

PERSONNEL COMMISSION MEETING
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION COMMUNITY ROOM

MINUTES

April 3, 2013

I. CALL TO ORDER

- A. The meeting was called to order at 5:32 p.m. by Commissioner Early.
- B. Roll-Call
 - 1. Commissioner Rhonda Early, Chair
 - 2. Commissioner Gino Barabani, Vice-Chair
 - 3. Commissioner Michael Salazar, Member
 - 4. Abe Flory, Personnel Commission Director
- C. Pledge of Allegiance

II. APPROVAL OF AGENDA

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	Early	<u>Aye</u>
	<u>Salazar</u>		<u>Nay</u>

Ms. Early Do we have a motion for approval of tonight's agenda?

Mr. Barabani I will make a motion.

Ms. Early I second. Any discussion on the motion?

Mr. Barabani Yes, I have a discussion.

Ms. Early Mr. Barabani.

Mr. Barabani Mr. Flory, as your capacity here as a secretary to personnel commission.

Mr. Flory Are you going to go through a series of questions? Honorable Chair members of the commission yes it is.

Mr. Barabani Did you get this email from Rhonda explaining why there was a change on the agenda?

Mr. Flory I would have to look at it.

Mr. Barabani Here is a copy.

Mr. Flory Yes, this is the one with the cartoon on the bottom, yes I received that.

Mr. Barabani Can I assume that you objected to this?

Mr. Flory Yes, you may assume that.

Mr. Barabani Is that why you send out the email letter saying that the agenda was done wrong even though you did not get one done on time.

Mr. Flory That would be mischaracterization.

Mr. Barabani What was the reason you send it out then?

Mr. Flory Well the job of the director and staff is among other things to oversee the production of the agenda. In the past year since I returned we produced agenda's for every meeting. Only one has been used by the commissioners. Every other agenda has

been produced with the input of Pat Maher.

Mr. Barabani You ever produced one at the time you were told to at all times?

Mr. Flory Yes, most of them.

Mr. Barabani I have emails and I never receive e-mails on time. Do you supposed to send it to all three commissioners on Wednesday by 12:00 p.m. I can't recall ever receive one on time. Can you give me a time when you did send one like 12 or earlier?

Mr. Flory To repeat myself most of those agendas were produced by staff and were on time and in the past we discussed this issue of an outside individual changing the agendas of the commission.

Mr. Barabani I am talking about you are supposed to give us the commissioners on Wednesday the full agenda how you wanted published completely by 12:00 on Wednesday. I have never received one by 12: 00 on time.

Mr. Flory I would certainly apologize that they have not been produced well in advance.

Mr. Barabani I'm saying the copies of emails you send out. And you send out an email stating that you did not like what was on the agenda after they have not corrected all your mistakes as Ms. Early kindly did. And then you told everyone to come here. Which is fine the more the better. How come you didn't send that email to us commissioners?

Mr. Flory I believe I send you the agenda the draft agenda.

Mr. Barabani I'm talking about the email requesting for everyone to come here.

Mr. Flory There have been numerous emails asking employees, members of the public, classified managers, people who are interested in promotions applicants to come to the meetings and express how they feel about what is going on.

Mr. Barabani How come the commission did not get that email?

Mr. Flory I have no idea.

Mr. Barabani You never send it to us, why is that?

Mr. Flory I have no idea.

Mr. Barabani I mean I don't want to receive surprises to come to these meetings if something you set up we don't know anything about it.

Mr. Flory You were apparently surprised last month and cancelled the meeting.

Mr. Barabani No, but maybe, is that why Mr. Salazar cancelled?

Mr. Flory Mr. Salazar called in sick.

Mr. Barabani I called in to. You are insinuating something is not true. Now as a secretary. All three commissioners here are lost and we asked you to produce something and you did not. Why do you feel that we are not your boss? That you can't produce something on time to get it out in a timely manner and in a proper format that we ask.

Mr. Flory I think you are miss intrepid the term boss and secretary.

Mr. Barabani Are you not legally the secretary of Personnel Commission?

Mr. Flory I am the secretary to the commission.

Mr. Barabani Does the secretary tell to the commission what they can and cannot do?

Mr. Flory At times yes, when it deals with legal issues, when it deals with issues related to California education code when it deals with issues that are important to classified employees, classified managers, applicants, applicants for promotions, yes a lot of times.

Mr. Barabani That is why the agenda is never done on time? We never get it produced correctly, because you don't like the format that we want.

Mr. Flory No there is two things that are.

Mr. Barabani As a secretary you believe you control the personnel commission what we can deal with? Certain issues?

Mr. Flory Let me try something....

Mr. Barabani No I like you to answer my question.

Mr. Flory Oh, can you repeat it sir?

Mr. Barabani Next time stay up there and answer my questions. As the personnel director commission do you believe that you had the right to do what you want without any supervision?

Mr. Flory I would agree with that statement to some extent when we are dealing with issues of legalities when we are dealing with issues of what needs to be done and how to do it the secretary would then perform the functions as described in the job descriptions which I did not write, something else looked at. And it's very clear what the responsibilities of the director are plus with the education code are to learn what the responsibilities of the personnel commission director is.

Mr. Barabani I am kind of curious, do you think Dr. Vollkommer ask the Superintendent to prepare the agenda? Does he go tell the governing board what they can and cannot do to put on the agenda?

Mr. Flory I cannot speak for Dr. Vollkommer but I am aware that the agenda produced by staff for the district not necessarily Dr. Vollkommer is reviewed by the management team; it is reviewed by the extended management team discussed in the cabinet and discussed with the board. No one from the outside who does not work for the district ever that I am aware of produces an agenda that you have tonight that you won't approve.

Mr. Barabani Mr. Flory the commission chair we had problems with this last year and the year before that. I asked you to put a draft budget on the agenda, can you tell me why you failed to do that?

Mr. Flory Certainly, as I wrote to the commission chair we were a little bit early in terms of the district guidelines and she has an email from me and released a copy me saying that we would have it on the next agenda. The commission chair has expressed if we had the same function as last year, the commission chair and I conquer. On the next agenda the first hearing of the budget and

it would be handled with the procedure set by the county and the district.

