



OCEAN VIEW SCHOOL DISTRICT

PERSONNEL COMMISSION AGENDA

Thursday, September 12, 2024

CLOSED SESSION

3:45 p.m.

Human Resources Conference Room, Building B

REGULAR MEETING

4:30 p.m.

Board Room, Building A

Classified Employees

in PARTNERSHIP with EDUCATION

Personnel Commission

1966 – Present

PERSONNEL COMMISSION:

Bob Ewing, Chair

Lance Bidnick, Vice-Chair

Daniel P. Gooch, Member

Regular Personnel Commission meetings are livestreamed and can be viewed on the District's YouTube channel: <https://www.ovsd.org/PersonnelCommissionMeeting>

**OCEAN VIEW
SCHOOL DISTRICT
PERSONNEL COMMISSION
AGENDA**

THURSDAY, SEPTEMBER 12, 2024

**CLOSED SESSION: 3:45 P.M.
HUMAN RESOURCES
CONFERENCE ROOM, BUILDING B**

**OPEN SESSION: 4:30 P.M.
BOARD ROOM, BUILDING A**

Regular Personnel Commission meetings are livestreamed and can be viewed on the District's YouTube channel: <https://www.ovsd.org/PersonnelCommissionMeeting>

1. **CALL TO ORDER** TIME: _____ p.m.

2. **ROLL CALL**

3. **CLOSED SESSION**

The public is invited to comment on the identified items listed under "Closed Session" prior to the adjournment to Closed Session. All public comments shall be limited to three minutes per person.

A. Discussion of appointment of employees and employee termination, evaluation of employee performance, complaints or charges against employee, and other personnel matters pursuant to Government Code § 54957 and 54957.1.

1. Public Employment: Executive Director, Human Resources

4. **APPROVAL OF CLOSED SESSION REGULAR MEETING MINUTES:** The Personnel Commission will receive the minutes of the last Closed Session Regular meeting of August 22, 2024. **ACTION**
Page 1

Moved: ___
Second: ___
Vote: ___

5. **ADJOURNMENT OF CLOSED SESSION** TIME: _____ p.m. **ACTION**

Moved: ___
Second: ___
Vote: ___

6. **RECONVENE TO OPEN SESSION
CALL TO ORDER** TIME: _____ p.m.

7. **ROLL CALL**

8. **PLEDGE OF ALLEGIANCE**

9. **REPORT OUT OF CLOSED SESSION**

- 10. PUBLIC COMMENTS:** Personnel Commission meetings will be held in-person and are open to the public. Public comments must be made in-person in order to be heard by the Personnel Commission.

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.

Speakers wishing to address the Personnel Commission after the first public comments will have an opportunity during “Second Public Comments” later in the meeting. All public comments shall be limited to three minutes per person.

- 11. APPROVAL OF REGULAR MEETING MINUTES:** The Personnel Commission will receive the minutes of the August 22, 2024, Regular Personnel Commission meeting for approval. **ACTION**
Pages 2-6
- Moved:** _____
Second: _____
Vote: _____

COMMISSION BUSINESS

- 12. CONSENT CALENDAR:** The Personnel Commission will receive the following items on the Consent Calendar: **ACTION**
Pages 7-9
- A. JOB DESCRIPTION REVIEWS/REVISIONS:** **Moved:** _____
The Personnel Commission will receive the Executive Director’s recommendation to review, discuss, and approve the proposed revisions to the following job description: **Second:** _____
Vote: _____

There are no job description reviews or revisions requiring approval at this time.

- B. ELIGIBILITY LISTS:**
The Personnel Commission will receive the Executive Director’s recommendation to ratify/approve the following eligibility lists. (*Eligibility lists provided to Commissioners only.*)

- Ratify: 2024-21 Human Resources Technician
- Ratify: 2024-22 Noon Duty Supervisor
- Ratify: 2024-23 Universal Instructional Assistant
- Ratify: 2024-24 Payroll Technician
- Ratify: 2024-25 Universal Instructional Assistant
- Ratify: 2024-26 Early Learning Instructional Assistant
- Ratify: 2024-27 Parent Liaison Instructional Assistant Bilingual (Spanish)
- Ratify: 2024-28 Head Custodian

- 13. CLASSIFIED PERSONNEL ACTIVITY LISTS:** The Personnel Commission will receive for information the following Classified Personnel Activity List received by the Board of Trustees at the Ocean View School District, Regular Board Meeting of August 13, 2024, (Exhibit A). **INFORMATION**
Pages 10-12

AGENDA FOR THE PERSONNEL COMMISSION MEETING – SEPTEMBER 12, 2024 – PAGE 3

14.a. PERSONNEL COMMISSION DISCUSSION AND POTENTIAL ANNOUNCEMENT OF THE PERSONNEL COMMISSIONER’S JOINT APPOINTEE TO THE PERSONNEL COMMISSION: The appointee of the Board of Trustees and the appointee of the classified employees will discuss and potentially announce their intended Joint Appointee to the Personnel Commission prior to September 30, 2024. **DISCUSSION**
Pages 13-17

14.b. If the Personnel Commission does announce the name of their intended appointee to the Personnel Commission at the September 12, 2024, meeting, it is further recommended that the Personnel Commission discuss and vote upon the date to hold the required public hearing, which will be held to take public input into consideration concerning their appointment decision. **ACTION**

Moved: _____
Second: _____
Vote: _____

15. SALARY RANGE REALLOCATION – PERSONNEL TECHNICIAN: The Personnel Commission will receive the Executive Director’s recommendation to discuss and approve the Salary Range Reallocation for the Personnel Technician. **ACTION**
Pages 18-21

Moved: _____
Second: _____
Vote: _____

COMMUNICATIONS

16. SECOND PUBLIC COMMENTS: The Personnel Commission welcomes comments or concerns on any item within the jurisdiction of the Personnel Commission. All public comments shall be limited to three minutes per person.

17. COMMISSIONER REPORTS

18. EXECUTIVE DIRECTOR AND STAFF REPORTS

19. ADJOURNMENT **TIME:** _____ **p.m.** **ACTION**

Moved: _____
Second: _____
Vote: _____

The Ocean View School District Personnel Commission meets on the second Thursday of each month at 4:30 p.m. unless otherwise noted. Agenda notices are posted 72 hours in advance of each regular meeting on the bulletin board outside the Board Room and the full agenda is posted on the District website.

