

MARIN COUNTY OFFICE OF EDUCATION



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Supporting Learning for ALL Students

PERSONNEL COMMISSION 2022-2023 ANNUAL REPORT

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John A. Carroll

Marin County Superintendent of Schools

2022-2023 Personnel Commission Goals:

- JOB CLASSIFICATION REVIEW
- DIVERSITY, EQUITY,
INCLUSION, BELONGING, IN
RECRUITMENT
- EFFICIENCY IN ONBOARDING



Our Personnel Commission

The Marin County Office of Education Personnel Commission is composed of three members appointed for three-year staggered terms.



Paulette Foster, CSEA Appointee - June 2019-Current
Ms. Foster retired from the Marin Community College District after working 45 years in the Admissions and Records department at both the Kentfield and Indian Valley Campuses.



Catherine McKown, Commissioners' Appointee
Ms. McKown is retired after working 25 years in Marin schools at all grade levels.



Arline Zerkel, Ed.D., Superintendent Appointee
Dr. Zerkel retired from the Marin County Office of Education after 28 years of service.

Merit Principle Rules

What is a Merit System?

- Hiring and promoting employees on the basis of ability, with open competition in initial employment.
- Providing fair compensation.
- Retaining employees on the basis of performance. Correcting inadequate performance and separating those whose performance cannot be corrected.
- Training employees as needed for high quality performance.
- Assuring fair treatment of all applicants and employees in all aspects of personnel administration without regard to race, color, ethnicity, age, religion, political affiliation, marital status, disability, gender, sexual orientation, or national origin and with proper regard for their privacy and Constitutional rights as citizens.
- Protecting employees against political coercion and prohibiting use of official position to affect an election or nomination.

Classified Staff

Recruitment Activity

- Expanded use of recruitment platforms (Social media, Indeed, Idealist, Handshake, Craigslist, etc.)
- Initiated employee referral incentive program
- Hosted 3 job fairs and attended 2 external job fairs

