



**OCEAN VIEW SCHOOL DISTRICT**

**PERSONNEL COMMISSION  
AGENDA**

**Thursday, February 14, 2019**

**REGULAR MEETING**

4:30 p.m.  
Board Room  
Building A

*Classified Employees*  
in PARTNERSHIP with EDUCATION  
Personnel Commission  
1966 - 2019

**PERSONNEL COMMISSION:**  
Bob Ewing, Chair  
Lance Bidnick, Vice-Chair  
Dan Gooch, Member



**A G E N D A**  
**PERSONNEL COMMISSION**  
**OCEAN VIEW**  
**SCHOOL DISTRICT**

**THURSDAY, FEBRUARY 14, 2019**  
**4:30 P.M.**

**REGULAR MEETING**  
**BOARD ROOM**  
**BUILDING A**

1. **CALL TO ORDER** **TIME:** \_\_\_\_\_ p.m.

2. **PLEDGE OF ALLEGIANCE**

3. **ROLL CALL**

4. **PUBLIC COMMENTS:** The Personnel Commission welcomes comments or concerns on any item within the jurisdiction of the Personnel Commission. If you wish to address an item on the agenda, please indicate when, at this point, or at the time the agenda item is discussed.

5. **APPROVAL OF MINUTES:** The Personnel Commission will receive the minutes of the Regular Personnel Commission Meeting of January 17, 2019.

**ACTION**  
**Pages 1-4**  
**Moved: \_\_\_\_\_**  
**Second: \_\_\_\_\_**  
**Vote: \_\_\_\_\_**

**COMMISSION BUSINESS**

6. **CONSENT CALENDAR:** The Personnel Commission will receive the following items on the Consent Calendar:

**ACTION**  
**Page 5**  
**Moved: \_\_\_\_\_**  
**Second: \_\_\_\_\_**  
**Vote: \_\_\_\_\_**

**A. JOB DESCRIPTION REVIEWS/REVISIONS:**

**B. RECRUITMENT AND TESTING:**

**ELIGIBILITY LISTS:** The Personnel Commission will receive the Director's recommendation to certify the following eligibility lists.  
(Lists provided to Commissioners only.)

- 2018-46 Instructional Assistant – ABA
- 2018-47 Instructional Assistant – Special Education
- 2018-48 Instructional Assistant – Severely Disabled

**AGENDA FOR THE PERSONNEL COMMISSION MEETING – FEBRUARY 14, 2019 – PAGE 2**

7. **CLASSIFIED ACTIVITY LISTS:** The Personnel Commission will receive for information the following Classified Activity List received by the Board of Trustees for their approval at the Ocean View School District, Regular Board Meeting of:

- January 8, 2019 – Exhibit A
- January 22, 2019 – Exhibit B

**INFORMATION**  
**Pages 6-9**

8. **REMOVAL OF NAME FROM ELIGIBILITY LIST:** The Personnel Commission will receive the Director’s recommendation to remove the name of one candidate from an eligibility list in accordance with Merit System Rule 6.1.8. *(Copy of letter provided to Commissioners only.)*

**ACTION**  
**Pages 7-12**  
**Moved: \_\_\_\_\_**  
**Second: \_\_\_\_\_**  
**Vote: \_\_\_\_\_**

**COMMUNICATIONS**

9. **SECOND PUBLIC COMMENTS:** The Personnel Commission welcomes comments or concerns on any item within the jurisdiction of the Personnel Commission.

10. **COMMISSIONER REPORTS**

11. **DIRECTOR AND STAFF REPORTS**

12. **ADJOURNMENT** **TIME: \_\_\_\_\_**

**Moved: \_\_\_\_\_**  
**Second: \_\_\_\_\_**  
**Vote: \_\_\_\_\_**

*The Ocean View School District Personnel Commission meets on the 2<sup>nd</sup> Thursday of each month at 4:30 p.m. unless otherwise noted. Agendas are posted and available 72 hours in advance of each regular meeting. Items for agenda MUST be submitted to the Personnel Director no later than the end of the working day on the Wednesday preceding the next Commission Meeting. For information call (714) 847-2551 extension 1400 or 1401.*

“THE OCEAN VIEW SCHOOL DISTRICT INTENDS TO PROVIDE REASONABLE ACCOMMODATIONS IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT OF 1990. IF A SPECIAL ACCOMMODATION IS DESIRED, PLEASE CALL THE DIRECTOR, CLASSIFIED PERSONNEL 48 HOURS PRIOR TO THE EVENT/PROGRAM/SERVICE AT (714) 847-2551 EXTENSION 1400.”