Agenda items must be submitted in writing to the Executive Director, Human Resources no later than the end of the working day seven days preceding the next Commission meeting. Items submitted less than a week before the scheduled meeting date may be postponed to a later meeting in order to allow sufficient time for consideration and research of the issue.

Persons requiring accommodation in order to view the agenda or participate in the meeting may make the request for accommodation by contacting the Personnel Commission Office at 714-847-2551, extension 1400 at least 48 hours in advance of the meeting. (Government Code 54954.2 (a)1).

OCEAN VIEW SCHOOL DISTRICT
Regular Closed Session Personnel Commission Meeting Minutes
August 22, 2024

CALL TO ORDER The August 22, 2024, Regular Closed Session meeting of the Personnel Commission was called to order at 3:50 p.m.

ROLL CALL Commissioners Bidnick, Ewing, and Gooch were present. Executive Director, Human Resources, Dr. Scott Jensen was also present.

APPROVAL OF MINUTES Motion by Commissioner Gooch to approve the minutes of the July 18, 2024, Regular Closed Session Meeting.

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

COMMISSION BUSINESS

INFORMATION/ ACTION ITEMS The Personnel Commission met regarding:

- A. Discussion of appointment of employees and employee termination, evaluation of employee performance, complaints or charges against employee, and other personnel matters pursuant to Government Code § 54957 and 54957.1.

- 1. Public Employment: Executive Director, Human Resources

ADJOURNMENT Motion by Commissioner Bidnick to adjourn the August 22, 2024, Closed Session Meeting at 4:28 p.m.

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

Executive Director, Human Resources
Secretary to the Personnel Commission

Date

OCEAN VIEW SCHOOL DISTRICT
Regular Personnel Commission Meeting Minutes
August 22, 2024
4:30 p.m.

CALL TO ORDER Commissioner Ewing called the August 22, 2024, Regular Personnel Commission Meeting to order at 4:37 p.m.

ROLL CALL Commissioners Bidnick, Ewing, and Gooch were present.

PLEDGE OF ALLEGIANCE Janet Worley, Administrative Assistant, led the pledge of allegiance.

STAFF MEMBERS PRESENT Dr. Scott Jensen, Executive Director, Human Resources; Michelle Eifert, Personnel Assistant; Diana Flores, Personnel Technician; Lorena Aceves, Human Resources Specialist; Janet Worley, Administrative Assistant; Dr. Julianne Hoefer, Deputy Superintendent, Human Resources.

REPORT OUT OF CLOSED SESSION There was nothing to report out of closed session.

FIRST PUBLIC COMMENTS Dr. Julianne Hoefer expressed her appreciation for the agenda item proposing the new classification of Human Resources Administrator and recommendation to reclassify the incumbent, Lorena Aceves. Ms. Aceves has been an instrumental leader within the Human Resources division supporting both certificated and classified. Dr. Hoefer looks forward to hearing the recommendation on this agenda item.

APPROVAL OF MINUTES Motion by Commissioner Gooch to approve the minutes of the July 18, 2024, Regular Personnel Commission meeting.

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

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

A. Job Description Reviews/Revisions:

There were no job description reviews or revisions requiring approval.

The following eligibility lists were received on the Consent Calendar:

B. Recruitment and Testing – Eligibility Lists:

- 2024-12 Food Service Worker
- 2024-13 Noon Duty Supervisor
- 2024-14 Universal Instructional Assistant
- 2024-15 Instructional Assistant – ABA
- 2024-16 Administrative Secretary
- 2024-17 Universal Instructional Assistant
- 2024-18 Parent Liaison Instructional Assistant – Bilingual (Spanish)
- 2024-19 Speech and Language Assistant
- 2024-20 Instructional Assistant – ABA

Motion by Commissioner Bidnick to approve the Consent Calendar.

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

MINUTES OF THE AUGUST 22, 2024 PERSONNEL COMMISSION MEETING – PAGE 2

**CLASSIFIED
PERSONNEL
ACTIVITY LISTS**

The Personnel Commission received for information only, the Classified Personnel Activity List that was presented for approval at the Board of Trustees meeting of July 9, 2024.

**CLASSIFIED
PERSONNEL
RECRUITMENT
LISTS**

The Personnel Commission received for information only, the Classified Personnel Recruitment List that contains information and status of classified recruitments.

**PROPOSED
ANNUAL
SUBSCRIPTION
WITH TESTGENIUS
ONLINE**

Dr. Jensen shared that this is a recommendation to implement a system which will allow the Human Resources department to administer written examinations online as well as in person to our candidates. When looking into our recruitment efforts, one area that became evident, was that up to one-third of our candidates were unable to attend in person on our examination dates and we were losing candidates as a result. This platform will allow us to provide candidates with a window of time wherein they can complete the examination, as well as provide an opportunity for candidates to come in to the district office to utilize our equipment or receive direction from staff, if necessary. Many districts are using this system to help with the situation and we believe this will help our district as well.

Commissioner Bidnick thanked Dr. Jensen for the information and recommendation. He stated that he is aware of other districts also experiencing issues with candidates not being able to attend examinations in person. His question is how do we maintain test integrity and ensure that candidates are not taking unfair advantage.

Dr. Jensen answered that this is something that has come up and has been discussed with many stakeholders within the district. This particular vendor, Test Genius, has many safeguards in place to keep the integrity of the examination. There are ways to track data that the candidate will be required to provide, including their photo and identification when they take the assessment. We can also determine from back end data how long it took the candidate to complete the individual items on the assessment. Additionally, with Test Genius, for particular examinations, we would have the ability to have a proctor on camera in a virtual room monitoring everyone who is taking the exam. Many districts are utilizing this technology with great success.

Commissioner Bidnick asked if this platform is compatible with CODESP (Cooperative Organization for Development Employee Selection Procedures, the organization from which Ocean View School District obtains its testing materials), or if it would cause any issues with our agreement with them.

Dr. Jensen answered that it is compatible with CODESP. It does not cause any issues with the integrity of test questions. We will ensure that we have the proper agreements and are forthcoming and transparent with the examinations that will be utilized. This platform will be an option for us. We will also still have the option of conducting in-person exams.

Commissioner Gooch extended his appreciation for the innovative and new approaches to long-standing problems the District and Commission have been facing over the past couple of years.

