

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

MINUTES

November 6, 2013

I. CALL TO ORDER

A. The meeting was called to order at 5:30 p.m. by Commissioner Early.

B. Roll-Call

1. Commissioner Rhonda Early, Chair
2. Commissioner Gino Barabani, Vice-Chair
3. Commissioner Michael Salazar, Member

C. Pledge of Allegiance

II. APPROVAL OF AGENDA

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

III. PUBLIC HEARING

Pursuant to Education Code section 45246(f) the public, employees, and employee organizations may make public comments at this time only as to the nomination of Valeria Dixon as the nominee of the governing board's appointee on the commission as the joint appointee on the commission for a three year term commencing December 1, 2013.

Please limit your comments during this hearing to the appointment of Valerie Dixon as the joint appointee to the commission. Public comment on other matters will be heard under section IV Public comments following this public hearing.

Ms. Early

I will now turn this portion of the meeting to commissioner Barabani.

Mr. Barabani

When you speak please come up to the podium and give us your name.

Roxanne Williams

Good evening my name is Roxanne Williams; I am here to speak on behalf of Valeria Dixon. I have known Valeria Dixon in the district African American Advisory Council not only a leader but a parent and I can speak on her leadership skills. She lives in our community and she has worked on our community. She is a parent of a very intelligent child and she really cares about what is going on at this district.

As far as her leadership skills, what I have observed she is a great listener. She is very neutral when it comes to our meetings, and she is the peace maker whenever anyone gets out of line in our meetings and

we are to aggressive she backs us up and she says you need to stop and think about this from another perspective.

For that reason I call her the great collaborator. So I think that she has a fresh perspective without bias so for that reason I really think it is time to move on and focus on the districts needs and I think Valeria will be a perfect asset to this board. Thank you.

Reverend San Casey,
Executive Director for COB
Congregation Organized
for Prophetic Engagement

Good evening, my name is Reverend San Casey and I am the Executive Director for COB Congregation Organized for Prophetic Engagement.

Valerie Dixon is one of our parent leaders in our community and she has been a strong advocate not only for parents but with students in this district as it relates to student education. She has been a great advocate in this community as well to create greater employment opportunities for individuals within this community as a long standing history of being a district employee as well as working on other school districts.

We believe that placing her on the commission with this board will help fill some of those 300 job vacancies that exist that children and families are suffering from because those positions are not filled and we believe given the opportunity to serve on this commission she will be impartial, she will show equity and mostly she will bring something new to this commission and we strongly encourage you to support her in this effort. Thank you so much.

Jackie Manor, High School
Science Teacher, SBCUSD

My name is Jackie Manor, and I am a high school science teacher. I have become acquainted with Valerie Dixon, when she was an employee with the district as a campus security officer. She has always shown great leadership skills, she has always been partial; she has always been fair and consistent with her enforcement with the rules and regulations.

I feel that she would be a non-bias member to your organization I fill that her appointment is necessary because we need someone that is there for the teachers as well as the classified employees because we need workers on our campuses. We do not have enough staff members as far as the classified is concerned. I think Ms. Dixon would be a great asset to insure that this people are employed and get the staff that we need in the high school as well as other campuses throughout the district.

Linda Bardere, Director of
Communication/Community
Relations for SBCUSD

Good evening my name is Linda Bardere, Director of Communications Department for San Bernardino City Schools.

I am here to strongly support the nomination of Valeria Dixon as the nominee for the appointee of the commission as the joint appointee on the commission. I have known Valerie for over 10 years. I have always known her to be fair, honest and level headed. She is a woman of integrity, she makes and keeps commitments.

Valeria is someone who is fully investment on this community as previous speakers has stated she is not only an employee of this district she has also been committed to be an active involved parent and a mother of a student of our district. I fully support this nomination and I thank you for your time.

Tahirah El Sherif, District Employee, SBDCUSD

Good evening, my name is Tahira El Sherif I have had privilege of working side by side with Ms. Valeria Dixon as a parent leader. There have been many issues that we had here in the district. I am also a classified employee here with the district. We had many conversations in reference to the shortages and making sure that we had the sufficient staff for our students to support them in every area that classified would need.