Mr. Barabani When is the agenda due?

Mr. Flory The Friday before the meeting. To be posted the Friday before the meeting of the agenda.

Mr. Barabani What day does the district want us to hand deliver the agenda to them? We can arbitrary pick a day and send it to the county

Mr. Flory Are you talking about the budget?

Mr. Barabani Yes, our budget the one we were told to put on..

Mr. Flory I am guessing May 15th because they need time to see if they are going to agree or disagree?

Mr. Barabani When is our budget supposed to be done?

Mr. Flory That is what I was answering.

Mr. Barabani No, does in it supposed to be done March 31st.

Mr. Flory No, that is way to be early.

Mr. Barabani You don't know.

Mr. Flory I know we are early.

Mr. Barabani So you don't think the next agenda will be too late?

Mr. Flory Certainly not because we have two readings of the budget. Since the commission chair has given us a communication and the staff conquers the same budget as last year which we get If we don't put anything to the county and no I don't see that being a problem.

Mr. Barabani When we get a break here, can you look that up? Because I know that I would be curious to see, because it should of being on this agenda. And then you also told weekly report personnel emails on status of report of payments of invoices.

Mr. Flory Oh that has been done, that is our number one priority for Kristine Kwong to get paid. She has been paid, she has cashed checks.

Mr. Barabani Did we get a weekly report on this?

Mr. Flory I assumed you did, we have been tracking down to our number one priority.

Mr. Barabani So you send an email on this

Mr. Flory I don't know that.

Mr. Barabani We asked you to send a weekly report and personally email us to all the commissioners has that been done.

Mr. Flory I would have to check.

Mr. Barabani I like you to produce that email to us on the first break.

Mr. Flory certainly

Mr. Barabani The commission chair also asked you for some very specific information about school police officer list the vacancy. Were we ignored again?

Mr. Flory No, as you are aware of there is some tremendous controversy and has been for the past nine months on the police officer, recruitment process and testing process. And in fact you even

hired an investigation to investigate. I contacted the investigator she did not get back with me. That is a highly controversial subject.

Mr. Barabani I understand, hold on. I like the way you going off track. That is not what I asked. The simple question is the chair asked you for some very specific information so us commissioners can have so we can make a decision on the list of vacancies. As far as I can tell you ignored that. You have not provided the information that you give me is all this other information. All I want is information that it was requested from us so we can have it today so we can help this people. I don't have that information. Why did we not get it?

Mr. Flory I find it amusing that you say help this people. You are not here to help this people.

Mr. Barabani Really, you are not here to help me, you are not given me any information on this. It is my job to vote on this that I get no information from you, it's a long going issue and you now find it humorous. I didn't know personnel commissioner was a humorous job, I thought it was your responsibility.

Ms. Early We can leave it on discussion to the items that we are on and that are approval of the revised agenda.

Mr. Barabani That is it, I hate to say it but this is part of the approving this thing is we don't have all the information. And it comes down to you directed the staff to send out an email complain, you don't get to choose.

Mr. Flory I believe I send that email out

Mr. Barabani You don't get an email by the chair explaining why things needed to be corrected. Why did you not send it?

Mr. Flory Well because obviously there is some disagreements can be worked out by approving our agenda VS the agenda that is produced by an outside person that has no idea what the needs are for the district.

Mr. Barabani You continuously never take responsibility, you say your staff, and you don't have a staff. The commission has a staff. You are the secretary of the commission, the rest of the commission staff works for us, you are working them for out of class but you are not paying them for working them out of class. For instance an analyst score and things like that, but you keep on saying your staff, it's the commission staff.

Mr. Flory I would disagree on that.

Mr. Barabani I like for everyone to read the backup material, we approve many months ago, and they are still not even started. You missed every single list that we asked, and then you asked employees to come and make them heard in order to pressure the commission and doing what it wants. If you read the backup material you find what is laid out, the truth all in there and I am not sure what you are trying to do.

Mr. Flory Would you like me to answer to that?

Mr. Barabani Sure.

Mr. Flory What I am trying to do is uphold the merit system, merit principles and standards and work with the commission that has two individuals that don't care about classified employees, classified managers, applicants for jobs, procedures that has been placed for years, procedures familiar with other merit system districts and I am very interesting in filling the 455 hundred jobs with the process that is not so process and constantly changing, it's possible.

Mr. Barabani I am interested in filling these jobs too, right? Because all this jobs and I am taking a lot of heat from everyone. How can we do our job if you are not doing your job on finding this information? You come up here with excuses after excuses. Simple give me a timeline, give me the list of vacancies, still haven't received that from you. You come up here, you talk a good story, but you know what the talk is done, you need to do some walking here to produce some more documents.

Mr. Flory Those documents were produced in the agenda that we produced for you saw fit to throw away and did not put it on the agenda.

Mr. Barabani You want me to release it.

Mr. Flory Release what?

Mr. Barabani Release the agenda you send us the one that is very unprofessional, I have no problem sending it out.

Mr. Flory I have absolutely no problem with that and

Mr. Barabani Anyone that wants a copy come back here give me your email I will be more than glad to send it to you so you can compare the two.