MINUTES OF THE AUGUST 22, 2024 PERSONNEL COMMISSION MEETING – PAGE 3

**PROPOSED
ANNUAL
SUBSCRIPTION
WITH TESTGENIUS
ONLINE
(CONTINUED)**

Commissioner Ewing asked if the test proctoring that Test Genius offers is included in the cost or is it an additional cost.

Dr. Jensen answered that it is included in the cost. Test Genius provided a substantial number of hours that they would be able to offer proctoring and it should be more than sufficient.

The Personnel Commission gave their recommendation to move forward with implementing this system.

**PROPOSED
ANNUAL
SUBSCRIPTION
WITH SPARK HIRE**

Dr. Jensen explained that Spark Hire is another platform where online oral examinations can be administered. Many other districts use this platform and Dr. Jensen has personal experience using this platform in a previous district. There are a multitude of ways to utilize this program in conducting virtual meetings, oral exams, and interviews in a way that is similar to Zoom. One is a one-way interview process where the candidate is provided with the questions and then either with a computer or their phone, they would be on camera answering the questions within an allotted time. Limits can be set where they can give one response or multiple responses. If the candidate misses an answer or makes a mistake and would like to reattempt to answer, we can control the platform any way we want to. It provides us with another opportunity to engage with candidates who may not be able to come in person for exams. These oral exams would be recorded, which we record anyway, and then instead of having oral exam raters come in for a whole day or half a day, we could push out the recordings to the raters so they could review on their own time. We would provide them with a window of time in which to review the recordings and provide a ranking. Then the scores would be combined with the written exam scores just like we currently do. Final interviews could be in-person or online, in real time, as well. This is only an option and not the only way we will be conducting oral exams.

Commissioner Bidnick stated that Dr. Jensen already addressed one of his questions pertaining situations where a candidate misses a question or makes a mistake. Commissioner Bidnick has been on panels before using this type of platform where a candidate missed a question and could not go back to answer it. So Commissioner Bidnick clarified that with this platform, we could go back and give the candidate an opportunity to correct themselves if this happened. Dr. Jensen answered yes. He also stated that the candidate could contact the staff and request that the questions be resent so they could start again and redo the whole interview.

Commissioner Bidnick also asked if there was a list of suggestions or recommendations to provide candidates on what to wear, where to conduct the online interview, what steps to take to improve the quality of the interview, etc. Dr. Jensen answered yes, we would provide candidates with a detailed explanation of how the process works, what this process is, and what the expectations are and how they should conduct themselves. This is an interview, they should dress accordingly, they should find a quiet space, etc. Spark Hire does a really good job connecting with candidates to set them up for success.

The Personnel Commission gave their recommendation to move forward with implementing this system.

MINUTES OF THE AUGUST 22, 2024 PERSONNEL COMMISSION MEETING – PAGE 4

**ADVANCED STEP
PLACEMENT
NOTIFICATION**

The Personnel Commission received for information a notification of an advanced step placement that had been approved by the Executive Director, Human Resources.

**PROPOSED NEW
CLASSIFICATION –
HUMAN
RESOURCES
ADMINISTRATOR
AND
RECOMMENDATION
TO RECLASSIFY
INCUMBENT FROM
HUMAN
RESOURCES
SPECIALIST TO
NEW
CLASSIFICATION OF
HUMAN
RESOURCES
ADMINISTRATOR**

Dr. Jensen reported that this proposed reclassification was initiated several months ago by BethAnn Arko. The current Human Resources Specialist classification currently held by Lorena Aceves has recently been reviewed and an in-depth analysis of the position and work she is actually doing was conducted. Over the past year, the department has gone through some organizational and administrative changes within its structure. Details have been shared with the Personnel Commission in terms of the administrative work she has been providing to the department.

There is a need for the department to have someone step up and perform more of the administrative duties on the operational side of the house, especially in light of the appointment of Dr. Hoefler and our department's continued restructure. Ms. Aceves has been an absolutely instrumental member and piece to that puzzle. It is believed that a reclassification is warranted and justified by the information that was collected and the analysis that was completed.

Motion by Commissioner Bidnick to approve the new classification of Human Resources Administrator.

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

Motion by Commissioner Bidnick to approve the reclassification of Lorena Aceves from Human Resources Specialist to the new classification of Human Resources Administrator.

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

**SECOND PUBLIC
COMMENTS**

Lorena Aceves, Human Resources Administrator, extended her sincere gratitude to each of the Commissioners for considering and approving the reclassification of her position. This is a wonderful opportunity to further leverage her sixteen years of experience in Human Resources, twelve of which she has been fortunate to spend here at Ocean View School District. She is deeply honored in the confidence that has been shown in her abilities. The reclassification comes at an exciting time of transition within our Human Resources division. She is thrilled to provide support for classified employees. The chance to once again engage with these essential members of the district has been incredibly fulfilling. Additionally the opportunity to collaborate with the classified Human Resources team, Dr. Jensen, Michelle Eifert, and Diana Flores, has been particularly rewarding. This new role will allow her to further contribute to the success of our district by continuing to support both certificated and classified staff. She is eager to continue taking on the challenges and responsibilities that come with the position and she is committed to upholding the standards of excellence that the district expects and deserves. She thanked the Commissioners for their trust and recognition and looks forward to working alongside them in this new capacity and making a positive impact in the district.

**COMMISSIONER
REPORTS**

Commissioner Gooch thanked the staff, particularly Ms. Eifert, for responding to his request from the last Personnel Commission meeting with regard to notifying new employees about the procedure for taking vacation during probation.

MINUTES OF THE AUGUST 22, 2024 PERSONNEL COMMISSION MEETING – PAGE 5

**COMMISSIONER
REPORTS
(CONTINUED)**

Commissioner Bidnick congratulated Ms. Aceves on her reclassification. He thanked her for coming to the meeting. It means a lot when employees attend the meetings and their colleagues show up in support. He also mentioned that next week school will begin for the district and wished everyone a successful first day. He congratulated Dr. Conroy on his second retirement. He also congratulated Dr. Hoefer on her interim appointment. As a parent in the district, he is excited to see her take the reins for now.

Commissioner Ewing announced that September 12 is the next meeting of the Personnel Commission. He thanked Dr. Jensen for a great several weeks and has enjoyed working with him. He also congratulated Dr. Hoefer and Dr. Conroy.

**DIRECTOR AND
STAFF REPORTS**

Dr. Jensen congratulated Lorena Aceves on her reclassification. He cannot overemphasize the attention and work she has provided especially as he has come into the district. Her understanding of both sides of the house has been essential.