I have been at the high school for eight years; there has been many times that we have been asked to do more than our jobs. I have been asked to be an instructional aide; I had to cover two classes in one period, which makes it difficult for our students to receive the support that they need.

We do need someone that is there that understands the needs of our students that is mature and that makes sure we have qualified people in these positions. Like I said working with Valeria I know that she definitely is very impartial, she does not care if it hurts your feelings, but if it's right she is going to stand beside you and, I think she is the type of person we need for this job and I would definitely say that she would be an asset, thank you.

John Meyer, District Employee, SBCUSD

My name is John Meyer I known Valerie for 19 years I worked with her and for her throughout the district and her other jobs. I am quite surprise we could not get more people to come and support her. She is the perfect person for this job. I just known her for so long she is a wonderful person, and she is very impartial and that is pretty much it. She is a great person, great family person, but you make a mistake by not hiring her. Thank you.

Alejandro Raya, School Police Officer, SBCUSD

Alex Raya, SBCOA president, I am here in support of Valerie Dixon as well not only from myself but from our association. We worked with Valerie when she was CSO, I know her to be very fair, very level

headed, and she thinks everything through. I know she is somebody that uphold the merit system, stand by the PC rules, and the education code that needs to be followed and anything she is probably not familiar with at this point. She is very educated and would be willing to get that education to meet the criteria.

So once again speaking on behalf of SBCOA we want to definitely encourage you guys to put her on the commission. I think it's a positive thing to keep this organization going forward. She is concerned about filling the jobs and knows the demo graphs that are out here and benefits of having this positions filled and the students for the entire school district.

Most important these positions are here to meet the education of the school district better. To provide the students a learning environment and with all this 300 vacant positions it's going to cost some down fall in the school sites and in the past they have been hurting. Please support Valerie Dixon.

Alan Kay, Principal at
Indian Springs High School
for SBCUSD

My name is Alan and I am principal at Indian Springs High School. I had the pleasure of working with Ms. Dixon in the past few years. Prior of being a principal at Indian Springs, I was the coordinator of secondary education I worked with her on different projects. She is very helpful in making sure that we opened up Indian Springs School, and that we meet the needs of the school. Part of that shows her strong traits that will help these commissions to move forward. One of those is the great passion for students. She really sees where this is going as the district and where we are moving forward. She has the ability to bring together the right individuals for to come across and I think that is crucial in her leadership skills and, particular in this position that she will hold if you choose to appoint her.

Her experience as a classified employee has been crucial in this district; her work on committees bringing parents, teachers, classified employees and managers together illustrates her initial ability. So I hope to consider appointment to continue to work this district forward in a very positive way. I appreciate you hearing me this evening.

Valeria Dixon

Good evening, I am Valeria Dixon for those of you who don't know me. I have been born and raised in this community. I still reside in this community and I raised my family in this community. This community is very important to me.

The school district is one of the largest employers in the city. I was 18th year classified employee for this district. I was hired based on the merit system,

promoted based on the system and eventually used the system to hire individuals that were not from this district. I served on a number of school district committees as you are aware or may not be aware, I am not afraid of holding the district or anybody else accountable.

Classified employees play a vital role on the education for the students on this community. Without qualified classified employees our students suffer. Not only do they suffer because of lack of services, and lack of instructional aides. They suffer when the HVAC is not working properly, when the restrooms are not cleaned. When they wait in line for lunch and they do not get served because there not enough workers to feed them.

Our city is suffering and the people in our community who want to work are suffering because personnel commission process has not worked for a number of years. We have 300 plus vacancies in the district that could be filled with individuals to this community who meet the minimum requirements and eligible to compete for this district.

I want to bring a fresh start for the commission and move the process forward. You have 60 eligibility lists that you need to bring forward, in the next 7 months, I want to be part of that process. I can bring a fresh prospective to this commission. I look forward to work with the two individuals that will be seated next to me. I can listen to every side, I can make a fair and impartial judgment, thank you.