**OCEAN VIEW SCHOOL DISTRICT  
MINUTES  
Regular Personnel Commission Meeting  
January 17, 2019**

**CALL TO ORDER** Commissioner Gooch called the January 17, 2019, Regular Personnel Commission Meeting to order at 4:32 p.m.

**PLEDGE OF ALLEGIANCE** Director Vellanoweth led the pledge of allegiance.

**ROLL CALL** All Commissioners were present. Director Vellanoweth was present.

**STAFF MEMBERS AND GUESTS** Michelle Eifert; Phi Tran; Karmin Thompson

**ELECTION OF OFFICERS** In accordance with Merit System Rule 2.1.6, Commissioner Gooch opened nominations for officers of the Personnel Commission.

Chair: Commissioner Bidnick nominated Commissioner Ewing as Chair. Seconded by Commissioner Gooch and carried with a 2:0 vote.

Commissioner Ewing was elected as Chair for the Personnel Commission.

Vice-Chair: Commissioner Gooch nominated Commissioner Bidnick as Vice-Chair. Seconded by Commissioner Ewing and carried with a 2:0 vote.

Commissioner Bidnick was elected as Vice-Chair for the Personnel Commission.

**PUBLIC COMMENTS** There were no comments from the public.

**MINUTES OF OCTOBER 18, 2018** Motion by Commissioner Gooch to approve the minutes of the October 18, 2018, Regular Personnel Commission meeting.

Seconded by Commissioner Bidnick, and carried with a 3:0 vote.

**CONSENT CALENDAR** The following job description reviews were received on the Consent Calendar:

A. Job Description Reviews/Revisions:

The following recruitment and testing – eligibility lists were received on the Consent Calendar:

B. Recruitment and Testing – Eligibility Lists

- 2018-29 Food Service Worker
- 2018-30 Instructional Assistant – English Learner
- 2018-31 Instructional Assistant - ABA
- 2018-32 School Office Manager

**CONSENT  
CALENDAR  
(CONTINUED)**

- 2018-33 Bus Driver
- 2018-34 Custodian
- 2018-35 School Library Specialist
- 2018-36 Child Care Attendant
- 2018-37 School Health Technician
- 2018-38 Instructional Assistant – Special Education
- 2018-39 Instructional Assistant – Severely Disabled
- 2018-40 Child Care Program Facilitator
- 2018-41 Speech and Language Assistant
- 2018-42 Alternative Learning Center Attendant
- 2018-43 Instructional Assistant – Bilingual
- 2018-44 Child Care Attendant
- 2018-45 Instructional Assistant - ABA

Motion by Commissioner Gooch to approve the Consent Calendar.

Seconded by Commissioner Bidnick and carried with a 3:0 vote.

**CLASSIFIED  
ACTIVITY LISTS**

The Personnel Commission received for information only, the Classified Activity Lists that were presented for approval at the Board of Trustees meetings of October 16, 2018, November 13, 2018, and December 11, 2018.

**ANNUAL REPORT  
OF THE  
PERSONNEL  
COMMISSION  
2017-2018 FIRST  
READING AND  
ADOPTION**

Director Vellanoweth presented a Power Point presentation of the Annual Report of the Personnel Commission. The presentation highlighted the activities performed by the Personnel Commission in the 2017-2018 school year. These activities include classified work force statistics, recruitment, testing, eligibility lists, employment actions, classification and job description reviews, Merit Rule revisions, and other actions taken on behalf of the District and its classified employees. The report also provides information on what a Merit System does, what the role of the Personnel Commission is, and the ongoing goals of the Personnel Commission.

