

Regular Meeting of the Personnel Commission
BARSTOW UNIFIED SCHOOL DISTRICT
District Office Board Room
551 South Avenue H, Barstow, CA 92311

MINUTES

Thursday, September 10, 2020

1. Call to Order: Chair Larry Notario called to order the regular meeting of the Personnel Commission at 4:28 p.m.
2. Pledge of Allegiance: Chair Larry Notario led the audience in the Pledge of Allegiance.
3. Roll Call/Establishment of Quorum: Chair Larry Notario, Vice Chair Raynette Greaver and Member Beverly Stoops via phone were present.

Observation of those present: None

4. Public Comment: No comments
5. Reports/Updates/Announcements:

- a. Commissioner Reports:

Raynette Greaver said she has nothing to report at this time.

Beverly Stoops said she has nothing to report at this time.

Larry Notario said tomorrow is 9-11 date, fly your flag if you have them. And he would like to recognize a couple of past BUSD employees that he work with, who recently passed.

Gary Olguin was both a Classified and Certificated employee finishing his career as an Elementary Teacher

Edna Almodovar began as a teacher at Barstow High School in 1974, continuing on to Barstow Junior High, Kennedy Middle School and Barstow Intermediate School until retirement in 2010. She was recognized as "Teacher of the Year" in 1994-1995.

- b. CSEA Updates: Ms. Duwel read the email from CSEA President;

Good Afternoon Commissioners,

I am happy to report that the members unanimously ratified the final articles for our 2019-2022 CBA, as well as the MOU entitled "Return to Work under Covid Guidelines," at our August 27th Chapter meeting. These were board approved on Tuesday. On Tuesday the 15th we will be meeting with the District to negotiate reopeners for 2020-2021, and

to finalize the contract for print. We have presented a copy of the Draft to Ms. Duwel. This is the culmination of over 2 years of negotiations, with delays through personnel changes on both sides, and further delayed by the pandemic. The district is holding true to their word on providing a safe workspace for all, while accommodating as many as possible. There have been a few glitches, but I think this distance learning thing is working as well as can be expected. We all will be better when the kids are back. Thank you. Strong and Stay Safe.

*Bob Drew
CSEA President
Barstow Chapter #306*

- c. District Updates: Ms. Duwel read the letter from Assistant Superintendent, Personnel Services;

Good Afternoon Ms. Duwel and members of the Personnel Commission.

The Barstow Unified School District Personnel Department has been working hard to support the needs of members of CSEA. In this 5th week of the school year we have now completed 51 accommodations meetings. We have been able to accommodate all but 4 members due to restrictions of their job description, however, we were able to provide these members with the Families First Corona Response Act resource, which allows us to continue to pay while they are out at 2/3 their regular pay for 10 days and can be extended for up to 10 additional weeks if it's due to childcare issues created by school closures associated with COVID-19.

The District will be entering into negotiations with CSEA next week to discuss needed additions and deletions to the current CSEA contract.

We thank CSEA, and its leadership, for being supportive of changes that have occurred due to this new normal for education and making themselves available for meetings and conversations to find solutions to certain areas of need that have come up.

As we continue to move through this school year, we want to thank all members of CSEA for doing their part in keeping our campuses in order in preparation for a safe return of our students.

Thank you

*Derrick Delton
Assistant Superintendent, Personnel Services*

- d. Director Report: Ms. Duwel reports the breakdown of total current classified employees, position(s) vacant and open, current testing and recruitments, layoff, and exhaustion of benefits status.

There are eight (8) interviews in process, eight (8) recruitments are in the testing stage and zero (0) recruitments are open.

Currently we have 380 classified employees; 147 (8 hr.) full-time and 93 (benefited) part-time (4-7.75 hr.); 140 (non-benefited) part-time (less than 4 hr.) Of the 380 classified employees; 103 are 12 months, 277 are less than 12 months.

There are currently zero (0) individuals in layoff statue; another zero (0) in reduced status; we have five (5) individuals in exhaustion of benefits status.

Ms. Duwel reflected on 19 years ago, relating to 9-11.

6. Adoption of the Agenda:
Moved by Raynette Greaver, seconded by Beverly Stoops, and unanimously carried to adopt the agenda.
Ayes: 3 Nays: 0
7. Discussion/Information: None
8. Consent List:
a. Approve Minutes of August 13, 2020 – Regular meeting.
Moved by Beverly Stoops and seconded by Raynette Greaver to approve.
Ayes: 3 Nays: 0
9. Conference/Action Items
a. Approve Personnel Commission Rule, Chapter 140 – Second Reading.
Moved by Raynette Greaver and seconded by Beverly Stoops to approve.
Ayes: 3 Nays: 0
b. Approve Personnel Commission Rule, Chapter 150 – Second Reading.
Moved by Beverly Stoops and seconded by Raynette Greaver to approve.
Ayes: 3 Nays: 0
c. Approve Personnel Commission Rule, Chapter 160 – Second Reading.
Moved by Raynette Greaver and seconded by Beverly Stoops to approve.
Ayes: 3 Nays: 0
d. Approve Personnel Commission Rule, Chapter 170 – First Reading.
Moved by Beverly Stoops and seconded by Raynette Greaver to approve to go to Second Reading.
Ayes: 3 Nays: 0
e. Approve Personnel Commission Rule, Chapter 180 – First Reading.

Moved by Raynette Greaver and seconded by Beverly Stoops to approve to go to Second Reading.

Ayes: 3 Nays: 0

Discussion: Ms. Duwel amplified on Chapter 180 that these complaint procedures are specifically and directed towards the Commission and NOT for general complaints against the District.

- f. Approve Personnel Commission Rule, Chapter 190 – First Reading.

Moved by Raynette Greaver and seconded by Beverly Stoops to approve to go to Second Reading.

Ayes: 3 Nays: 0

Discussion: Ms. Duwel stated the difference between 190.1.7 and 190.1.8.

190.1.7 - Immediate suspension without pay. It could be a violent felony and incarcerated were the employee cannot make bail or not allowed to make bail. Employer decides unpaid leave until that process is completed.

190.1.8. – Immediate suspension with pay. It is an infraction that is not violent or a serious felony. Its administrative in nature, its maybe two employees getting into fight while at work, it could be someone who got a DUI on their own time, but failed to attend court and a bench warrant was issued.

10. Closed Session. Performance Evaluation – Director, Classified Personnel – Eight (8) month probationary

The Personnel Commission went into closed session at 4:46 p.m. moved by Raynette Greaver and seconded by Beverly Stoops.

The Personnel Commission came out of closed session at 4:50 p.m. and there was no action to report.

11. Adjournment. There being no further business to come before the Commission, motion by Raynette Greaver seconded by Beverly Stoops to adjourn at 4:51 p.m.

Respectfully submitted by:



Patricia L. Duwel
Secretary to the Personnel Commission

PD:dp/jg