He reiterated how excited he is to here. It has been a great seven weeks. He has been warmly received. Our job here is to make sure we have the most qualified employees serving the community and students of Ocean View School District and we are committed to doing that. One way to do that is to be innovative and get as many people as we can to know what a great district this is to work in. Everyone that he has come into contact with, and has had the pleasure of getting to know, is very open to the ideas, discussions, and problem solving that has been brought forward for implementation. He thanked the Commissioners for the faith they placed in him.

Michelle Eifert congratulated Lorena Aceves on her reclassification and looks forward to working closely with her again.

ADJOURNMENT

Commissioner Ewing asked for a motion to adjourn.

Motion to adjourn by Commissioner Gooch.

Motion seconded by Commissioner Bidnick, and carried with a 3:0 vote, at 5:04 p.m.

Executive Director, Human Resources
Secretary to the Personnel Commission

Date

OCEAN VIEW SCHOOL DISTRICT
PERSONNEL COMMISSION

Memo

TO: Personnel Commissioners

FROM: Michelle Eifert
Personnel Assistant

DATE: September 12, 2024

SUBJECT: Agenda Item No. 12B.: ELIGIBILITY LISTS

Background Information

The following eligibility lists are being forwarded for ratification or approval. 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. The information below is being shared to provide the District administration and staff with data on classified recruitment and testing statistics. (*Confidential eligibility lists provided to Commissioners only.*)

Ratify: 2024-21	Human Resources Technician
Ratify: 2024-22	Noon Duty Supervisor
Ratify: 2024-23	Universal Instructional Assistant
Ratify: 2024-24	Payroll Technician
Ratify: 2024-25	Universal Instructional Assistant
Ratify: 2024-26	Early Learning Instructional Assistant
Ratify: 2024-27	Parent Liaison Instructional Assistant Bilingual (Spanish)
Ratify: 2024-28	Head Custodian

Recommendation

The Executive Director, Human Resources recommends the Personnel Commission ratify/approve the following Classified Personnel Eligibility Lists: 2024-21 through 2024-28.

ELIGIBILITY LISTS

Page 2

List No.	Classification	Recruitment and Testing Statistics	No. of Ranks	No. of New/ Merged Eligibles	List Type
2024-21	Human Resources Technician	No. of Applicants 41 Screened Out 31 Written Exam Test Date 8/8/2024 No Show/ Withdrew 0 Did Not Qualify 0 Oral Exam Test Date 8/8/2024 No Show/ Withdrew 3 Did Not Qualify 3	3	4	Open & Promotional
2024-22	Noon Duty Supervisor	No. of Applicants 6 Screened Out 0 Written Exam Test Date 8/9/2024 No Show/ Withdrew 3 Did Not Qualify 1 Oral Exam Test Date n/a No Show/ Withdrew n/a Did Not Qualify n/a	3	9	Open, Promotional, & Merge
2024-23	Universal Instructional Assistant	No. of Applicants 7 Screened Out 1 Written Exam Test Date 8/9/2024 No Show/ Withdrew 1 Did Not Qualify 0 Oral Exam Test Date n/a No Show/ Withdrew n/a Did Not Qualify n/a	1	24	Open, Promotional, & Merge
2024-24	Payroll Technician	No. of Applicants 28 Screened Out 17 Written Exam Test Date 8/7/2024 No Show/ Withdrew 2 Did Not Qualify 0 Oral Exam Test Date 8/16/2024 No Show/ Withdrew 2 Did Not Qualify 0	6	7	Open & Promotional
2024-25	Universal Instructional Assistant	No. of Applicants 13 Screened Out 0 Written Exam Test Dates 8/28/2024 No Show/ Withdrew 4 Did Not Qualify 1 Oral Exam Test Date n/a No Show/ Withdrew n/a Did Not Qualify n/a	1	15	Open, Promotional, & Merge
2024-26	Early Learning Instructional Assistant	No. of Applicants 9 Screened Out 6 Written Exam Test Dates Waived No Show/ Withdrew 0 Did Not Qualify 0 Oral Exam Test Date n/a No Show/ Withdrew n/a Did Not Qualify n/a	1	4	Open, Promotional, & Merge

ELIGIBILITY LISTS

Page 3

List No.	Classification	Recruitment and Testing Statistics		No. of Ranks	No. of New/ Merged Eligibles	List Type
2024-27	Parent Liaison Instructional Assistant Bilingual (Spanish)	No. of Applicants	7	2	2	Open & Promotional
		Screened Out	0			
		Written Exam Test Date	Waived			
		No Show/ Withdrew	0			
		Did Not Qualify	0			
		Bilingual Exam Date	8/29/2024			
		No Show/ Withdrew	4			
		Did Not Qualify	0			
		Oral Exam Test Date	8/29/2024			
		No Show/ Withdrew	0			
		Did Not Qualify	1			
2024-28	Head Custodian	No. of Applicants	30	8	11	Open & Promotional
		Screened Out	2			
		Written Exam Test Date	8/16/2024			
		No Show/ Withdrew	11			
		Did Not Qualify	2			
		Oral Exam Test Date	8/30/2024			
		No Show/ Withdrew	2			
		Did Not Qualify	2			

OCEAN VIEW SCHOOL DISTRICT
PERSONNEL COMMISSION

Memo

TO: Personnel Commissioners

FROM: Michelle Eifert
Personnel Assistant

DATE: September 12, 2024

SUBJECT: **Agenda Item No. 13: CLASSIFIED PERSONNEL ACTIVITY LIST(S)**

Background Information

The Board of Trustees received the following Classified Personnel Activity List for approval at the regular Board Meeting of August 13, 2024, (Exhibit A).

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

Recommendation

The Executive Director, Human Resources recommends that the Personnel Commission receive the Classified Personnel Activity List of August 13, 2024 for information.