Ms. Early Is there any further discussion on the approval of tonight's agenda? Before we go on I just want to make a couple of comments. I did not receive the email that reference thing that Mr. Flory send out, so I don't know what you are talking about in reference to the agenda. What did send an email I don't know who copied it but its available and send an email my fellow commissioners on it just explaining changes of the agenda and why and asking for more information on the supplemental material. I did hear reference to an email with a cartoon on it. Part of my signature has a quote that says, "it is easier to build strong children then to repair broken mend" and on it is a picture of a boy and a dog. So everyone who has received so it was nothing that was nothing that was made up for this particular email it's just part of my standard signature emails that go out. Unfortunately I received a series of comics strips in reply that an email constructive criticism I thought in an effort to move agendas along that position feel, I received emails with comic strips on it referencing my agenda, no your agenda, no this is Pat's agenda, this is Abe, and I thought the comic strips that I received via-email was an inappropriate way to address an email back I send out that I was a constructive way to expedite agendas and moving the business along the personnel commission since I have been a commissioner or within the last year there has been going a constant back and forth of items

that commissioners are requesting to put on the agenda that are not getting agenda and items that Mr. Flory is saying he wants on the agenda that was not getting agendized under our required chair. When I became chair and this is my third month, I told Mr. Flory please prepare the agenda, I want you to do it, I will send you items that needs to be done ahead of time so you can put them on the draft agenda. I have been doing that and if I did requested a draft budget to go on this agenda, I send a reminder request but the items are not getting agendized for some reason I am not sure, it could be an oversight. I took it as an oversight, so last week I send it out as a reminder, just remember include the following items on the agenda that we will receive the draft agenda none of those items were put on so in reference to this email it was an effort to move us along so that we can work together to expedite this meeting and expedite filling jobs. There were number of things that were put on the draft agenda that had been agendized before with questions. To be reagendized with answer to some questions, it came back on the draft agenda but there is no supplemental material addressing the questions, so I kind of recaptured some of that in an email that I thought would be an internal document but it is here before you today. Yes, there is a boy and a dog at the bottom which is on every mail that I send out. But I receive some comments strips on the back that I though as a result that had nothing to do with the addressing the content of this email. So right now what we are on is approval of tonight's agenda to also because I heard it was someone from the outside, this agenda as a result of my works. Including idea, input from Able Flory that I cut and paste that had not been resolved. But I take full responsibility for this agenda there is any questions you have I am approval of tonight's agenda so do we have any other comments or concerns?

Mr. Salazar

Obviously is your right to be here you are always invited no matter who invites you so I thank you for being here. As you know our district I run into people now in the hallways that don't know me very well who seem to catching up to who I am and they are talking loudly about the excessive vacancies that we have, and that is partly a large reason why you are here this evening is to find out what in the world is going on here, why can't we get this vacancies filled and why is this process so slow. So I am glad that you are here so that you can see our little democracy at work. So we have 470+ vacancies at present, everybody is strained, everybody is strapped. We had a draft agenda that did go out and I just want to chair something with you because I understand Mr. Barabani is being so kind to offer a copy of that draft agenda. So you can compare it to tonight's agenda at your leisure but I am going to share some things that were on the draft agenda. There was classification spec revisions on that draft agenda for Assistant Superintendent of business services, there were classification specification revisions on that agenda for data control clerk. There was a class specification revision for educational interpreter III. There

was a class spec revision for Instructional Tutor AH. There is a class spec for school police sergeant, also included on draft agenda were eligibility list for the following: Educational Assistant III, Severe Impairments, Electrician, Special Education Assistant, Special Education Liaison, Superintendent assistant, all of that was on the draft agenda and it disappeared from the final agenda. Now I was in favor of those items being on the final agenda not that I'm not in favor that are on the current agenda but I felt that those items that were on that initial draft agenda were very important and pertinent agenda items for the mission which is to fill those positions. That was a step forward so I was surprised to see that those items were no longer in that agenda

You know if the commission were interested in filling those positions why weren't there? At the very least we should of being placed on the agenda and then we can do a little work here so that we can you know discuss them, approve them, disapprove them whatever, move forward. But there are not even on there. 2nd my and I think our chair was kind enough to answer this questions but who did have final authority on that? And I do hear we have outside input, there is no secret that there has been outside influence to our agenda in the past. Its documented it's a matter of public record. We know for a fact because it has been stated on a open public for that Pat Maher has had his hands in preparing the agenda. I am not stating anything that is not factual is on public record we can always go back and look at the minutes.

My question likewise is why would that be? And I don't have a good answer for you unfortunately, I wish I did, but today I have been the commissioner now for three years I have had zero input in any of the agendas. And I share that with you because there was a time when I asked for a couple of items to be place don't that agenda only to have them stricken from the agenda. And never heard. So you know I would like to get to the bottom of who prepares our agenda. I heard this evening from our chair that she takes total a full responsibility for the agenda and I appreciate her saying that at least for this evening agenda we know how the agenda was prepared. So those are my comments with respect to the agenda. I do not approve of tonight's agenda and we are going to vote on that in just a second. For the record I am not in favor I just made some really key critical information to help us move forward, thank you.

Ms. Early

Reply to a couple of those statements the suggestion and now the requirement to have a draft agenda produced by noon on Wednesday was actually a request by commission staff during there was period when we didn't have a commissions record and I receive complaints and concerns from commissions staff that they were receiving items after the agenda had been posted late on a Friday evening from commission Salazar to be placed on the agenda and it created an opportunity for them, they were calling me up wanted to know what do we do we already posted the agenda its already been finalized when we sent emails and email go out when of any items you want placed on the agenda they go out to everyone sitting here please reply to the emails so Mr. Flory can create the agenda. That email goes out to everybody so if there is someone that is sitting here that didn't had input I don't know why because the opportunity does exist for everyone to have input the draft agenda is sent to all the commissioners on Wednesday.

All the commissioner's review it and that is an opportunity for the commissioners to come in and say strike this add this I requested for this item to be on the agenda and it was not agendized so there is an opportunity for everyone to take advantage of so I just wanted to comment on those items. And the items were referred to as the being agendized not the draft agenda there were emails that went back and forth asking for supplemental material as it related to those specific positions to be put on the agenda you have a card in the agenda for supplemental in fact if you look at the email the last comment on that would say please utilize the supplemental material so that we can get this stuff moving. I have been sitting here often where on this room we are asking questions and we get this back and forth traffic because the information is not readily available so the commissioners are kind of sitting here and we see the director have to go to another office to retrieve the information and we are sitting here ok, we are waiting but if we have upfront, we can review it, we can come to this meeting we can act on it and expedite the meeting since we voted that we would only meet once a month so again my email was to help expedite the facilitation of the agenda so that we can all work together the commissioners need to be able to comply items to the director and know that it is going to get there. We know that our budget is due next month. We know that we are only meeting once a month so the request was can you get us a draft budget and let us at least review it twig it so we can vote on our next year budget. And that is just an example of several items so we are working together, we are going to have it done I'm hopeful and I remain hopeful that our relationship is such that we expedite the feeling of positions and that concludes my comments of the approval of tonight's agenda. Does anyone have a motion to approve the motion before us? To approve tonight's agenda, are there any further discussion on the motion? All in favor of the motion signify with the voting sign by of aye.

