mr. Barabani Aye Ms. Early Aye Mr. Salazar I will abstain

B. The Commission will consider approving recruitments for the following classifications. Each classification will be discussed and voted on separately:

1. Assistant Nutrition Service Supervisor
2. Community Relations Worker II (African American Parent Involvement)
3. Food Worker Trainee
4. Instructional Tutor – Aurally Handicapped
5. Special Education Assistant II (Transition)
6. Special Education Liaison

Moved _____ Seconded _____

Vote: Barabani _____ Early _____ Salazar _____

Mr. Barabani

Number one, Assistant Nutrition, I am sorry it's getting late.

Ms. Early

I move that we approve the recruitments for the assistant nutrition service director.

Mr. Barabani

Call for a second. I will second it.

Mr. Flory

Honorable chair members of the commission just a point of order, in the interest of time and, we do have people here from the district I like for you to reconsider and approving the descriptions as reflection of the modifications that you approve on the job descriptions. If you like to it separately it is entirely up to you.

Mr. Barabani

I can speed it up but what about if we need to make changes to the flyer if we have to?

Mr. Flory

Those can still be made. I was just trying to help you move along because we do have a number of other items on the agenda. It is entirely your call it is just a suggestion.

Mr. Barabani

Let's see if we can get on this quickly. Any discussion on number one?

Mr. Salazar

I have none.

Ms. Early Question Mr. chair what would be the opening and closing date for that recruitment?

Mr. Barabani That was left open there for personnel commission director. Originally you suppose have the timeline checked.

Mr. Flory Honorable chair members of the commission, this are consistent they need to be approved first and then we will set them on motion by via the time chart that we already provided to you. It's just not point in putting the date in and if they don't get approved.

Ms. Early So if we just approve what is the opening date for this position?

Mr. Flory I believe it would be tomorrow.

Ms. Early Tomorrow, ok. And when would it close?

Mr. Flory I believe 15 days unless the opening continues.

Ms. Early Thank you.

Mr. Barabani So the 13th? Call for a vote.

Mr. Salazar Aye.

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Barabani Number 2 Community Relations Worker II (African American Parent Involvement).

Ms. Early Commissioner Barabani I move to approve the recruitment for the Community Relation Worker II African American Parent Involvement.

Mr. Barabani What day is that going to be open?

Mr. Flory Same.

Mr. Barabani Tomorrow? I know that but you are going to have to test for all this.

Mr. Flory Yes, you are right.

Mr. Barabani Any discussion? Call for the vote.

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Mr. Barabani Food Worker Trainee.

Ms. Early Mr. Barabani, I move to approve the recruitment for the Food Worker Trainee.

Mr. Barabani Do I have a second?

Mr. Salazar I will second.

Mr. Barabani Any discussion? Call for the vote?

Mr. Salazar Aye.

Ms. Early Aye.

Mr. Barabani Abstain.

Mr. Barabani Number four, Instructional Tutor Aurally Handicapped. I make a motion to approve the recruitment for the position.

Ms. Early I second.

Mr. Barabani Any discussion? Call for the vote?

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Mr. Barabani Special Education Assistant Transition. I make a motion that we approve recruitment for Special Education Assistant.

Ms. Early I second.

Mr. Barabani Call for discussion? Call for a vote.

Ms. Early Aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Mr. Barabani Number five, Special Education Liaison. I make a motion to approve the recruitment Special Education Liaison.

Ms. Early I second.

Mr. Barabani Call for discussion. Call for a vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye.

Ms. Early All six positions will open tomorrow?

Mr. Flory Yes, that is right.

Mr. Barabani **We will take a 10 minute break**

Mr. Barabani **Its 7:22 p.m. call meeting back into session** we are on Item C.

Moved: Mr. Barabani Seconded: Ms. Early

Vote: Mr. Barabani Aye Ms. Early Aye Mr. Salazar Absent

~~C. It is moved that the commission approve the rescoring of the School Police Officer exam.~~

Mr. Flory Honorable Chair members of the commission I would recommend and request that we withdraw for your consideration Item C and Item D.

Mr. Barabani I will make a motion that we pull item C and Item D. Do I have a second?

Ms. Early I second.

Mr. Barabani Call for discussion? Call for the vote.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye.

Moved: Mr. Barabani Seconded: Ms. Early

Vote: Mr. Barabani Aye Ms. Early Aye Mr. Salazar Aye

~~D. A proposed motion it is moved that the commission ratify the eligibility list for Campus Security Officer I.~~

E. It is moved that the commission approve the membership for CODESP for fiscal year 2012-2013. Total cost for membership is \$1850.00.