Commissioner Gooch commented on the number of job description reviews that were conducted in 2017-2018, compared to previous years. In 2017-2018, there were only three. Commissioner Gooch stated that while this does not present a problem on a day-to-day basis, our experience over the years identifies that when the classification specifications are not updated on a routine basis, when the need arises to fill a position, it becomes necessary to stop and update it at that time. While this seems rather docile, it can actually be alarming if one knows what it really entails. This had presented a problem some years back and this is why the Commission adopted the three year review cycle.

Commissioner Gooch also noticed on the Annual Report under Goals of the Commission, the first item is Recruit qualified applicants and provide timely eligibility lists to hiring authorities, which he believes is our primary goal. And under What We Do, Establishes eligibility lists for appointment or promotion, is listed second. If there is no objection, Commissioner Gooch thinks that this should be moved up to the first item and the other items moved down.

**ANNUAL REPORT OF THE PERSONNEL COMMISSION 2017-2018 FIRST READING AND ADOPTION** There were no objections from the Director or the Commission.  
Motion by Commissioner Gooch to approve the Annual Report of the Personnel Commission 2017-2018, First Reading and Adoption.  
Seconded by Commissioner Bidnick, and carried with a 3:0 vote.

**2019 CSPCA ANNUAL CONFERENCE** Director Vellanoweth stated that the 2019 CSPCA was being held in Anaheim. It is a four day conference. One day is set aside for staff to attend. She will attend all four days of the conference. The total cost for all staff to attend is approximately \$575.00.

Motion by Commissioner Gooch to approve the attendance of the Personnel Staff at the 2019 CSPCA Annual Conference.

Seconded by Commissioner Bidnick and carried with a 3:0 vote.

**SECOND PUBLIC COMMENTS** Phi Tran, CSEA Liaison to the Personnel Commission, wished everyone a happy new year and welcomed Director Vellanoweth back. He thanked the Personnel Commission for the annual report. He congratulated Commissioner Ewing on his fifteen years of service to the Personnel Commission. He informed the Commission that the CSEA chapter held elections and elected officers. He mentioned that CSEA would be doing site visitations to get to know the classified employees. There will be a Know Your Rights training for Region 12. Mr. Tran mentioned that there will be a meeting for Noon Duty Supervisors to provide information about CSEA. He informed the Commission that CSEA, in solidarity with District administration, the Board of Trustees, and Ocean View parents, attended the Orange County Board of Education meeting to ask the board to deny the petition from Sycamore Creek Charter School. Mr. Tran will be attending the CSPCA conference. He will also be going to San Jose to meet with the Merit System committee at the CSEA headquarters.

**COMMISSIONER REPORTS** Commissioner Bidnick welcomed Director Vellanoweth back.

Commissioner Ewing congratulated Commissioner Bidnick on his new appointment at Newport Mesa Unified School District. He also reminded everyone that the next meeting of the Personnel Commission is scheduled for February 14, 2019.

Commissioner Gooch had nothing to report.

**DIRECTOR AND STAFF REPORTS** Director Vellanoweth wished everyone a happy new year and thanked everyone for welcoming her back. She congratulated Commissioner Bidnick on his new position at Newport Mesa Unified School District. She also congratulated Commissioner Ewing on his appointment as Chair and on his fifteen years of service to the Personnel Commission.

**DIRECTOR AND  
STAFF REPORTS  
(CONTINUED)**

She thanked the Personnel Commission staff for handling matters and keeping the department running during her absence. She is happy to report that all special education positions have been filled. A meeting was held to discuss strategies and it seems to have worked well. The Personnel Office has been receiving interest from several of the retirees who would like to come back and work as substitutes. Due to having so many retirees submit their interest, a new procedure for rehiring retired employees has been implemented. She also mentioned that the Noon Duty Supervisors have become members of the classified service. A new job description and salary recommendation will be forthcoming regarding this. We are getting closer to implementing the electronic workflow system for processing personnel requisitions. A pilot phase is currently in process and it is expected to go live with all schools and departments within one month.

**ADJOURNMENT**

Commissioner Ewing asked for a motion to adjourn.

Motion by Commissioner Bidnick to adjourn the meeting.

Motion was seconded by Commissioner Gooch, and carried with a 3:0 vote at 5:10 p.m.