Joe Paulino, Interim District
Police and Safety Director/
Chief of Police

Good evening, my name is Joe Paulino, Classified Manager in this district. I rise to support Val Dixon for Personnel Commissioner. I believe Val is a qualified individual as stated by everyone in the room. Valerie has worked as a classified employee. She is a person who is outstanding in the community. Val cares for our kids; she cares about this community, and this district. She is a person that I have worked with closely for the last 16 or 17 years.

I believe you will find it Valeria to be an outstanding commissioner for this commission. We need individuals like Val in this commission. I truly believe we have some learning and caring from a person like Val if she was placed in this commission. Thank you very much.

Mr. Barabani

Any more comments. We will move on to Action Item IV. Public comments.

IV. 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.
 - In order to make a public comment, please fill out the speaker request form and provide it to the Secretary prior to the start of the meeting. You must have submitted a speaker request form by the time the meeting starts in order to make public comments.

Mr. Barabani At this time, we would have public comments on any items that are in the jurisdiction of the commission.

Linda Bardere,
Director for
Communications
for SBCUSD Linda Bardere, Director of Communications, as I stated previously with all the other speakers, we hold hardly support the nominee for Val Dixon, she is the individual who will serve this commission and also the staff the community. We fully support having her join the commission. Thank you.

Dr. Vollkommer,
Deputy
Superintendent
for SBCUSD Good evening Harold Vollkommer from the school district.
Good evening commissioners just wanted to make a couple of comments.

The first one it is my pleasure to introduce our new Assistant Superintendent of Human Resources Dr. Perry Wiseman. Perry will you please stand up. Perry started last Friday and he lives about 2 miles away from my house. I had his contract board approved and I called him and said, "I got your contract if you want to come over to take a look at it." When he came over the house Kelly and my wife came out and congratulated him and, I said "there is no one in the world happier than me." We are very glad that Perry is on board I know that you will enjoy working with him.

The second thing I wanted to address to the commission this evening, and I spoke I think it was at the last personnel commission meeting. There was an issue on having one or two people on the eligibility list, and should we move forward, I think we had that discussion I think it was last personnel commission meeting. Mr. Maher emailed me about a similar situation with a Lead HVAC Mechanic potential eligibility list, so I just wanted to go on record on behalf of the district and say if we have one vacancy and there is even one person on the list, we are ok with that.

Thinking about getting the need to fill vacancies, in terms of the number of vacancies we had. If we go back and start the process, we are going to be delayed four to six weeks, however long it takes to do descent recruitment and redo an eligibility list.

If we have that one vacancy our preference would be to give that person a shot or let's say there is only two on the list give

them a shot, and then if those doing the hiring find the person they want then we are good to go. And we don't have to delay for six weeks. If they don't find the person they want then they can still exercise the rule of three and we go back at it any way but we can save ourselves from work along the way.

I don't know if there are any questions about that but it may come up periodically. I just wanted to share the commission that we are ok with that, give the process a shot and if it does not work then we go back to recruit anyway. So thank you for that.

Thirdly and lastly I wanted to share that we met last week and that we were able to come up with a second set of priority recruitment lists, there was about 21 to 40. CSEA and Mr. Maher were there representing the personnel commission and representative from the district were there.

We are getting those prioritized recruitments out to you and getting that piece of the puzzle done and we are looking forward to seeing those eligibility list as we move through the process so thank you very much for your help.

Mr. Barabani We will now move to section IV. Action items.

V. ACTION ITEMS

- A. The appointee of the governing board and the appointee of the classified employees shall make their respective decision to appoint Valerie Dixon as the joint appointee to the commission.
1. The classified appointee votes to appoint Valeria Dixon as the joint appointee to the personnel commission for 3 years commencing December 1, 2013
_____ Yes _____ No
 2. The governing board appointee does not vote to appoint Valeria Dixon as the joint appointee to the personnel commission for 3 years commencing December 1, 2013.
_____ Yes _____ No

Mr. Salazar I appreciate the time, first of all I appreciate you all being here and, I appreciate you all showing your support for Valeria Dixon who I think is an exemplary citizen for our commission as expressed by the nine people who spoke on her behalf, who come from different walks of life but have been intersected with Valerie somewhere along the line professionally and personally to come here and make that time in your evenings when you can be with your families to come up here and show your support.