Mr. Barabani Aye.

Ms. Early Aye.

Mr. Salazar Nay.

Ms. Early Motion carries. We invite you to the mike. Let me remind you that this is not a question or answer session.

III. PUBLIC COMMENTS

- NOTE:**
- Comments from the public on any item that is not on the agenda but is under the subject matter jurisdiction of the commission may only be made at this time.
 - 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.

Lynn Thompson,
CSEA Labor
Representative

Good evening commissioners my name is Lynn Thompson, I am a labor representative for CSEA. As you can see there are many of us here and I would like to comment that we are very good at bringing members of our own, but CSEA is here today to ask for your help. There are number of items that are related to this district remedy we as that the commission perform their duties with due diligence so we provide the classified people the essential services that students need. Right now there are CSEA members were being impacted on a daily basis due to the vacancies out there. And there is several I am going to speak to you personally about that to you. Work load issues related to long term vacancies are affecting the health and safety of the students as well. Members are working out of class they are unable to become permanent in those positions because no pact to do so. Provisional employees that are working long term some we have spoken to them for several years. In the same position they too have no pact to become a permanent employee and side by side with classified employees reap the benefits of the union contract they do not. Contracted substitutes are getting more hours in some cases then our permanent classified employees the same contracted employees are also filling positions that could be promotional to these classified employees. And I think probably the worse effect due to the numerous vacancies in this district we have classified members who are doing the job not only one, not only two but in some cases three different positions due to the vacancies surrounding them. They just job release from this and we hear it we are out there talking to the members' we are hearing it constantly they want relief.

Tonight we are asking the commission to do their job so that the district can fill the 470 vacancies that are in this district. We also ask that you allow your staff to do their job. And to treat them with dignity and respect. Those are our CSEA

members. We ask that the agenda that includes interpretation of eligibility list they should not be changed. Filling those vacancies should be a priority; we ask that you make decisions that will give classified employees the opportunity to provide san Bernardino students for the essential services they need to succeed. It's really time to stop playing the blame game and to make the necessary decisions to fill the vacancies in the school district, brother in action on the part of this body is hurting classified employees which really only hurt students. So hopefully you really take this seriously what this members have to say tonight and I thank you for your time.

Tamarah,
Classified
Employee and
Parent for the
district

I'm actually here to speak on behalf of my sister and a classified employee of the district; she was not able to make it tonight. The concern that with the educational II severe impairment is she got to pass recruitment, tested for NCLB, did the oral test and was told that a letter stating that we are waiting for the list to be ratified. That was last month and of course the meeting was cancelled. How many of this classifications are getting to that point of ratification and then removed from the board that is really hindering getting this positions filled that a provisional sub for 4 years trying to get with the district and is taking the NCLB twice and passed. So we are getting people that are interesting of just needed to get their own interview and get this positions filled and it just seems if this is the information I have on this particular applicant how many of those classifications are getting that card and they are getting that robot. It's just a concern that we are not getting those vacancies filled you know, severe impairments those are kids that need a lot of attention and previous speakers said you have people doing the job of 2 or 3 people and those severe impairment classes you can only do so much. You have runners you have all this different compartments that this children have and you need this attention it seems we are getting to the point of needing them ratified of getting them filled to getting them held and is not happening so that is my concern is how many of this classifications are getting to that point and they are not moving forward. Thank you.

Dolores,
Classified
Substitute

Sub clerk for 32 years I spent a good time at arroyo applied during that time there was a hiring freeze. 13 years San Bernardino Unified I understand the significant amount of time, there a lot of people with similar experience filling the vacancies positions.

Rebecca,
classified
employee

My name is Rebecca, I work for an elementary school we have three personnel front office, so when one of us is out, usually we do not get a substitute so two of us already doing the job of many others and filling the position filled we are not here to pressure you, we are not here we just want help. The pressure is on us, every day, every moment. Fill in the positions so we can support our teachers, our administrator, to go to do our homework with our children which are also

students. I'm asking tonight to give us the help, it truly is on us in our administrators. Our assistant super all personnel we all hear each other's frustration, but we are here day in and day out to serve our community in here but we need your support, please support us, hear us, help us so that we can go to our family to do our job. Thank you.

Terry Delarise,
Classified
Employee

Good afternoon terry Delarise, I am the library assistant and coordinator at Emmerton elementary. I have been classified employee for over 11 years, I love my job, love my kids, parents, my concerns I have 5 children to the district I am a product, I went to Saint Gregorio High School. Customer service I am dedicated to this school district I invested. For years ago I applied for open promotional position no eligibility list was ever created. We called, called and called PC put off, to this date that position is still open. I know people working out of calls for those positions and we are invested in this district. We want to stay here we want to have this jobs created where we can do our promotion and our kids and parents we serve. Really is a shame and an embarrassing we are still kind of nick picking open up the eligible list get this people their jobs, we taken furloughs, pay cuts everything to help this district. Now I think it's our turn. We have over 400 job open I like you to take the consideration of people who are not here tonight as she said every day our kids come first. Please take this for an opportunity to and would like to see this positions open thank you.

