



**SANTA BARBARA COUNTY EDUCATION OFFICE
PERSONNEL COMMISSION**

4400 Cathedral Oaks Road
P.O. Box 6307
Santa Barbara, CA 93160-6307

REGULAR MEETING
September 26, 2024 – 12:30 p.m.

MINUTES

GENERAL FUNCTIONS

1. Call to Order

Gary Pickavet called the meeting to order at 12:30 p.m.

2. Roll Call

Members present:

Gary Pickavet, Chair

Mike Ostini, Commissioner

Member absent:

Carmen Jaramillo (due to family emergency)

3. Pledge of Allegiance

Gary Pickavet led the Pledge of Allegiance.

4. Changes to the Agenda

It was agreed to defer agenda item 12 to the next month's meeting so that all the Commissioners could participate in the discussion.

5. Introduction of Staff and Guests

Staff present:

Mari Gonzales, Associate Superintendent, Human Resources

Amy Ramos, Director, Human Resources

Tracie Cordero, Classified Human Resources Specialist

Wendy Garcia, Certificated Human Resources Technician

Gabriel Purvis, Classified Human Resources Analyst

6. Public Comment — None

7. Approval of Minutes of Regular Meeting Held August 22, 2024

MOVED: Mike Ostini

SECONDED: Gary Pickavet

VOTE: 2-0

8. Communications

The Commissioners received an invitation from State Superintendent of Public Instruction Tony Thurmond to a training session for new or prospective personnel commissioners that the Director had also previously forwarded to them by email.

9. Informational Items**a. Media Releases/Editorials**

The Director, Human Resources summarized a media release from the County Superintendent's Office about Santa Barbara County's 2025 Distinguished Educators, including Distinguished Mentors and Distinguished New Educators. All of these educators, along with the 2025 SB County Teacher of the Year and Santa Barbara Bowl Performing Arts Teacher of the Year, will be honored at the annual Salute to Teachers, which will take place on November 2 this year.

b. Legislative Update

The Director, Human Resources provided the Commissioners with the Governor's veto message on Assembly Bill 2088, the progress of which SBCEO had been tracking closely. In his veto message, the Governor noted the proposed legislation raised the same concerns as last year's AB 1699 (which it essentially replicated), including unintended consequences for students. He also noted that the legislation could limit districts from developing processes that might suit them, their employees, their labor partners, and their students more effectively.

REGULAR BUSINESS**10. Informational Items****a. List of New Positions****b. Classified Personnel Report dated October 10, 2024**

c. Position Announcements

- i. Food Service Worker (Dual – Santa Maria)
- ii. Communications Specialist (Dual – Santa Barbara)
- iii. Administrative Assistant (Dual – Santa Barbara)
- iv. Office Assistant (Promotional – Santa Maria)

11. Action Items

b. Ratification of Eligibility Lists

- i. Development Associate (Dual – Santa Barbara)
- ii. Paraeducator (Open Continuous – North)
- iii. Paraeducator (Open Continuous – South)
- iv. Program Associate (Dual – Santa Barbara)
- v. School Occupational Therapist (Open Continuous – South)
- vi. Vocational Assistant (Dual – Santa Maria)
- vii. Communications Specialist (Dual – Santa Barbara)

MOVED: Gary Pickavet SECONDED: Mike Ostini

VOTE: 2-0

c. Classification of Positions — None

d. Job Descriptions — None

UNFINISHED BUSINESS

12. Discussion of Open Continuous Eligibility Lists (deferred from August meeting)

This was deferred until the October meeting.

NEW BUSINESS

13. Public Hearing

Gary Pickavet called the public hearing to order at 1:01 p.m. A public hearing was conducted in accordance with State Board of Education requirements for consideration of SBCEO's waiver request for Educational Interpreter, American Sign Language. No members of the public were present for the public hearing. The public hearing was closed at 1:04 p.m.