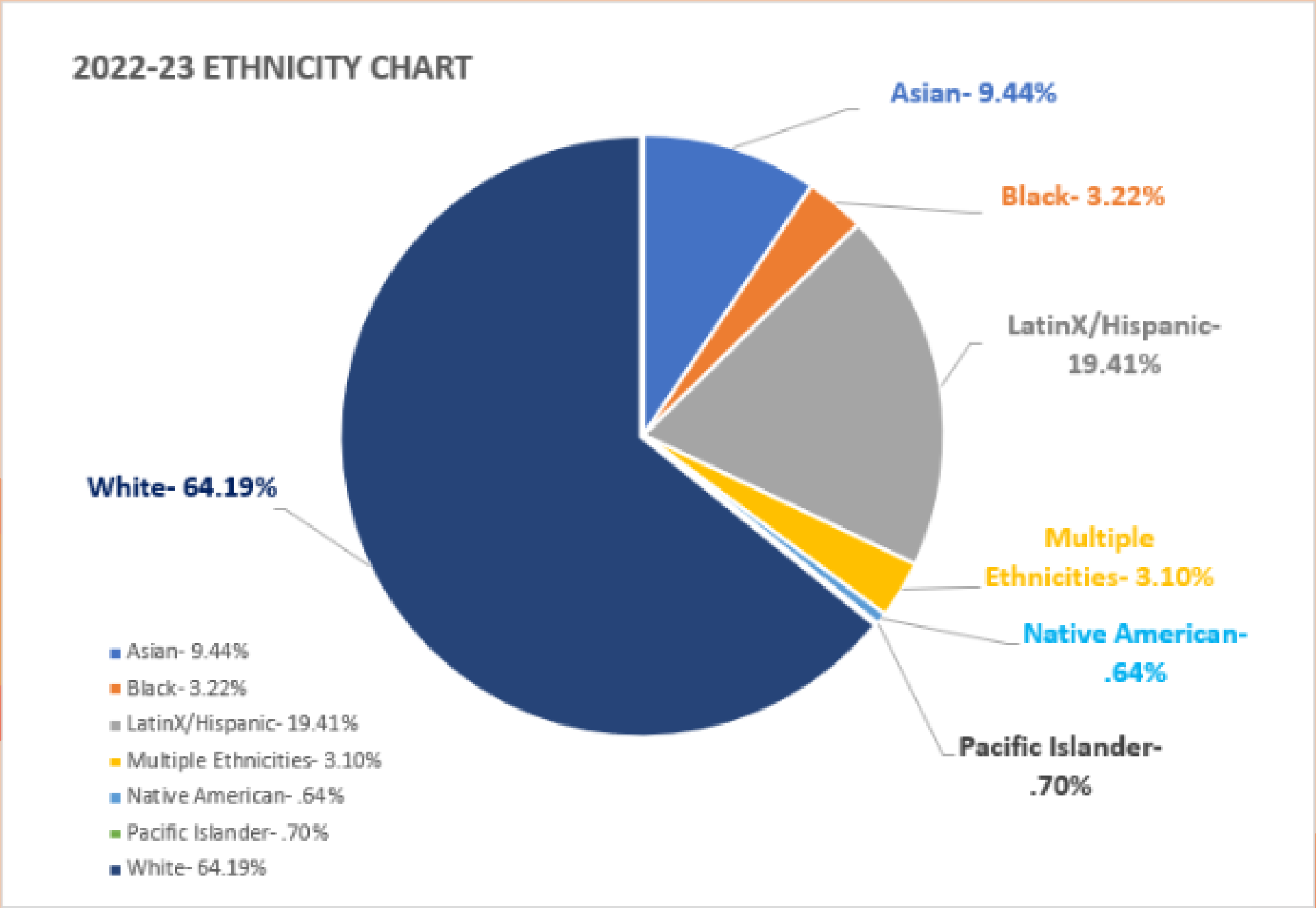
Recruitment

ACTIVITY	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Position Recruitments	42	40	23	49	75
Applications	373	283	153	205	347
Applicants Screened	373	283	153	205	347
Applicants Examined	108	90	78	85	115
Applicants Hired	40	29	32	60	54
Employees Laid Off	0	15	44	0	0
Layoffs Rescinded	0	0	44	0	1