OCEAN VIEW SCHOOL DISTRICT
Huntington Beach, California
Classified Personnel
August 13, 2024

APPROVE EMPLOYMENT

In accordance with Merit System Rules 5.1 to 5.4:

<u>NAME</u>	<u>POSITION HIRED INTO</u>	<u>SITE</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Adame, Brenda	Noon Duty Supervisor	College View	\$17,170 hourly	1.1*	08/28/2024
Flores, Alexis	Instructional Assistant – Physical Education	Multiple Sites	\$20,941 hourly	25.1	08/28/2024
Goode, Lucas	Custodian	Village View	\$22,561 hourly	28.1	07/08/2024
Hernandez, Bertha	School Health Technician	Lake View	\$21,467 hourly	26.1	08/27/2024
Johnson, Jennifer	School Library Specialist	Circle View	\$26,822 hourly	27.5	08/28/2024
Knudson, Eugene	Instructional Assistant – ABA	Oak View	\$22,561 hourly	28.1	08/28/2024
Lodge, Luke	Custodian	Golden View	\$22,561 hourly	28.1	07/22/2024
McElfish, Karen	Custodian	Mesa View	\$22,561 hourly	28.1	07/15/2024
Morrison, Ryan	Delivery Worker	Food & Nutrition Services	\$24,279 hourly	31.1	08/27/2024
Neser, Frankie	Food Service Worker	Vista View	\$17,617 hourly	18.1	08/27/2024
Orantes, Jose	Maintenance HVAC Mechanic	Facilities	\$5,948.18 monthly	45.1	07/22/2024
Serrano Ruiz, David	Custodian	District Office	\$22,561 hourly	28.1	07/01/2024
Soto, Karina	Speech and Language Assistant	Village View/Westmont	\$26,155 hourly	34.1	08/28/2024
Tejada Leon, Jennifer	School Office Manager	College View	\$4,764.53 monthly	36.1	08/08/2024
Zuniga, Desiree	Early Learning Instructional Assistant	College View Preschool	\$19,444 hourly	22.1	08/26/2024

APPROVE SUBSTITUTE EMPLOYMENT

In accordance with Merit System Rules 5.1 to 5.4:

<u>NAME</u>	<u>POSITION HIRED INTO</u>	<u>STATUS</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Alonso, Alejandra	Universal Instructional Assistant	Substitute	\$19,444 hourly**	22.1	07/01/2024
Andrews, Jediah	Custodian	Substitute	\$22,561 hourly	28.1	07/09/2024
Buelna, Monica	School Library Specialist	Substitute	\$22,000 hourly	27.1	08/28/2024
Buelna, Monica	School Office Clerk	Substitute	\$22,561 hourly	28.1	08/28/2024
Carranza, Erica	Noon Duty Supervisor	Substitute	\$17,170 hourly	1.1*	08/27/2024
Carranza, Erica	School Health Technician	Substitute	\$21,467 hourly	26.1	08/27/2024
Carranza, Erica	Universal Instructional Assistant	Substitute	\$19,444 hourly**	22.1	08/27/2024
Keith, Joshua	Custodian	Substitute	\$22,561 hourly	28.1	07/01/2024
Roman, William	Delivery Worker	Substitute	\$24,279 hourly	31.1	07/01/2024
Wade, Emma	Universal Instructional Assistant	Substitute	\$19,444 hourly**	22.1	08/28/2024

OCEAN VIEW SCHOOL DISTRICT
Huntington Beach, California
Classified Personnel
August 13, 2024

APPROVE PROMOTION

In accordance with Merit System Rules 5.1 to 5.4:

<u>NAME</u>	<u>POSITION PROMOTED INTO</u>	<u>SITE</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Baldelli, Francesca	Administrative Assistant	District Office	\$6,902.48 monthly	C44.3	07/01/2024
Simkins, Errin	Universal Instructional Assistant	Star View	\$23,689 hourly	22.5	03/01/2024

VOLUNTARY DEMOTION

In accordance with Merit System Rule 8.2.8:

<u>NAME</u>	<u>POSITION VOLUNTARILY DEMOTED INTO</u>	<u>SITE</u>	<u>SALARY</u>	<u>RANGE/ STEP</u>	<u>EFFECTIVE DATE</u>
Kerr, Julie	Food Service Worker	Vista View	\$21,467 hourly	18.5	08/27/2024

APPROVE SEPARATION

In accordance with Merit System Rules 8.1 to 8.8:

<u>NAME</u>	<u>POSITION SEPARATED FROM</u>	<u>SITE</u>	<u>REASON</u>	<u>BEGINNING DATE</u>	<u>EFFECTIVE DATE</u>
Arroyo, Yolanda	Instructional Assistant – Bilingual	Oak View	Retired	09/14/1981	06/18/2024
Ayapantecatl, Abigail	Speech and Language Assistant	Multiple Sites	Resigned	09/10/2018	06/18/2024
Buelna, Alexis	Human Resources Technician	District Office	Released	02/02/2024	07/11/2024
Gallegos, Daisy	Payroll Technician	District Office	Resigned	10/14/2021	07/26/2024
Hild, Emma	Instructional Assistant – Severely Disabled	Village View	Resigned	09/25/2023	06/18/2024
Marriott, Leann	Noon Duty Supervisor	Mesa View	Resigned	04/08/2024	06/18/2024
Nguyen, Andy	Instructional Assistant – ABA	Spring View	Resigned	01/17/2023	08/02/2024
Penilla, Brian	Maintenance HVAC Mechanic	Facilities	Resigned	04/17/2023	07/23/2024
Reyes, Nicholas	Custodian	Hope View	Released	03/12/2024	07/25/2024
Smithhart, Leanne	Instructional Assistant – ABA	College View	Resigned	03/19/2018	06/18/2024
Turner, Derrick	Head Custodian	Mesa View	Resigned	05/21/2012	07/31/2024

*This is a single step, entry level position.
**Pending negotiations, Universal Instructional Assistants may be eligible for an additional \$6.50/hour.

OCEAN VIEW SCHOOL DISTRICT
PERSONNEL COMMISSION

Memo

TO: Personnel Commissioners

FROM: Scott Jensen, Ed.D.
Executive Director

DATE: September 12, 2024

**SUBJECT: Agenda Item No.14.a. and 14.b.: Personnel Commission Potential
Announcement of the Personnel Commissioner's Joint Appointee to the
Personnel Commission**

Background Information

The three (3) year term of office of Personnel Commissioner Daniel P. Gooch expires on November 30, 2024. As required by Merit Rule 2.1.5 Personnel Commissioner's Appointment Procedures, joint Personnel Commissioner's appointee, Daniel P. Gooch, was contacted to determine if he is interested in reappointment for another three (3) year term of office commencing December 1, 2024. Commissioner Gooch indicated he is interested in reappointment. Merit Rule 2.1.4.C provides specifics on the actual appointment process of the Commissioner's joint appointee. The appointee of the Board of Trustees and the appointee of the classified employees may discuss and publicly announce the name of the person they intend to appoint or reappoint as the joint appointee to the Personnel Commission.