Mr. Barabani Item E.

Ms. Early Commissioner Barabani I move that we approve the membership fee for CODESP for fiscal year 2012-2013 total cost for membership is \$1850.

Mr. Barabani I will make a second so we can discuss it. Open for discussion. I don't

believe there was a need for this item to be on the agenda. We approved the budget this item was in the budget. It was already approved when we approved the budget it was a matter of paying it.

Mr. Flory Honorable Chair members of the commission, I just have one point of order. The same can be said of that. It was in the budget you approved the budget.

Mr. Barabani We pulled that item.

Mr. Flory I understand, but the same thing you just said it could apply to F. So we may have an inertly we haven't paid CSPCA the same as you are saying CODESP does not need to be on the agenda, its just kind of a point of order. I would actually appreciate you vote on CODESP and that way it makes it clear to staff including me that you want us to pay that one and hold off on to the other one that also meets criteria being on the budget.

Mr. Barabani Well the other one is not on the agenda today but its ok.

Mr. Flory Its ok, thank you.

Mr. Barabani Call for the vote on E.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye.

~~F. The commission will decide whether or not it should retain membership in CSPCA. If so, it will move to pay the membership for CSPCA for fiscal year 2012-2013. The total cost for membership is \$1118.00~~

G. It is moved that the commission approve the minutes of April 25, 2012 as submitted.

Mr. Barabani We move to item F was pulled item G, it is moved that the commission approve the minutes of April 25, 2012 as submitted. Call for a second.

Ms. Early I second.

Mr. Barabani Open for discussion, we can take a moment to make any changes.

Mr. Salazar I have not had an opportunity to review this minutes and, I know we are trying to work on doing better with that and getting this done on a timely basis so I apologize to fellow commissioners for not having the time to review them I have been out of town. That is not a good excuse but I just want you to know that.

Mr. Barabani I have a motion on the table and second. Any more discussion on that. I vote no.

Mr. Salazar Nay.

Ms. Early Nay.

Mr. Barabani I like to make another motion where we reagentize this minutes with another set if possible three sets of minutes.

Mr. Salazar I will second.

Mr. Barabani Any discussion on that? Call for the vote on that.

Ms. Early Aye.

Mr. Salazar Aye.

Mr. Barabani Aye. Let's try to shoot as many as we can.

Dr. Vollkommer Mr. Barabani, I know how long these minutes take. If my staff can be of any help to the personnel commission staff. If we can take the transcripts do one or two for you if you are comfortable with that. I don't know if that is appropriate or not but we are happy to do that.

Mr. Barabani Yes. You will have to review them.

Mr. Flory For the record I am nodding and agree that we accept the help.

Mr. Salazar Perhaps we can leave that to the discretion of our director in terms of what kind of help he needs. Thank you Dr. Vollkommer for offering that.

V.COMMISSIONER'S AND DIRECTOR'S COMMENTS

Mr. Barabani Commission and Director comments at this time.

Mr. Salazar I will start. I just want to say and I know some people left here but, I feel really proud this evening to be a part of this commission. There has been a lot of disagreement and, have a lot of arrows that have been shot over the last God knows how long. Since I have been here we have been doing really good work, and what I would like to do is thank my fellow commissioners, and staff for really all the hard work that they have put in to this. We appreciate all the help from the folks of CSEA and the various unions and the district and the district staff as well. So those are my comments and I will leave it at that. Again, thank you all.

Mr. Barabani Ms. Early.

Ms. Early None.

Mr. Barabani We are going to move to closed session.

Mr. Flory Did you want director comments?

Mr. Barabani Oh yes.

Mr. Flory Honorable chair members of the commission, I would personally like to thank each and every member of the staff who has done an excellent job. I like to thank members of the district who participated and members of CSEA who participated in reviewing job description, providing input, helping us get jobs announced. I would like to thank Dr. Vollkommer for helping us on the minutes that will really help us tremendously. Thank you very much.

Mr. Barabani We will move into closed session at 7:30 p.m.

VI. CLOSED SESSION

The commission will adjourned into closed session at 7:30 p.m. for:

Pursuant to Government Code Section 54957 to discuss:
PUBLIC EMPLOYE PERFORMANCE EVALUATION
Title: Personnel Commission Director

Pursuant to Government Code Section 54957 to discuss:
PUBLIC EMPLOYE DISCIPLINE

The commission reconvened into open session at 7:30 p.m. and report on the following action taken in closed session: No report was announced.

VII. ADJOURNMENT

The commission adjourned the meeting at 7:30 p.m.