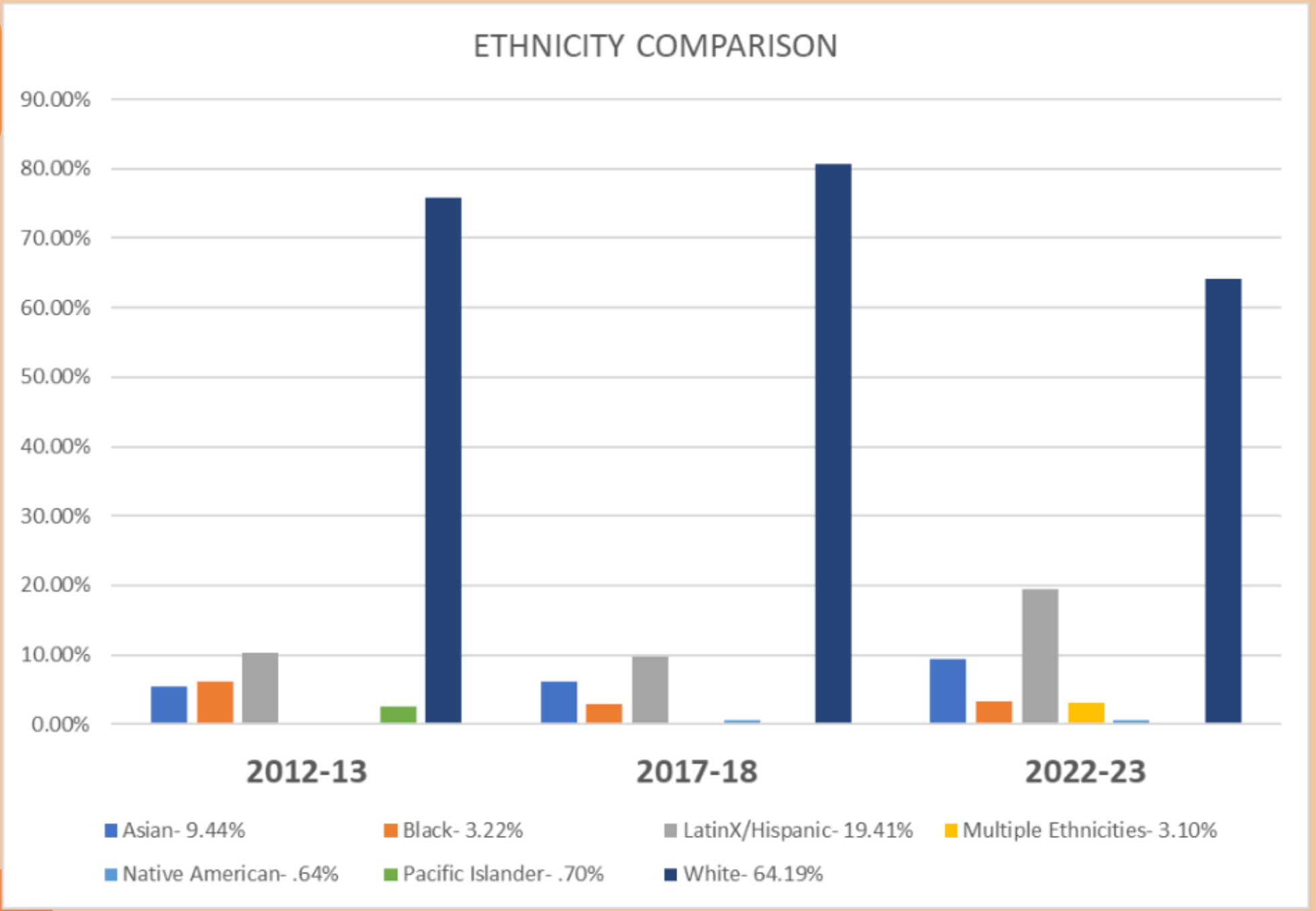


Total Classified Service Racial Composition

2022-2023 ETHNICITY CHART



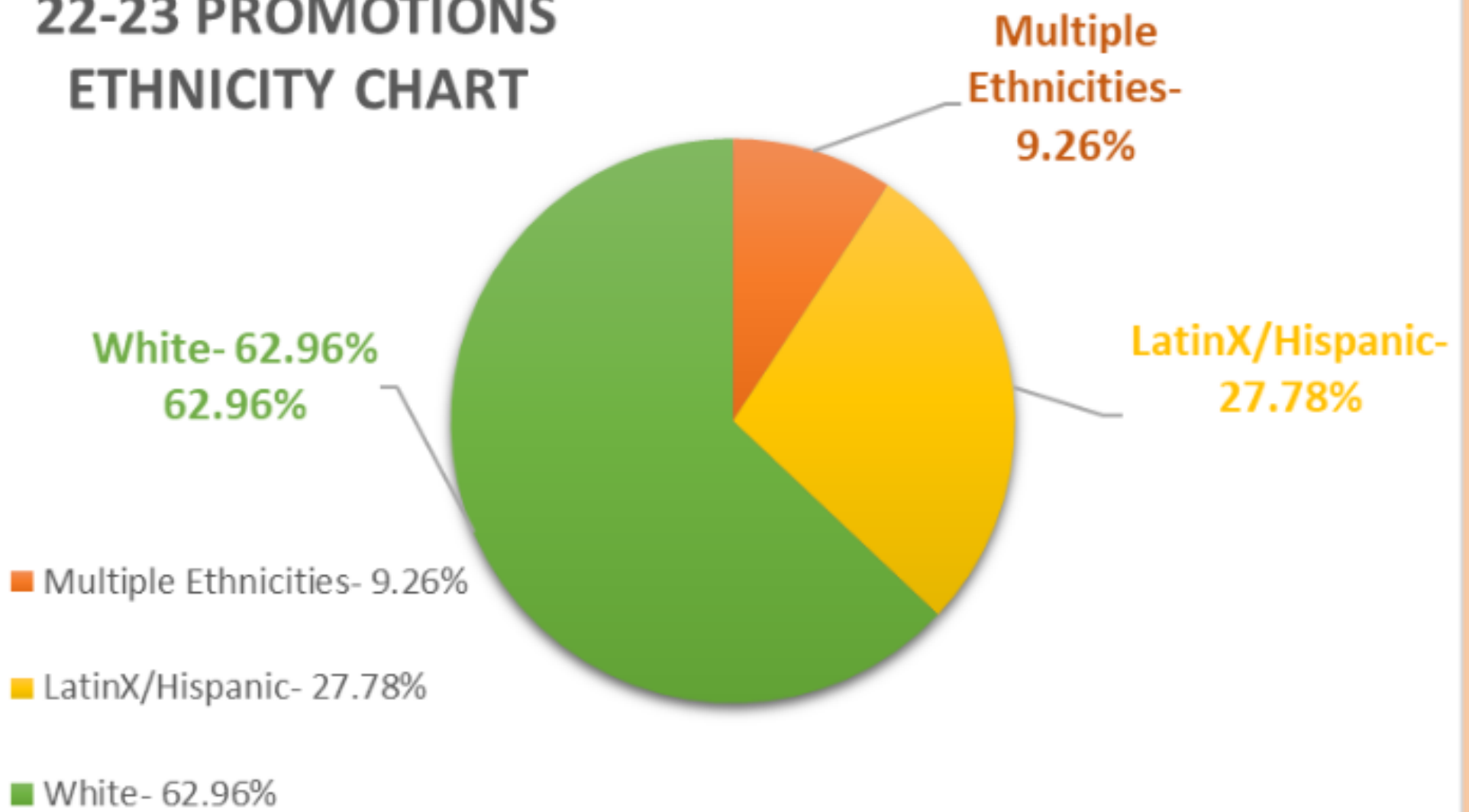
ETHNICITY COMPARISON CHART



Total Classified Service Racial Composition

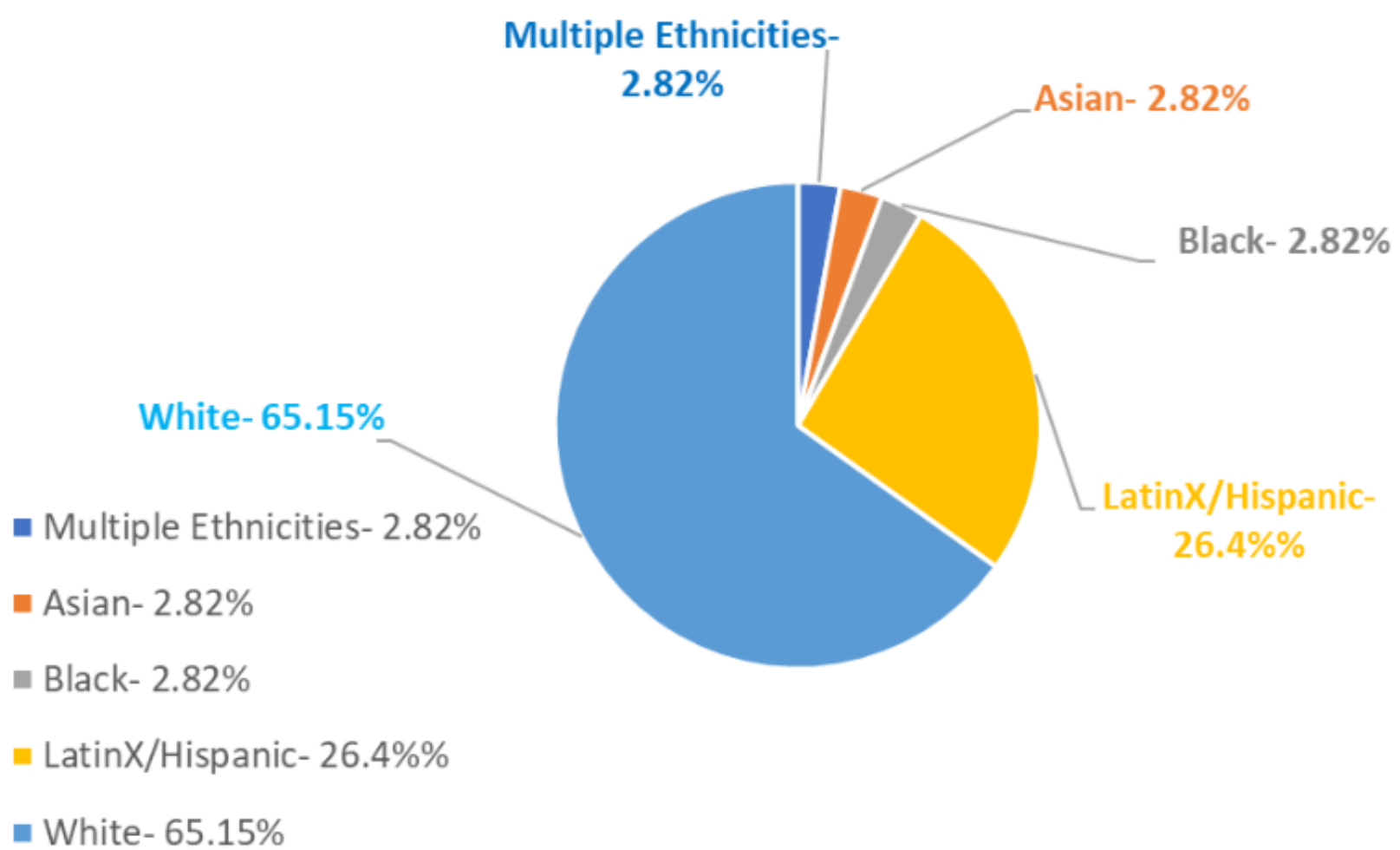
2022-2023 PROMOTIONS ETHNICITY CHART

22-23 PROMOTIONS ETHNICITY CHART



2022-2023 NEW HIRES ETHNICITY CHART

22- 23 HIRES ETHNICITY CHART



For More Information

The Personnel Commission meets at
3:30pm on the 4th Monday
of each month.

Jason Richardson, Senior Director of Personnel,
acts as Secretary to the Commission and issues and
receives all notification on its behalf.

Mirna Errou, Executive Secretary

<https://www.marinschools.org/domain/157>

Contact us at 415.499.5854