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Michelle Vellanoweth, Director, Classified Personnel  
Secretary to the Personnel Commission

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Date



OCEAN VIEW SCHOOL DISTRICT  
**PERSONNEL COMMISSION**

## Memo

**TO:** Personnel Commissioners  
**FROM:** Michelle Eifert  
Personnel Assistant  
**DATE:** February 14, 2019  
**SUBJECT: Agenda Item No. 6.B.: ELIGIBILITY LIST(S)**

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### Background Information

The following eligibility list(s) are forwarded for ratification. These lists are confidential within the meaning of Education Code Section 45274 and Government Code Section 6254(g) along with other examination records and data. (Eligibility Lists to Commissioners only).

Following are the current lists for ratification:

- 2018-46 Instructional Assistant – ABA
- 2018-47 Instructional Assistant – Special Education
- 2018-48 Instructional Assistant – Severely Disabled

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### Recommendation

The Director of Classified Personnel recommends the Personnel Commission ratify the following Classified Personnel Eligibility Lists: 2018-46 through 2018-48.



OCEAN VIEW SCHOOL DISTRICT  
**PERSONNEL COMMISSION**

# Memo

**TO:** Personnel Commissioners

**FROM:** Michelle Eifert  
Personnel Assistant

**DATE:** February 14, 2019

**SUBJECT: Agenda Item No. 7: CLASSIFIED PERSONNEL ACTIVITY LIST(S)**

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## **Background Information**

At the Ocean View School District, Regular Board Meeting(s) of:

- January 8, 2019 (Exhibit A)
- January 22, 2019 (Exhibit B)

The Board of Trustees received the above Classified Personnel Activity List(s) (Exhibits A and B) for approval.

These lists are provided for the Personnel Commissioners to review classified employee activity recently processed by Classified Personnel staff.

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## **Recommendation**

The Director of Classified Personnel recommends that the Personnel Commission receive the Classified Personnel Activity List(s) of January 8, 2019, and January 22, 2019.



OCEAN VIEW SCHOOL DISTRICT  
Huntington Beach, California  
Classified Personnel  
January 8, 2019

**Approve Employment  
In accordance with Merit System Testing Procedures:**

<u>NAME</u>	<u>POSITION</u>	<u>SITE</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Alexander, Randa	Child Care Attendant	Hope View	\$14,764 per hour	18.1	01/07/19
Autry, Heather	Instructional Assistant – Special Education	Marine View	\$16,294 per hour	22.1	01/07/19
Cherrier, Christine	School Health Technician	Lake View	\$17,990 per hour	26.1	12/18/18
Ferncez, Vickie	School Office Clerk	Hope View	\$18,908 per hour	28.1	12/13/18
Gibbs, Tracy	Instructional Assistant – Severely Disabled	Lake View	\$17,549 per hour	25.1	12/17/18
Halbrook, Kristina	Instructional Assistant – ABA	Village View	\$17,990 per hour	26.1	01/07/19
Hur, JeeWon	Instructional Assistant – Special Education	Vista View	\$16,294 per hour	22.1	11/27/18
Johnson, Kendall	Instructional Assistant – ABA	Westmont	\$17,990 per hour	26.1	12/17/18
Luppino, Andrew	Custodian	Village View	\$19,853 per hour*	28.1	12/11/18
Razo, Haunani	Instructional Assistant – Special Education	Spring View	\$16,294 per hour	22.1	01/07/19
Rippatoe, Shayla	Instructional Assistant – ABA	Circle View	\$17,990 per hour	26.1	01/07/19
Ruhland, Cristina	Instructional Assistant – Special Education	Village View	\$16,294 per hour	22.1	01/07/19
Show, Zak	Custodian	Oak View	\$19,853 per hour*	28.1	12/11/18
Tran, Jennie	Instructional Assistant – ABA	Star View	\$17,990 per hour	26.1	01/07/19
Wheeler, Stevie	Instructional Assistant – Special Education	Marine View	\$16,294 per hour	22.1	12/17/18

(\*Hourly rate includes 5% shift differential)