Likewise, some of the things that I heard and I wrote a few notes this evening about Valeria and I know as well that she

is an experience leader; she has further more experience leader within our district. She was a classified employee for a number of years. I am certain that she would be an advocate of the merit system, uphold and hear of the principles of the merit system engage when engagement needs to take place.

Quite frankly there are times when there are debates that go on and we don't all agree up here, so I understand she is firm but fair. At the end of the day I believe that she is a person that would help us as the district to fill the so many vacancies that have been out there for so long.

I think last but not least you know this is somebody who will give this thing a fresh look, and in looking at what we are doing with the fresh pair of eyes and an open mind for purposes of helping us to move forward.

We are mandated by a Writ now it's important for us to get our business moving forward and to fill those vacancies and to get the business of the personnel commission moving forward and fine tuning. I think she is the perfect person for that position and that is why I support Valerie and that is why she is my nominee for the third personnel commission spot. So, those are my comments and I appreciate you again all of you taking time out of your busy evening and coming here and showing your support. So that is all I have thank you.

Mr. Barabani

Well thank you Mr. Salazar, I made some notes before the meeting and applied for everyone here. I have somewhat a lengthy statement for my opinions as to why commissioner Early should be reappointed.

Commissioner Salazar on October 9th meeting gave the following reasons that he was not going to support Ms. Early, basically it paraphrases that the commission was getting stale. Three years are gone at this time we had the same issues. Of course the Superintendent of Schools made the decision for the state of California and Ms. Early was reappointed.

One of the things I said at that time that the commission was stale and we had not gone anywhere. In addition, I think I said that the point was made that Ms. Early knew the problems that the personnel commission had and she had intimate knowledge and that no else could not be appointed at that time and so here we are three years later and I just want to also say that for the record.

I personally like Ms. Early and she has worked very, very hard as the commissioner. But here we are further along three years later. Everywhere back then we continued to have the same problems, issues, and consequences that we have no reason to vote. No, in fact on October Mr. Salazar stated that Ms. Early along was the sole reason for every single problem of the merit system and I kind of heard something like that today. This is not the first time Mr.

Salazar is defying Ms. Early. He wants to make accusations that she and I have been meeting at the parking lot in violation of the Brown Act. He refused repeatedly to answer any question about the false charge. When the attorney conducted the investigation on the allegation he refused to even cooperate in talking to the attorney.

During the course of this last years when the jobs had not been filled, Mr. Salazar worked with the district administration and the attorney that was hired by the district and allowed a letter to be sent all the way up to the state under his name and signature making all kinds of false allegations about commissioner Early and blaming her again for every single problem. He even accused her of not being advocate of the merit system and complained that she was not allowed to serve on the commission. If she was not allowed to serve on the commission every problem with the commission and the district would be solved.

All this when commissioner Salazar supported of continued employment at that time this is the long history of Bryan Astrachan who continued to serve illegally as the personnel commission director being paid out of the commission budget and who worked entirely for Yolanda Ortega and Mel Albiso and ignored the commission. In fact Mr. Astrachan even proposed taking the commission staff over to the district and take over the personnel commission functions with him as director.

Mr. Salazar delayed repeatedly a timely nomination at the time the appoint process came up with the appointment, again after the deadline appointment someone else who cannot uphold the position. This is why the appointee was not even appointed at that time, it was illegal.

Mr. Salazar sent out a letter to the State Superintendent, the letter contained pages of complaints and allegations against commissioner Early. This letter in my opinion was written by the attorneys for the district even though he supposed to be an independent appointment decision by the commission. So here we are once again last meeting with allegation that has not been and if it had not been for commissioner Early entirely during the commission and the district would not been totally harmonious. Yet the district fought on against the lawsuit brought by CSEA and after more than two years and over a million dollars and the attorneys agreed finally agreed with 80% with CSEA and commission wanted.