Pat Aguilero,
Classified
Employee

Secretary for was previously seeing items in agenda then not particularly the secretary iii which I applied last may 4th. Went through process, written, oral performance in august we go the letter, that's it there no pass I don't remember what is going to happen next. I speak for all secretaries. We have all been waiting for so many years and I did and we were so excited and hopeful went through process and then it just glanced it all, but other positions this obviously helping out a lot of people, stops and then we don't know what is going to happen. I do want to tell you we are still here, we haven't left we are still hoping for process to continue be completed because now a year later is it over? Is the list dead? Now what happened to us, this is with what we are leaving with. What happened to us? What is our chance? Do we have to start over again the whole process; are we going to be able to go through candidates now? Is it going to be the same, is it going to be different? And so other secretaries I am speaking with went through the process they were glad to know I was going to be here tonight to ask on their behalf the status on secretary iii. We are still here, we are still hoping that we have the chance to complete the process and you know also we have to post this list right? Email this 14 page vacancy list, we post it, and then coworkers come up and ask us what is going on with this? What do we tell them? I understand the rank order and the frustration level, it sounds like there is a lot of information you are not giving and we are requesting, I don't

know what is happening with that but I just pray for cooperation and the tension and stress here tonight reminds me of tension we have at work because we are wearing three or four hats trying to get through the day. I just pray for cooperation and I just want to let you know we still are interested and we still hope the completion of the process.

Olivia Navarro,
Classified
Employee

I work at Arroyo Valley High School for school accounting technician two my concern and frustration is there is only 6 positions, 3 of them are vacant, but they have been vacant for several years. Every time somebody leaves or retires they put a secretary or a clerk working out of class for that position so it does not allow any of us to transfer to those positions. I feel like they are taking all of our jobs. I am hoping that you guys can do something for us. Ok, I have been doing this for 12 years and I love my job. Absolutely love my job. Thank you.

Karen Parker,
Classified
Employee

My name is Karen Parker and I am the senior clerk and parent of Kimbark elementary I am here to speak about the school and ask for your assistance. I like to state that Kimbark we are really close nit group. And I am proud to say that we work very well together and we are cohesive team to provide the best service possible to our 550 students and parents. However, Kimbark has a health assist vacant for over 2 years. When we contacted the classified personnel to fill this position, and they told us there is no eligibility list. We contacted classified personnel to fill this position. We were told that there was no eligibility list and due to vacancy I am long term sub in our office frequently have to leave my post the health needs of our students. Due to the vacancy I have to share even two health events that occurred a few weeks ago at the same time. One of them is two weeks Kimbark and the students faced the widespread of head lice infestation and also coincide with the three week flu epidemic. We treated some students with fever up to 103 degrees. You can imagine the scenario from head lice running from student to student. Staff and health hazards impose offers and pose because once we find one child with head lice, they have a sibling, and we have to check the sibling so it was everywhere. To address this school nurse and I spent an entire day in the office, checking classroom to classroom checking the students for head lice. I want to report what was successfully addressed the series of crisis through team work and communication. However, due to my spending so much time away from my daily duties. My job as a senior clerk has been impacted. As a senior clerk. I keep the attendance, answer phones, I take care of the NAA reports and the meetings and I am also the primary liaison to parents, students, and volunteers. The district stresses quality customer service, I actually attended those qualities customer service orientations that they had us leave our site to go do. One of the main stresses is that we attend to our students, our parents, to our staff which is something that we are not able to do because of

the vacancies. And also I just want to stress that we want to do our job as best as we can. I want to radiate that we are proud to serve our students and our parents but, we need the personnel commission do your part we ask you to help us so that we can help our students, our parents, and to be successful for the school district. Please take action to help our office Health Aide Assistant to fill our vacancies ok, thank you so much.

Marie Espinoza,
Interim Director
for Transportation

Good evening my name is Marie Espinoza, I have spoken to you not to long ago. I to like many this employees have worked for the district for 8 years. Of those eight years I have worked out of class for six years. I have applied for the position that I have been working out of class for at least 3 times and, once again made no progress. My department is short staff, we are 50 percent short. My secretary is working out of class as scheduler every day we are challenged, trying to make it safe. Every day we are working longer and harder because the workload keeps on increasing. We are all about customer service. Our first priority is making sure the students are on the bus. It is very difficult to come up with any possible excuse as to why we can't get the special education student routed fast enough. If 10 hour or 12 hours are not enough then what is enough. Next year 15 of our schools are going traditionally. I have 50 percent staff and one is considering retirement which makes it even shorter staff. The greater work load that we already have. What do I tell my parents when they ask why can you get my student on the bus? What good excuse would help, justify it. Six years out of class I love my job that is why I keep coming back. But, when do I have my chance to promote. If it's not in my position, like here you have eight candidates like eight candidates in that type of position would be a good number. I would have that opportunity to apply somewhere else in a different position in the district. I invested a lot of time, a lot of time, a lot of commitment to this district and I would not want to leave. These kids are like my kids I have 10,000 students. It worries me, I go home thinking how we are going to make it happen, how are we going to make it through this. I am very blessed to have an amazing staff as many as this people when is enough. How about their families? I know my husband of not seing me, I have small kids. I miss out all their events; I have to come to work, I have to get this job done. I have kids depending on us. We are meeting monthly why not biweekly? You know you have 400 vacancies to open. Why meet monthly if you have such a high need to move forward, that does not make any sense to me. If I have to come in on a Saturday to get the job done, I come in on a Saturday. If I do and my staff does to get everything done that needs to be done, why can't you put all the things aside, all the personal feelings and do the job and whatever it takes to fill all this positions. We are jeopardizing safety of students. Please think about that, if I can't sleep at night how can you sleep knowing

that there is 400 vacancies open and people jobs are hindering. Please keep that in mind. I know I think about it every single day. Thank you.

John Peukert,

My name is John Peukert, Assistant Superintendent for Facilities. I want to express a concern of mine, first of all this openings, a lot of them are the majority of my staff which makes my district successful. And I am asking you to take a look at the effect that you are having on each employee here and the personal safety which has been expressed tonight. I also want to express the outcome of this community. It has been affected by this position. In some way people are losing their houses, they are prevented from buying a house; they have been prevented by feeding their families. They don't have a job or promoted. We have the ability to reduce the homeless population that we are right now. I am asking the commission to please set aside the procedural differences, because that is what this are. I am asking the commission to check themselves and to help our students and save this community and help our employees; Please I would like us to please move forward. Thank you.