**Approve Substitute Employment  
In accordance with Merit System Testing Procedures:**

<u>NAME</u>	<u>POSITION</u>	<u>STATUS</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Anaya, Susana	Instructional Assistant – Special Education	Substitute	\$16,294 per hour	22.1	01/07/19
Collins, Gary	Bus Driver Trainee	Substitute	\$11,000 per hour		12/17/18
Fennell, Karmin	Bus Driver	Substitute	\$20,860 per hour	32.1	11/27/18
Gjoshevski, Marjanche	Bus Driver Trainee	Substitute	\$11,000 per hour		12/17/18
Guerrero, Gabriela	Child Care Attendant	Substitute	\$14,764 per hour	18.1	01/07/19
Ojeda, Vanessa	Bus Driver Trainee	Substitute	\$11,000 per hour		12/17/18
Rivera, Franklin	Bus Driver	Substitute	\$20,860 per hour	32.1	01/07/19
Sarafian, Cynthia	Intermediate Clerk Typist	Substitute	\$18,908 per hour	28.1	01/07/19
Snyder, Morgan	School Office Clerk	Substitute	\$11,000 per hour		12/17/18
Sunahara-Walker, Suzy	Bus Driver Trainee	Substitute	\$18,438 per hour	27.1	12/13/18
Walpole, April	School Library Specialist	Substitute	\$17,990 per hour	26.1	01/07/19
Wilson-Winters, Jennifer	School Health Technician	Substitute	\$15,895 per hour	21.1	12/11/18
	Instructional Assistant	Substitute	\$16,294 per hour	22.1	12/11/18
Woodruff, Rachele	Instructional Assistant – Special Education	Substitute	\$18,908 per hour	28.1	01/07/19
	Intermediate Clerk Typist	Substitute			

OCEAN VIEW SCHOOL DISTRICT  
 Huntington Beach, California  
 Classified Personnel  
 January 8, 2019

**Approve Promotion**  
**In accordance with Merit System Testing Procedures:**

<u>NAME</u>	<u>POSITION</u>	<u>SITE</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Lopez, Colette	School Office Manager	Westmont	\$4,066.00 per month	36.2	12/13/18
Matz, Angie	Instructional Assistant – Severely Disabled	Village View	\$19,371 per hour	25.3	01/07/19

**Approve Separation – Resignation**  
**In accordance with Merit System Rules 8.1 to 8.6:**

<u>NAME</u>	<u>POSITION</u>	<u>SITE</u>	<u>BEGINNING DATE</u>	<u>EFFECTIVE DATE</u>
Barris, Melissa	Instructional Assistant – Special Education	Marine View	04/24/17	11/30/18
Bolton, Sarah	Instructional Assistant	Village View	11/27/17	12/14/18
Galicia, Kristina	Senior Purchasing Clerk	District Office	12/12/17	12/21/18

OCEAN VIEW SCHOOL DISTRICT  
 Huntington Beach, California  
 Classified Personnel  
 January 22, 2019

**Approve Employment**

**In accordance with Merit System Testing Procedures:**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>SITE</u></b>	<b><u>SALARY</u></b>	<b><u>RANGE/ STEP</u></b>	<b><u>EFFECTIVE DATE</u></b>
Bigelow, Melanie	Alternative Learning Center Attendant	Mesa View	\$15,125 per hour	19.1	01/07/19
Johnson, Jennifer	School Library Specialist	Lake View	\$18,438 per hour	27.1	01/07/19
Juarez, Alva	Instructional Assistant – ABA	Pleasant View	\$17,990 per hour	26.1	01/07/19
Ruhland, Cristina	Instructional Assistant – Special Education	Village View	\$16,294 per hour	22.1	01/07/19
Rutledge, Tehnaz	Speech and Language Assistant	Village View	\$20,860 per hour	32.1	01/07/19
Segui, Alexandra	Instructional Assistant – Special Education	Westmont	\$16,294 per hour	22.1	01/07/19
Velez, Yesenia	Child Care Attendant	Lake View	\$14,764 per hour	18.1	01/07/19

**Approve Substitute Employment**

**In accordance with Merit System Testing Procedures:**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>STATUS</u></b>	<b><u>SALARY</u></b>	<b><u>RANGE/ STEP</u></b>	<b><u>EFFECTIVE DATE</u></b>
Craig, Glenna	School Health Technician	Substitute	\$17,990 per hour	26.1	01/07/19
Dillon, Eva	Custodian	Substitute	\$18,908 per hour	28.1	01/07/19
Guerrero, Gabriela	Child Care Attendant	Substitute	\$14,764 per hour	18.1	01/07/19
Lodge, Molly	Instructional Assistant – Special Education	Substitute	\$16,294 per hour	22.1	01/07/19
Neser, Frankie	Food Service Worker	Substitute	\$14,764 per hour	18.1	01/11/19