Commissioner Salazar sided with Mr. Flory obstructed trying to end the litigation. The district with lots of support from Mr. Salazar continues to act in violation. Mr. Flory committed many acts testing and producing eligibility list that violated the law and the rules from the principle of merit. Yet commissioner Salazar objected to every action that was taken by the majority of the commissioners to hold Mr. Flory

accountable to the commission in doing so. He supported the district in trying to control the commission employees and direct violation of law; however, because Mr. Salazar and Dr. Vollkommer supported Mr. Flory, commissioner Salazar now blames commissioner Early because she refused to go along with them to allow Mr. Flory to do whatever he wanted.

During the past three years commissioner Early voted repeatedly to follow the law. The district with commissioner Salazar supported everything they could to ignore the law. Those very laws that commissioner Early supported and that Mr. Salazar opposed to have become the Writ that we talked about issued by a superior court and consistent with what commissioner Early wanted to do for the past three years. Even though commissioner Salazar wanted to violate the law by voting no or ignoring it by abstaining it. Now commissioner Salazar once again involved in his false accusation commissioner Early informing this court by trying to follow her duty under the law to follow the law.

What is happening has ended up in big lye so big and colossal that no one would believe that someone would have the impingement's to distort the truth if without any evidence or shame he moves forward once again slandering commission Early.

Go back a little bit on history commissioners Early was first appointed by the commissioner Bohn that was the districts appointee and Sherman the classified employee. When commissioner Early came up for reappointment at that time. The district told commissioner Bohn that if he wanted to be reappointed he would have to agree not to reappoint commissioner Early when his turn came up. Commissioner Bohn replied that he felt that commissioner Early was a good commissioner. That he would not make such an agreement.

I want you to also know that during his tenure Mr. Bohn many times voted for commissioner Early and commissioner Sherman. When commissioner Bohn refused to get rid of commissioner Early at the district behalf, they appointed commissioner Salazar who had no problem with attacking commissioner Early and make all sorts of false accusations with the help of the district and his counsel. Commissioner Salazar wants to be a commissioner and he will do the biting of the district to keep that job. He learned the lesson of commissioner Bohn well.

To Ms. Dixon I don't know Ms. Dixon, I have no real feeling about her personally, but I did like to see the support that came out here. But I do know that she is nominated by the commissioner and the behest of Dr. Vollkommer, and she will not be an independent commissioner.

Let's look at commissioner Early qualification vs. Ms. Dixon. As there is best in finding the Ed Code. The Ed Code

specifically states that you have to inherit a known to the principles of merit, the code also goes on to define a commissioner who has clearly demonstrated the meetings, meeting attendance and actions that he or she does to support the merit system and its operations.

Commissioner Early since her first appointment in 2006 has attended well over 90 percent on all those special regular meetings of the commission. Ms. Dixon I saw today and I believe I saw her one other meeting. I believe the other meeting was part of an organized effort by Mr. Flory to try undermining our authority over his authority as personnel director. So he can continue to flaunt the law and legal supervisor. I have not seen her and she has not attended the meetings when she was nominated. She did not attend the public hearing on commissioner Early's appointment. In fact she has not shown of any interest that I know of any kind at any time in the merit system the issue before the commission today.

The problems that were ongoing and otherwise evidence interest in the merit system of the two I believe commissioner Early has demonstrated continually over the last seven years her participation in working of the commission and of the two only she meets the first requirement.

Second, they must show through their action that they support merit and its operation. At very reason that commissioner Early has done just that. And that is why commissioner Salazar is working on behalf of the district especially Dr. Vollkommer to replace commissioner Early. It has been commissioner Salazar and Dr. Vollkommer who have tried to undermine the authority of the commission. By supporting a legal position over the authority to supervise the commission staff. That is what this whole lawsuit is about. The obstruction allowed Mr. Flory to make up scores for candidates to change the examination components and he denied classified employees and applicants of their legal right to be considered for hiring promotion based on the rule of three ranks based on the total score rounded off to the nearest number.