Gladys Byrd,
Interim Director
for Classified
Human
Resources

Good Afternoon, my name is Gladys Byrd, I am here tonight it's a proposal tonight to extend the eligibility list for custodian 1eligibiblki list march 18th through June 5th. We have people here that are asking to open up recruitments. We already have an eligibility list for custodian1. We only want to extend. What has been asked for recruitment to be opened? We have gone through 5 ranks on eligibility list and they are 18 ranks. At least 73 applicants willing to get a job as a custodian I. Fortunately right now, we have one opening. With four schools coming open soon there would probably be eight more of those positions. We should be able to use the eligibility list that we ask to extend for additional year.

Ms. Espinosa mention bimonthly meetings for personnel commission I would not mind being here bimonthly and an agenda but why would you want to come when all we hear why our counsel our lawyer law firm has not been paid. There is no reason to have bimonthly meetings to do that. Ms. Early said this is not a question and answer session. And I do understand that but this people have questions that they need answers. The personnel commission staff is asked to review every single job description, basically has to be reformatted, changes that have been made have been so minor. Really the staff is not working as an analyst; the staff has to have the commissioners review job flyers. There is no reason in my opinion that a job flyer has to be reviewed. Let them open a recruitment do their job, let them put items on the agenda. If you don't agree with those items, as Mr. Salazar said, don't approve them, table them. I just look forward for this commission to move forward, so we can fill the vacancies.

Helen Leach,
District Employee

Hello, my name is Helen Leach, I have been working for the district for 26 years in the kitchen. I have been working with

man power for almost 2 years. They are nice people but I want my permanent employees. Because I want a team, right now I am doing SKO and the computer. I am doing two jobs. I don't have a permanent person. So I am asking you guys get off, to get it together whether you like each other or you don't I really don't care. Leave it out the door. Once you come in here it's a whole new ball game. Get it together, I am tired. Thank you.

Sarah Woodard, District Employee I work at Cajon high school in cafeteria, it's really hard, we get the man power, they cook, and they don't know the temperature. Our kids in the proper food with the temperature that they really should because we are shorthanded. We run in here. Cajon has 1700 students and there is only five of us. We can't do it. We asking manpower they don't know the temperature log, they can say it's ready. We don't know if it's ready the kids are sick who are they going to come to? They will come to the cafeteria worker, the one that is permanent because we don't have enough help in that cafeteria to make sure those kids are fed properly and make sure that the temperature is the right temperature for those kids. And is really sick, it is really sad that there is 1800 kids only five people working there. We have to bust our butts to wash those dishes, be there at 6:00 a.m. leave at 2:30 p.m. we are tired, we are tired. We have to carry the milk crane every day, there is no man there, and so what you see is what you get. And this is it and my back hurts. I have to take ibuprofen and I'm old and I still have to take that. I have been here 12+ years it is hard, please look for that to get us some help in the cafeteria. Thank you.

Ms. Early Are there any other comments?

District Employee I have one more, I just want to say I appreciate that you are here, I thank God for tonight and I really hope for some positive results.

Ms. Early Next agenda Item IV. A.

IV. ACTION ITEMS

A. The commission will discuss the standards and expectations for requests to open recruitments. A proposed motion is: it is moved that that the commission require following information...recruitment open and closed.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar Aye</u>

Ms. Early Is there one who wants to speak to this item? Or test eligibility list to the commission for certification the expected dates during the eligibly list the bases for determining if the recruitment will be open, open and promotional or promotional only. Motion has been seconded open for discussion

Mr. Barabani I just like to make comments; I like everyone to look at the

Mr. Flory Is that what it says on your agenda? Apparently what you wanted, we have 9 list and

Ms. Early We are specifically talking about the list for food worker trainee why did we receive 2 separate eligibility list and can we merge into one. So that is 2 questions, I was confused.

Mr. Barabani You were directed to provide us with a single list right?

Mr. Flory Honorable chair members of the commission we are discussing an agenda that your staff did not produce. I can explain what is in our agenda that you chose to throw that out.

Mr. Barabani You have two eligibility lists that you produced. We just want to know why can't we get this done

Mr. Flory I don't know the answer to that.

Mr. Vollkommer Ms. Early can I ask you a question. If I remember correctly food worker trainee went out without a high school diploma. Staff was directed to follow that I think that is why you have two list? One was generated with high school and I think the other is without high school. Go back out to make sure that those people who may have been discounted did not apply cause they did not have the high school diploma but have an opportunity to that is a my best recollection and I think that is what it is. So I don't know the answer the question, I assume that can be first.

Ms. Early Thank you.

Dr. Vollkommer Yu are welcome.

Mr. Barabani All we need is I recommend that the certification of the two list best way to do it give us a new list a new certification, request a single list with maximum day of one year can be I remember reading correctly, we are giving list 15 months, make it can we do that? I am willing to come back tomorrow to prove this thing.

Mr. Flory If you prove it this way I believe Dr. Vollkommer will stretch you through out because you wanted the list and it has been removed. Then found out we did not get it, so we have two different list. You wanted merge we can merge it.

Mr. Barabani The reason is the people who did not have a high school diploma an opportunity to take the test. So we told you go out and get this people that were denied illegally get that out here and get that list. So there should be one list an expiration date of one year. Get that to Mr. start hiring.

Mr. Flory So if you approve it that way we will get that list, it is good for a year this is dr. Vollkommer

Mr. Barabani Madam chair do you want for me to make a motion on that?

Ms. Early We have a motion before us we just carry that motion through and we substitute motion. So that motion is all in favor of the

motion before us signify with voting sign of aye.

Mr. Salazar Aye.

Ms. Early Nay.

Mr. Barabani Nay.

Ms. Early Motion fails.

Mr. Barabani All right, I like to propose, I move that the commission direct Mr. Flory to resubmit a single eligibility list combining all the persons who are tested 2 separated dates with food worker trainee one year termination year which is long from the date commission approves the certification. I want that done as soon as possible.