**Approve Promotion**

**In accordance with Merit System Testing Procedures:**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>SITE</u></b>	<b><u>SALARY</u></b>	<b><u>RANGE/ STEP</u></b>	<b><u>EFFECTIVE DATE</u></b>
Bourdeau-Rubio, Ashley	Child Care Program Facilitator	Star View	\$3,504.00 per month	32.1	01/07/19

**Approve Separation – Resignation**

**In accordance with Merit System Rules 8.1 to 8.6:**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>SITE</u></b>	<b><u>BEGINNING DATE</u></b>	<b><u>EFFECTIVE DATE</u></b>
De La Vega, Sandra	Instructional Assistant – Severely Disabled	Lake View	03/05/07	01/16/19
Hester, Carol	Intermediate Clerk Typist	District Office	11/13/18	12/21/18
Juarez, Marisa	Child Care Attendant	Hope View	09/11/18	12/21/18
Lopez, Alicia	Community Liaison Bilingual	Vista View	10/30/18	12/21/18
Sullivan, Heather	Instructional Assistant – ABA	Hope View	07/10/06	12/21/18
Tipple, Tammy	Child Care Attendant	Hope View	10/14/13	12/21/18





OCEAN VIEW SCHOOL DISTRICT  
PERSONNEL COMMISSION

# Memo

**TO:** Personnel Commissioners

**FROM:** Michelle Vellanoweth  
Director, Classified Personnel

**DATE:** February 14, 2019

**SUBJECT: Agenda Item No. 8: Removal of Name from Eligibility List**

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## Background Information

Personnel Commission Rule 6.1.8 allows for the name of an eligible to be removed from an eligibility list for a variety of reasons (See complete Rule 6.1.8 attached).

Recently in the course of contacting eligibles for employment, it was recommended by the Director, Classified Personnel that the following eligible be removed from eligibility lists for reasons outlined in Rule 6.1.8. This eligible is:

Jason Bustillos  
Eligibility List:        2018-34        Custodian

The attached letter (*Commissioners only*) outlines the reason for the Director's recommendation to remove the above named candidate from the respective eligibility list. This letter, sent to the eligible via regular and certified mail, notified them of the eligibility list they were being removed from, and the reason for removal in accord with Personnel Rule 6.1.8. They were also provided a copy of Rule 6.1.8 and given the opportunity to protest the action of removal of their name.

### Attachments:

- Merit System Rule 6.1.8
- Letter to eligible Mr. Jason Bustillos dated January 14, 2019 (*Commissioners only*)

.....  
**Recommendation:**

The Director, Classified Personnel recommends that Mr. Jason Bustillos be removed from Eligibility List 2018-34 Custodian in accordance with Personnel Commission Rule 6.1.8.

Merit System Rules and Regulations for the Classified Service  
Ocean View School District Personnel Commission

6.1.8 Removal of Names from Eligibility List

The name of an eligible may be removed from an eligibility list for any of the following reasons:

- A. Written request by the eligible for removal
- B. Failure to respond within three days to an inquiry regarding availability for interview or employment.
- C. Termination of employment.
- D. Failure to appear for an interview after certification.
- E. Fraud or misrepresentation in certifying qualifications.
- F. Three waivers of certifications during the life of the eligibility list, except that waivers relating to limited term employment shall not be counted.
- G. After accepting an employment offer having been properly certified as an eligible for appointment, and subsequently refuses the offer.
- H. For any other good cause that may occur during the processing of the eligible's candidacy for employment, e.g., failure of a required pre-placement health screening or drug testing, conviction of specified crimes, failure to disclose prior convictions, etc.
- I. Failure to appear for duty at the time agreed upon after accepting appointment.
- J. Failure to provide satisfactory service as an Ocean View School District substitute employee.
- K. Any cause listed in Merit Rules section 4.1.3 Rejection of Applicants.

*(Revised 01/16/03)*