The Commission may defer the discussion and public announcement to a Special (Open) meeting to be held later in September. If no public announcement of the intended Joint Appointee is made prior to September 30, 2024, the recruitment and selection of the Joint Personnel Commission Appointee will revert to the State Superintendent of Public Instruction.

Should the Commissions' discussion result in the announcement of their intended joint appointee to the Personnel Commission, a decision regarding the date of the required public hearing will be necessary. As referenced in Education Code 45246(f), Merit Rule 2.1.4.C specifies that, "At a Personnel Commission meeting to be held after thirty (30), and within forty-five (45) days of the date the Commission publically announced its candidate, the Commission shall hold a public hearing to provide the public, employees, employee organizations and members of the Board of Trustees the opportunity to express their views on the qualifications of the person recommended by the Commission for appointment.

**Personnel Commission Potential Announcement of the
Personnel Commissioner’s Joint Appointee to the Personnel Commission
Page 2**

Should the Commission announce their intended appointee to the Personnel Commission at their September 12, 2024 meeting, the required hearing must be held between October 12 and October 27, 2024. The next regularly scheduled Personnel Commission meeting date has been rescheduled to October 17, 2024, in order to comply and fall within the required time frame.

Attached are copies of Merit Rules 2.1.5 and 2.1.4.C, outlining the applicable procedure for the appointment of the Personnel Commissioner’s joint appointee.

- Attachments: Merit Rule 2.1.5
 Merit Rule 2.1.4.C
 Timeline for the Announcement of the Commissioners Intended Appointee to the
 Personnel Commission and Public Hearing

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Recommendation

The Executive Director of Human Resources recommends:

1. The appointee of the Board of Trustees and the appointee of the classified employees announce the name of their intended Joint Appointee to the Personnel Commission prior to September 30, 2024.

2. If the Commission does announce the name of their intended appointee to the Personnel Commission at the September 12, 2024 meeting, it is further recommended that the Personnel Commission discuss and vote on the date to hold the required public hearing.

**MERIT RULES FOR APPOINTMENT
OF THE
PERSONNEL COMMISSIONER'S JOINT APPOINTEE**

2.1.5 Personnel Commissioner's Appointment Procedures

New Rule 11/9/00

The following specific procedures are to be utilized for selection of the Personnel Commissioner's appointee to the Personnel Commission.

- A. By July 15 the Director of Classified Personnel shall inquire of the appointee of the Personnel Commission whose term is up in December of that year whether the Commissioner is interested in reappointment to the Personnel Commission for another three (3) year term of office.
 - 1. If the Commissioner is interested in reappointment the Commission shall announce their intent to reappoint or not to reappoint by September 30.
 - a. If the Commission's decision is to reappoint the Commissioners' appointee to a subsequent term of office the procedures of 2.1.4.C of these Rules shall be followed.
 - b. If the Commission's decision is to not reappoint the incumbent to a subsequent term of office, and if they do not announce the name of a new nominee by September 30, the procedures of 2.1.4.C.2 of these Rules shall be followed and the State Superintendent of Public Instruction shall make the appointment.
 - 2. If the Commissioners' appointee is not interested in subsequent appointment to the Commission, the following procedures shall be followed.
 - a. A recruitment process shall be opened by the Director of Classified Personnel as directed by the Personnel Commission. The process may include news releases sent to local newspapers and local community based organizations, e.g., Chamber of Commerce, Rotary Club, parent support groups via the Presidents Round table, or other such resources as specified by the Commission.
 - b. An application form eliciting information to document the applicants meeting the requirements of Education Code 45244 shall be completed by all interested applicants.
 - c. The Commission may make its decision based on the applications as submitted or may conduct individual interviews of the applicants.
 - d. The Commission shall then comply with 2.1.4.C of these Rules.

2.1.4 **Commissioner Appointment Procedures**

New Rule 11/9/00

On or about September 1st of each year, the Director of Classified Personnel shall notify the Board of Trustees and the recognized classified employee organization(s) of the name and home address of the commissioner whose term will be expiring and whether or not that commissioner will accept reappointment for another three-year term. The notification will also provide the name of the appointing authority, and the procedures to be followed in filling the upcoming commissioner position.

C. The Commissioners' Appointment:

By September 30, the appointee of the Board of Trustees and the appointee of the classified employees shall publicly announce the name of the person they intend to appoint or reappoint. At a Personnel Commission meeting to be held after thirty (30), and within forty-five (45) days of the date the Commission publicly announced its candidate, the Commission shall hold a public hearing to provide the public, employees, employee organizations and members of the Board of Trustees the opportunity to express their views on the qualifications of the person recommended by the Commission for appointment. The Commission at that time may make its appointment or may make a substitute appointment or recommendation without further notification or public hearing. Education Code 45246(f)

1. In the event that a vacancy would otherwise exist on the Personnel Commission as of December 1st because of the failure of the Commission to take action on a reappointment or on a new appointment, the commissioners' prior appointee shall continue in office and to function as a member of the District's Personnel Commission until such time as the State Superintendent of Public Instruction takes the necessary action(s) to appoint a qualified successor and that person is prepared to assume the duties and responsibilities of the position (not to exceed ninety (90) calendar days beyond the December 1st expiration of the Commissioners' appointees term). Education Code 45246 (g)
2. If the reason for the lack of appointment is an inability to agree upon a joint appointee by September 30, the State Superintendent of Public Instruction shall make the appointment within thirty (30) days. Education Code 45246(b)(2)

TIMELINE FOR THE ANNOUNCEMENT OF THE COMMISSIONERS INTENDED APPOINTEE TO THE PERSONNEL COMMISSION AND PUBLIC HEARING

Date Commissioners Announce Their Intended Appointee	30 Days After Commissioners Announcement	45 Days After Commissioners Announcement	Date Of Public Hearing
September 12, 2024	October 12, 2024	October 27, 2024	Suggested for the October 17, 2024 PC meeting.

For the Public Hearing to occur after 30 days, but within 45 days, of the Commissioners announcement of their intended appointee, it is recommended the Public Hearing be held at the next regularly scheduled Personnel Commission meeting which has been rescheduled for October 17, 2024.