Mr. Flory Wait proceed for a second and I will make my comment

Ms. Early I second.

Mr. Flory That will delay it. I change your motion to direct me and staff to create the one list, approve it tonight and we are done with it back again. Another words you want us to expedite, we will expedite. Approve it as two list merge. We have another one down.

Mr. Barabani I am not sure about that, that is what my motion is, let's combine it get it down, we are asking to ratify something, there is no legal issue, let's do it. I have to make the motion.

Mr. Salazar I want to hear your input.

Mr. Flory Ratify the list we will produce it and send it to dr. Vollkommer and they can hire some people.

Audience Clap

Mr. Barabani My original motion is I move that the commission director resubmit a single eligibility list combining all the persons who were tested on two separate days. For food worker trainee with the one year termination date. From the date that the commission approves the certification. When can you have this for us? When can you have that for us? That is the question

Mr. Salazar That is useless.

Mr. Barabani Get certification yes.

Mr. Salazar Certify it now.

Audience Do it now, today.

Mr. Barabani Approve the certification right? When will the list be done?

Mr. Flory When you pronounce it done it is done and it is sent to dr. Vollkommer.

Mr. Barabani That is my motion.

Mr. Salazar	I will second.
Audience	Clapping
Mr. Flory	Madame chair and members of the commission the list has been certified and ratified.
Mr. Barabani	We have certified that we are going to put two together.
Mr. Early	Let me say it. Are you stating that you want the approval of the eligibility list we agendized after its merged or are you saying you want us to approve the eligibility list contingent upon its approval approve it tonight contingent upon list. Can you restate your motion for the record?
Mr. Barabani	I move that the commission Mr. Flory resubmit the single eligibility list combining all the persons
Mr. Salazar	For what
Dr. Vollkommer	If the candidates on both list are certified you have the commission director certify both list then the same eligible will be on single list that are on both. Exact same people will be on list, if you ratify list tonight it won't change who is on it, it will get changed to one.
Mr. Barabani	Certify it first and then make another motion. Not the list that is combined.
Mr. Salazar	I'm in favor we have two certified list.
Mr. Barabani	We can meet if we certified and we have two list together, new certifications covers one. My only point its 601 and ½ dozen of other the same names will be there, it won't change.
Mr. Salazar	It's redundant.
Dr. Vollkommer	You just added an extra step. The illegal part from a merit point of view would be that someone, the all those people would be in order.
Mr. Barabani	That becomes a new list we are asking to certify right now. That would make it equal I think. That is right. It could e two motions
Ms. Early	Go ahead state your motion
Mr. Barabani	I move that the commission direct Mr. Flory submit a single eligible list combining all the persons that were tested on the two separate dates with a one year termination date from the date of the commissions did the certification as today, right? And then when that is completed then we have ratification.
Mr. Salazar	I will second.
Ms. Early	Motion has been seconded any further questions on the motion? All in favor of motion signify with a voting sign of aye.
Mrs. Salazar	Aye.

Mr. Barabani Aye
 Ms. Early Aye. Motion carries.

3. It is moved that the commission approve the eligibility lists for School Police Clerk effective April 3, 2013 and terminating April 2, 2014

Moved Ms. Early Seconded Mr. Salazar
 Vote: Barabani Early Aye Salazar
 Ms. Early Motion has been seconded any discussion on the motion?
 Mr. Salazar No discussion.
 Ms. Early All in favor signify with a voting sign of aye.
 Mr. Barabani Aye.
 Mr. Salazar Aye.
 Ms. Early Aye. Motion carries.

4. It is moved that the commission approve the eligibility list for Senior Cafeteria Worker effective April 3, 2013 and terminating April 2, 2014.

Moved Ms. Early Seconded Mr. Salazar
 Vote: Barabani Early Aye Salazar
 Ms. Early Motion has been seconded any discussion on the motion?
 Mr. Salazar No discussion.
 Ms. Early All in favor of motion signify with a voting sign of aye.
 Mr. Barabani Aye.
 Mr. Salazar Aye.
 Ms. Early Aye. Motion carries.

C. The commission will consider extending eligibility lists. Proposed motions are: 1. It is moved that the commission extend the expiration date for Custodian * (Exam 12-002) from March 18, 2013 to June 5, 2013 and that the Personnel Commission Director be directed to provide a new recruitment and eligibility list to the commission for ratification by June 5, 2013. .

Moved: Ms. Early Seconded Mr. Barabani
 Vote: Barabani Early Salazar
 Ms. Early Motion has been seconded any discussion on the motion? I just had a question and my question is just for my own information. Is it proper to extend an eligibility list that is already expired? The expiration date is march 18th?
 Mr. Flory Honornabel chair members of the commission, we do have a slight technical problem but, since you were not able to meet on that date retroactively and or as of today extend the list.
 Mr. Barabani Because ewe are extending march 18th.
 Ms. Early Any other discussion on the motion? Any comments Dr.

Vollkommer?

- Dr. Vollkommer Thank you.
- Ms. Early All in favor signify with a voting sign of aye.
- Mr. Barabani Aye.
- Mr. Salazar Aye.
- Ms. Early Aye. Motion carries.

2. It is moved that the commission extend the expiration date for School Police Officer (Exam 12-009) from May 2nd 2013 to November 2nd 2013 and that the personnel commission director be directed to provide specific information requested by commission chair.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar</u> <u>Aye</u>

- Ms. Early Any discussion on the motion. All in favor of the motion signify with a voting sign of aye.
- Mr. Barabani Aye.
- Mr. Salazar Aye.
- Mr. Early Aye. Motion carries.

D. The commission will discuss and take action on the status of all recruitment that has been approved by the commission since May 18, 2012. A proposed motion is:

It is moved that the commission direct the Personnel Commission Director to complete and obtain ratification of eligibility lists for all current recruitments that have been approved by the commission before any additional recruitments are opened except as may be approved by the commission Chair pending approval by the commission.