Every time that commissioner Early and I attempted to make sure that Mr. Flory would follow the law and the rules of examination, commissioner Salazar would opposed that is why he wants someone else in the commission. He want to turn the merit system in some kind of slush fund for the district to hire whoever they want and not to hire people that they don't want but otherwise are highly qualified. That is exactly what I believe in my opinion would happen if commissioner Early is not reappointed. After many years of continuous disagreement initiated by Mr. Flory and finally cumulated by a Writ from the judge that told the district that all along they were wrong and the commission Early was

right.

Commissioner Salazar and Dr. Vollkommer now know that controlling the impartial commission is the only way that CSEA and the commission won in court.

It is with great pride that I now take the principle of merit that reaffirm my previous appointment of commissioner Early as a joint appointee and that I hardly vote no to the appointment of Ms. Dixon.

Ms. Dixon I wish I would see more of you and your statements being interested in being a commissioner. I would like to see you have demonstrated by attending meetings, addressing items of interest on the agenda and by showing up with comments and actions that you would advocate for the principles of merit. Until then your appointment would simply speak the end of the merit system because you really don't have any history of what is happened on the basis of the Writ but mandated let it be implied and let's get the merit system working before changing courses and mean stream.

I don't want to jump on an unknown quantity now that we won this lawsuit. I don't want to go to an unknown capability and I noticed a lot of people made statements about 300 positions open, since that lawsuit people were talking about 400 or 500 positions are open. Within a matter of months we are down to 300. So I think that is quite an accomplishment. It has been a long road; Ms. Early has been here every minute of them. Sorry for the length. Thank you.

Ms. Early We heard comments from both commissioners just for the record the agenda item we are on is to capture your votes to appoint Valeria Dixon as the joint appointee to the personnel commission for three years commencing December 1st 2013 to our classified appointee how do you vote?

Mr. Barabani No

Ms. Early To our governing board appointee how do you vote?

Mr. Salazar Yes.

Ms. Early Thank you and that was just for the record. We will move on to the agenda.

B. The commission will consider certifying eligibility lists. Proposed motions are:

1. It is moved that the commission ratify the eligibility list for Lead Electrician.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	<u>Aye</u>	<u>Early</u>	<u>Salazar Aye</u>
Ms. Early	<u>Any discussion on the motion. All in favor of the motion</u>		

signify with a voting sign of aye.

Mr. Barabani Aye.

Mr. Salazar Aye.

Ms. Early Motion carries.

2. It is moved that the commission ratify the eligibility list for Power Mower.

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

Ms. Early Aye. Motion carries.

C. The commission will consider approving contracting for services pursuant to the Writ:

It is moved that the commission approve the Extension of Codesp services, as submitted pursuant to and in order to comply with the Writ.

Moved	<u>Ms. Early</u>	Seconded	<u>Mr. Barabani</u>
Vote: Barabani	Aye	Early	Salazar Aye
Ms. Early	Any discussion to the motion?		

Mr. Salazar Where is the backup material for this?

Ms. Early The last page of this packet. I had a couple of questions because I noticed that there are effective dates that are included in our back up materials. And even though I heard that they are priority list that had been submitted, we are unable to move those priority list because there is still with CSEA.

Mr. Maher We are still in the process to getting the final, we have the first 20 to get the class specs for most of those, the once we don't have already have been approved previously so we are just waiting. We are at the point of making final determination and hopefully we will get those at the next meeting.

Ms. Early Because this is effective November 1st. So I would like to see the dates being more aligned with us receiving the class specs because we don't have them yet.

Mr. Maher Well we won't start the actual work. It takes a month to process; we won't start the actual work until we get the actual list to get it hired.

Ms. Early That is just my question was the timeline and there might be other questions but that was mine.

Mr. Salazar I am going to ask Mr. Maher because his very familiar with the Writ. Where in the Writ does it make reference to?

Mr. Maher I can show it to you real quick. Page 13 line 16.