OCEAN VIEW SCHOOL DISTRICT
PERSONNEL COMMISSION

Memo

TO: Personnel Commissioners
FROM: Scott Jensen
Executive Director, Human Resources
DATE: September 12, 2024
SUBJECT: Agenda Item No. 15: Salary Range Reallocation – Personnel Technician

Background Information

The Personnel Technician and Human Resources Technician perform comparable duties and responsibilities across the Human Resources Division, with similar educational and experiential requirements. However, a discrepancy exists in their salary ranges. Currently, the Personnel Technician is placed at Salary Range 35, while the Human Resources Technician is at Salary Range 36.

The Personnel Commission has historically sought alignment between equivalent positions within departments to ensure fairness and consistency. However, despite the similarity in the nature and scope of responsibilities, the Personnel Technician remains at a lower salary range.

Analysis

As part of this review, we examined the roles and requirements for both the Personnel Technician and Human Resources Technician positions. Both positions demand:

- High school graduation.
- Three years of responsible, varied experience in a human resources office, with a preference for California school district experience.
- Comparable duties, including complex technical tasks and a high level of responsibility.
- Equivalent experience requirements, although the Personnel Technician position specifies an additional component of a California Merit System school district.

Based on this evaluation, and in the interest of equity, consistency, and departmental alignment, it is recommended that the salary range for the Personnel Technician be adjusted from Range 35 to Range 36, aligning it with the Human Resources Technician.

Financial Impact

The proposed reallocation from Salary Range 35 to Salary Range 36 would result in the following financial impact:

- **Current Annual Salary (Range 35):** \$67,931.52
- **Proposed Annual Salary (Range 36):** \$69,632.16
- **Increased Annual Cost:** \$1,700.64

Salary Range Reallocation – Personnel Technician

Page 2

This adjustment reflects a minimal financial increase while ensuring equity and alignment across similar roles within the district.

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Recommendation

The Executive Director recommends that the Personnel Commission review, discuss, and approve the proposed reallocation of the Personnel Technician position from Salary Range 35 to Salary Range 36. This alignment will ensure consistency and fairness within the positions in the Human Resources Division. The effective date will be September 13, 2024.

Attachment: Classified Bargaining Unit Salary Schedule Draft

**OCEAN VIEW SCHOOL DISTRICT
2023-2024* Classified Bargaining Unit Range Placement**

<u>Salary Range</u>	<u>ACCOUNTING SERIES</u>	<u>Salary Range</u>	<u>INSTRUCTIONAL SERIES (Continued)</u>
35	Senior Account Clerk	33	Lead Behavior Instructional Assistant
37	Accounting Technician	34	Speech and Language Assistant
40	Payroll Technician		
40	Senior Accounting Technician		
45	Financial Analyst		
48	Accountant		
			<u>LIBRARY/MEDIA SERIES</u>
		27	School Library Specialist
		34	Library/Instructional Materials Technician
	<u>CHILD CARE SERIES</u>		<u>MAINTENANCE SERIES</u>
18	Child Care Attendant	28	Maintenance/Grounds Helper
32	Child Care Program Facilitator	33	Maintenance Worker
34	Lead Child Care Facilitator	37	Flooring Repair Worker
		37	Skilled Maintenance Worker
		40	Locksmith
		40	Painter
		41	Maintenance Carpenter/Cabinetmaker
		41	Maintenance Electrician
		41	Maintenance Plumber
		45	Maintenance Heating, Ventilation & Air Conditioning Mechanic
		50	Facilities Planner/Coordinator
	<u>CLERICAL SERIES</u>		<u>NETWORK/COMMUNICATIONS SERIES</u>
23	Clerk Typist	37	Field Service Technician
28	Intermediate Clerk Typist	39	Data and Assessment Technician
28	School Office Clerk	40	Information Technology Support Specialist
29	Intermediate Clerk Typist-Bilingual	45	Audiovisual Technician
29	School Office Clerk-Bilingual	45	Computer/Multimedia Technician
31	District Receptionist	47	Database Analyst
31	Senior Clerk Typist	47	Network Systems Specialist
33	Translator/Interpreter	50	Network Systems Manager
			<u>PRINTING SERIES</u>
		33	Reprographic Technician
		36	Lead Reprographic Technician
	<u>CUSTODIAL SERIES</u>		<u>PURCHASING SERIES</u>
28	Custodian	34	Senior Purchasing Clerk
30	Lead Evening Custodian	38	Buyer
32	Head Custodian		
			<u>SECRETARIAL SERIES</u>
		35	Program Support Specialist
		36	Department Secretary
		36	School Office Manager
		37	Department Secretary-Bilingual
		37	School Office Manager-Bilingual
		40	Administrative Secretary
	<u>DELIVERY SERIES</u>		<u>SPECIAL PROGRAM SERIES</u>
31	Delivery Worker	19	Alternative Learning Center Attendant
37	Storekeeper	23	Parent Liaison Instructional Assistant-Bilingual
		25	Campus Safety Supervisor
		25	Parent Educator-Bilingual
		31	Community Liaison-Bilingual
		38	Public Information Assistant
	<u>FOOD AND NUTRITION SERVICES SERIES</u>		<u>TRANSPORTATION SERIES</u>
18	Food Service Worker	35	Driver Instructor
21	Lead Food Service Worker	36	Mechanic Assistant
24	Cook	37	Bus Driver/Utility Worker
27	Central Kitchen Lead Food Service Worker	38	Transportation Dispatcher
35	Central Kitchen Coordinator	42	Mechanic
		45	Lead Mechanic
	<u>GROUNDS SERIES</u>		
31	Groundskeeper I		
33	Grounds Equipment Operator		
34	Groundskeeper II		
35	Grounds Maintenance Worker		
37	Sprinkler Mechanic		
39	Lead Groundskeeper		
	<u>HEALTH SERIES</u>		
26	School Health Technician		
	<u>HUMAN RESOURCE SERIES</u>		
36	Personnel Technician (PROPOSED)		
36	Human Resources Technician		
39	Benefits & Workers' Compensation Specialist		
40	Personnel Assistant		
41	Human Resources Analyst		
41	Personnel Analyst		
	<u>INSTRUCTIONAL SERIES</u>		
21	Instructional Assistant		
22	Early Learning Instructional Assistant		
22	Instructional Assistant-Bilingual		
22	Universal Instructional Assistant		
23	Early Learning Instructional Assistant - Bilingual		
23	Instructional Assistant-Computer I		
23	Instructional Assistant – English Learner		
23	Instructional Assistant-Farm Facility		
24	Instructional Assistant - Special Education		
24	Speech and Language Aide		
25	Instructional Assistant-Physical Education		
25	Instructional Assistant-Sign Language (Deaf/HoH)		
27	Instructional Assistant-Adapted Physical Education		
27	Instructional Assistant-Computer II		
27	Instructional Assistant-Severely Disabled		
28	Instructional Assistant-Applied Behavior Analysis (ABA)		
29	Early Learning Associate Educator		
32	Early Learning Educator		

Salaries:

* 0.5% Across the Board Salary Increase effective 2/1/2024, approved by Board of Trustees 5/14/2024.