- Mr. Barabani I will second that.
- Ms. Early Motion has been seconded any discussion on the motion?
- Mr. Salazar We have and I know that we have back up materials here on this part about how many eligibility list have you asked for any idea madam chair
- Ms. Early We requested a tracking log so it would be easily identified.
- Mr. Salazar So we don't have that is what I mean that is on the back up material right. Ok.
- Mr. Barabani Basically
- Mr. Salazar Then I need ratification what we are talking about this list right?
- Ms. Early Any further discussion on the motion. All n favor
- Mr. Barabani Aye.
- Ms. Early Aye

Mr. Salazar Aye.
 Ms. Early Motion carries.

E. The commission will discuss the extended delays encountered in approving REAFS and invoices legal services rendered by commission counsel MP&G and seek solutions and cooperation in terminating the pattern and practice of delayed payment of invoices for approved legal services. A proposed motion is:

It is moved that the Personnel Commission Director be directed to update the MPG Invoice Log weekly and to personally email a copy of that updated log to each commissioner and to Kristine Kwong by noon each Tuesday.

Moved	<u>Ms. Early</u>	<u>Seconded</u>	<u>Mr. Barabani</u>
Vote: Barabani	<u>Early</u>	<u>Aye</u>	<u>Salazar</u>

Ms. Early Motion has been seconded any discussion on the motion?

Mr. Salazar My comments will be that I believe that is a lot to have that updated on a weekly basis. I would be in favor of having that updated on a monthly basis. Obviously as I recall I believe we are all up to date on this. There is an update.

Mr. Barabani A lot of this payments have been months that

Mr. Salazar Yes I understand that.

Mr. Barabani I am not sure about that either.

Mr. Salazar I think we are.

Mr. Barabani Invoices have been sitting in office for months before it is processed.

Mr. Salazar I think we are up to date on that.

Mr. Barabani Are we? I mean I don't want this to happen again.

Mr. Salazar I understand, I think there should be some accountability. But I think on a monthly basis that weekly thing.

Mr. Barabani Well if it is all caught up to date I don't think it should be a problem. I start questioning current status of invoices by chair and now Ms. Early

Mr. Salazar It's all up to date.

Mr. Barabani Well we don't know that

Mr. Salazar If we get a report by next month that will work.

Mr. Barabani I like it next week. I expect Mr. Flory to have a report done.

Mr. Salazar Oh I know you do. That is all I have to say.

Ms. Early Any further discussion on the motion? All in favor of the motion signify with a voting sign of aye.

Mr. Barabani Aye.
 Mr. Salazar That is Nay for me madam chair.
 Ms. Early Aye. Motion carries.

F. It is moved that the commission approve the minutes for September 12, 2012 as submitted.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar Aye</u>

Ms. Early Approve minutes September 12th with corrections.

Mr. Barabani I will second.

Ms. Early Any discussion of motion? All in favor of motion signify with voting sign of aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Ms. Early Aye. Motion carries.

G. It is moved that the commission approve the minutes for September 19, 2012 as submitted.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar Aye</u>

Ms. Early I move that the commission approve the minutes dated September 19th.

Mr. Barabani I second.

Ms. Early All in favor of motion signify with voting sign of aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Ms. Early Aye. Motion carries.

H. It is moved that the commission approve the minutes for October 10, 2012 as submitted.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Salazar</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar Aye</u>

Ms. Early Any discussion on the motion? All in favor signify with voting sign of aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Ms. Early Aye. Motion carries.

I. It is moved that the commission approve the minutes October 24th and October 29th.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
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Vote: Barabani	<u>Aye</u>	Early	<u>Aye</u>	Salazar	<u>Aye</u>
Mr. Barabani	I will second.				
Ms. Early	Any discussion? All in favor of the motion signify with a voting sign of aye.				
Mr. Barabani	Aye.				
Mr. Salazar	Aye.				

V. COMMISSIONERS/DIRECTOR COMMENTS

Ms. Early	Any comments from the commissioners?
Mr. Barabani	The minutes they were asking that they are not all updated on the website.
Nersi Garcia	I will update it Friday on the website. Real quick I'm sorry did you want for next meeting November, December January, February all together, they are all 40 pages long.
Ms. Early	We want them all together. So if you have them let's put them on the agenda.
Nersi Garcia	I have about three or four sets which is November, December, January and probably February.
Mr. Barabani	Well the crowd is gone I was going to comment. As we go on through this process I appreciate you guys reading the backup materials on the agenda. Approve the list move on now hiring is not being done its time to go to Mr. Vollkommer. It's time to go ask him, once they have the list on hand they can hire.
Audience	May I ask a question? I still don't know where we are at for secretary III if we are on that chart where it says on that investigation.
Mr. Barabani	We want a quick motion, we want this thing done. We are constantly getting approval for new jobs. Let's get this done, let's find out where it is at? Let's get this done. Problem with that one if I recall right. We gave test, the secretary III right? Yea, we had oral interviews and then there was scoring should of being done by outside and impartial raters. We were informed that was at and that is Mr. Flory there to look into that to what happened. And that is one of those things that we have not cleared up.
Audience	Are we getting outside information?
Mr. Barabani	We are hiring someone to find out that is part of that.
Audience	That will be on the agenda.
Mr. Barabani	I don't know. The best I could for right now. It's not that we are not trying to do more recruiting right now. Some of this things are going back 9 or 10 months get this done and we will move forward and then because what good and just sits here. That is why I am demanding a little bit more information. But those are my comments.
Mr. Salazar	I thought we did some pretty good work this evening I was happy to have a lot of people join us. I don't have any other comments.
Ms. Early	I have none. So next agenda item thank you all for coming and

bearing with us. As we attempt to provide you with quality service for the district. Next agenda item we are going to pull conference with legal counsel the commission will adjourn to closed session 7:15 p.m. We will take a 5 minute break.

VI. CLOSED SESSION

The commission adjourned into closed session at 7:15 P.M. for:

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

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

The commission reconvened into open session 7:15 p.m. and announced the following action taken in closed session:

There was no report out for closed session.

VII. ADJOURNMENT

The commission adjourned the meeting at 7:20 P.M.