Mr. Salazar Thank you I appreciate it. And we have I believe budgeted for CODESP.

Mr. Maher The way it is set up under the Writ is we have \$30, 0000 of the commission budget and when that money has been expanded on the filling of the vacancy for the first 3 list the district will pay for the balance of it. There was a budget that was prepared with the cost that we are going to be using for exams and everything else.

Mr. Salazar Did we have on our budget for an item specifically for CODESP or no?

Mr. Maher We have a membership, this is additional services. We had an item, I think its called consultants that had \$50,000 or something like that and we agreed to take the \$30,000 for consulting.

Mr. Salazar Thank you.

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

Mr. Barabani Aye.

Mr. Salazar Aye.

Ms. Early I will abstain, motion carries.

VI. COMMISSIONER'S COMMENTS

Mr. Salazar I am going to make my comments very brief this evening so as not to infuriate anybody in the commission or audience. A lot of what you heard this evening and what I called a random rambling is simply untrue.

I just want to make two points specifically with respect to two names that came up in the course to those ramblings which were Abe Flory and Bryan Astrachan.

If you go back and look at public records you will see how votes went as it pertains to those people and their involvement in his commission is a matter of public records. And you will find out which commissioners in fact were in support of those two people who were vilinized this evening along with myself. I can handle personal attacks I am pretty thick skin. I don't always appreciate them but, I know where I stand to further say that I attacked or made attacks on Ms. Early I think that is unfair, it is inaccurate. I simply made statements and so we can render opinions as Mr.

Barabani does, I have my own opinions as well. Not to be confused with attacking anybody. I just think it's time for a change and we need to go to a different direction. That is all.

I have nothing personal against Ms. Early and I like Mr. Barabani. I certainly do appreciate her service and her hard work on the commission. I choose to try to keep things in a positive perspective, but at the same time when I am unfairly attacked I don't appreciate that so you know for the record again I would like to thank Ms. Early for her hard work and service in the commission. I just at this time made a nomination and think that our course should change. Thank you.

Mr. Barabani

My comments are simple also, I have been accused of being a liar I will make available the letter that was sent to the State Superintendent stating the statements about commissioners Early with commissioner Salazar signature on it since its public documents, I will make it available for any one that wants a copy just notify me.

Ms. Early

Any other comments? My comments will be brief, it is my hope that the merit system within this district continues to move forward with me or without me. We will now adjourn into closed session. We will take a fifteen minute recess.

VII. CLOSED SESSION

The commission adjourned into closed session at 6:45 p.m.

Pursuant to Government Code Section 54957 to discuss:
PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Title: Personnel Analyst (Provisional)
Personnel Commission Director (Limited Term)

Pursuant to Government Code Section 54957 to discuss:
PUBLIC EMPLOYEE APPOINTMENT
Title: Secretary III, Personnel Analyst (Provisional)

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

Pursuant to Government Code section 54956.9 subdivisions (d) (d), (d) (4) and (e) (1)
Conference with legal counsel concerning anticipated litigation 2 potential cases.

The commission reconvened into open session at 8:54 p.m.. And announced the following action taken in closed session.

Upon motion by Commissioner Early, seconded by Commissioner Barabani, and with Commissioner Barabani voting Aye, Commissioner Early voting Aye, and Commissioner Salazar abstaining, the commission appointed Audrey Loera and Rachel Gentz as part time Personnel Analysts.

Upon motion by Commissioner Early, seconded by Commissioner Barabani, and with Commissioner Barabani voting Aye, Commissioner Early voting Aye, and Commissioner Salazar abstaining, the commission reinstated Rebecca Matthews to the eligibility list for Secretary III.

Upon motion by Commissioner Barabani, seconded by Commissioner Early, and with Commissioner Barabani voting aye, Commissioner Early voting Aye, and Commissioner Salazar abstaining, the commission appointed Jeff Josserand as the commission appointee to the evaluation committee pursuant to the Writ.

VIII. ADJOURNMENT

The commission adjourned the meeting at 8:55 p.m..