Longevity:

• 3% at year 10; 3% at year 15; 3% at year 18; 3% at year 21, 3% at year 25, for a maximum of 15%. Effective 7/1/14 and Board of Trustees approved on 11/4/14.

Schedule updated 5/25/2024 (2)

OCEAN VIEW SCHOOL DISTRICT
Classified Bargaining Unit
Master Salary Schedule
2023-2024

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
10	2,506.85	14.463	2,634.68	15.200	2,766.65	15.961	2,904.95	16.759	3,053.69	17.617
11	2,567.43	14.812	2,698.32	15.567	2,835.18	16.357	2,979.76	17.191	3,128.69	18.050
12	2,634.68	15.200	2,766.65	15.961	2,904.95	16.759	3,053.69	17.617	3,208.74	18.512
13	2,698.32	15.567	2,835.18	16.357	2,979.76	17.191	3,128.69	18.050	3,287.72	18.968
14	2,766.65	15.961	2,904.95	16.759	3,053.69	17.617	3,208.74	18.512	3,370.29	19.444
15	2,835.18	16.357	2,979.76	17.191	3,128.69	18.050	3,287.72	18.968	3,454.67	19.931
16	2,904.95	16.759	3,053.69	17.617	3,208.74	18.512	3,370.29	19.444	3,541.75	20.433
17	2,979.76	17.191	3,128.69	18.050	3,287.72	18.968	3,454.67	19.931	3,629.74	20.941
18	3,053.69	17.617	3,208.74	18.512	3,370.29	19.444	3,541.75	20.433	3,720.96	21.467
19	3,128.69	18.050	3,287.72	18.968	3,454.67	19.931	3,629.74	20.941	3,813.46	22.001
20	3,208.74	18.512	3,370.29	19.444	3,541.75	20.433	3,720.96	21.467	3,910.65	22.561
21	3,287.72	18.968	3,454.67	19.931	3,629.74	20.941	3,813.46	22.001	4,006.55	23.115
22	3,370.29	19.444	3,541.75	20.433	3,720.96	21.467	3,910.65	22.561	4,106.08	23.689
23	3,454.67	19.931	3,629.74	20.941	3,813.46	22.001	4,006.55	23.115	4,208.31	24.279
24	3,541.75	20.433	3,720.96	21.467	3,910.65	22.561	4,106.08	23.689	4,314.52	24.891
25	3,629.74	20.941	3,813.46	22.001	4,006.55	23.115	4,208.31	24.279	4,421.42	25.508
26	3,720.96	21.467	3,910.65	22.561	4,106.08	23.689	4,314.52	24.891	4,533.58	26.155
27	3,813.46	22.001	4,006.55	23.115	4,208.31	24.279	4,421.42	25.508	4,649.13	26.822
28	3,910.65	22.561	4,106.08	23.689	4,314.52	24.891	4,533.58	26.155	4,764.53	27.488
29	4,006.55	23.115	4,208.31	24.279	4,421.42	25.508	4,649.13	26.822	4,881.72	28.164
30	4,106.08	23.689	4,314.52	24.891	4,533.58	26.155	4,764.53	27.488	5,004.86	28.874
31	4,208.31	24.279	4,421.42	25.508	4,649.13	26.822	4,881.72	28.164	5,129.63	29.594
32	4,314.52	24.891	4,533.58	26.155	4,764.53	27.488	5,004.86	28.874	5,256.92	30.328
33	4,421.42	25.508	4,649.13	26.822	4,881.72	28.164	5,129.63	29.594	5,387.45	31.081
34	4,533.58	26.155	4,764.53	27.488	5,004.86	28.874	5,256.92	30.328	5,522.86	31.863
35	4,649.13	26.822	4,881.72	28.164	5,129.63	29.594	5,387.45	31.081	5,660.96	32.659
36	4,764.53	27.488	5,004.86	28.874	5,256.92	30.328	5,522.86	31.863	5,802.68	33.477
37	4,881.72	28.164	5,129.63	29.594	5,387.45	31.081	5,660.96	32.659	5,948.18	34.316
38	5,004.86	28.874	5,256.92	30.328	5,522.86	31.863	5,802.68	33.477	6,099.81	35.191
39	5,129.63	29.594	5,387.45	31.081	5,660.96	32.659	5,948.18	34.316	6,249.28	36.054
40	5,256.92	30.328	5,522.86	31.863	5,802.68	33.477	6,099.81	35.191	6,405.60	36.955
41	5,387.45	31.081	5,660.96	32.659	5,948.18	34.316	6,249.28	36.054	6,565.16	37.876
42	5,522.86	31.863	5,802.68	33.477	6,099.81	35.191	6,405.60	36.955	6,729.05	38.821
43	5,660.96	32.659	5,948.18	34.316	6,249.28	36.054	6,565.16	37.876	6,897.45	39.793
44	5,802.68	33.477	6,099.81	35.191	6,405.60	36.955	6,729.05	38.821	7,070.89	40.794
45	5,948.18	34.316	6,249.28	36.054	6,565.16	37.876	6,897.45	39.793	7,250.10	41.828
46	6,099.81	35.191	6,405.60	36.955	6,729.05	38.821	7,070.89	40.794	7,428.06	42.854
47	6,249.28	36.054	6,565.16	37.876	6,897.45	39.793	7,250.10	41.828	7,613.22	43.922
48	6,405.60	36.955	6,729.05	38.821	7,070.89	40.794	7,428.06	42.854	7,804.88	45.028
49	6,565.16	37.876	6,897.45	39.793	7,250.10	41.828	7,613.22	43.922	8,000.86	46.159
50	6,729.05	38.821	7,070.89	40.794	7,428.06	42.854	7,804.88	45.028	8,200.81	47.312