14. Organization of the Personnel Commission

This was presented as an information item. Commissioner Pickavet's current term will expire on December 1, 2024. The appointee to this seat on the Commission is appointed by the County Board of Education, and Commissioner Pickavet has stated that he is willing to serve another term if reappointed. In accordance with Education Code 45246, a public hearing will be held at the October 10 County Board of Education meeting [note corrected date from original PC meeting agenda] on the appointment of Commissioner Pickavet to another three-year term.

REPORTS

15. PERSONNEL COMMISSIONER REPORTS

Commissioner Ostini congratulated Gabriel Purvis, attending his first PC meeting as a regular SBCEO employee.

Commissioner Pickavet echoed Commissioner Ostini's sentiments.

16. DIRECTOR, HUMAN RESOURCES REPORT

The Director reported that:

- On September 25, members of the HR leadership team had the opportunity to gather with other SBCEO managers and supervisors for a leadership retreat, which had been an annual event at SBCEO until the pandemic, so there had been a five-year hiatus since the most recent retreat. The event gave us the opportunity to meet people we don't interact with often and connect face to face with people we may communicate with frequently by phone or email, learn more about SBCEO and its workforce, reflect on our role in the community, and practice new leadership strategies. The Director also extended her appreciation to the classified staff from several different divisions who made the day a success and to the HR team who held down the fort and allowed the HR leadership team to really be present during the retreat.

- The Director reported that she had attended an online panel discussion on September 23 on the subject of education workforce housing, which two school districts in our county are currently pursuing: Santa Barbara Unified and Lompoc Unified. The speakers included government officials, school district leaders, and researchers in the field of workforce housing.
- The Director reported that she and other members of the HR staff had been invited to two celebrations (one in Santa Maria, one in Santa Barbara) hosted by the Administrator of Early Care and Education, Janelle Willis, in recognition of her staff completing all their annual required trainings well before the deadline this year. The HR team got to meet and interact with the ECE staff face-to-face in a positive setting. Kudos also to Administrator Willis for finding a creative way to encourage her staff to complete their annual requirements.
- The Director closed her report by asking Associate Superintendent Mari Gonzales to provide an update on the two proposed program transfers. Associate Superintendent Gonzales reported on two informational meetings she had attended — along with district staff, Special Education Division leadership, and union leaders — for affected staff. One was at Righetti High School on September 10, where the district has proposed to take back a single Deaf and Hard of Hearing classroom. The other meeting was at the Lompoc Unified district office on September 11; the district is proposing to take back the entire Special Education preschool program, which would encompass eight classrooms plus supporting services. At each meeting, staff were provided with an overview of the process, including timelines, as well as an opportunity to ask questions regarding layoffs, seniority, compensation, benefits, and other topics. She noted that there were many more questions at the Lompoc meeting because the number of potentially affected employees is much larger, and there are significant differences between SBCEO and Lompoc Unified in terms of compensation and benefits. Parent meetings were held that same week. The next step in the process is for the proposed program transfers to go to the Joint Powers Agency board for a vote at their November meeting. The districts have until January 15 to withdraw their program transfer proposals. Once the transfers are confirmed, employees will be sent documents asking whether they wish to transfer their employment to the district or be subject to the layoff process.

In response to a question, the Associate Superintendent noted that the sole basis for the JPA board vote is supposed to be the plan submitted by the school district for the development and maintenance of the program and services, rather than political considerations. JPA has final authority.

At Righetti High School, three ASL interpreter positions would be affected. At Lompoc, 16-24 Paraeducator positions would be affected, along with certificated (School Psychologists, Speech/Language Pathologists,

assessment teams). Some of the positions, such as Psychologists, may be affected fractionally. Other positions that don't provide direct service in the program, such as classified support positions, may also be affected.

15. CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION REPORT

Commissioner Ostini noted that the next chapter meeting was October 9.

CLOSED SESSION — None scheduled

ADJOURNMENT

There being no further business, the meeting was adjourned at 1:31 p.m. The next regular meeting will be held on Thursday, October 24, 2024, at 12:30 p.m. The meeting will be held in the Santa Barbara County Education Office Board Room, Santa Maria and will also be available via videoconference at the Santa Barbara County Education Office Board Room, Santa Barbara.



Amy R. Ramos
Director, Human Resources
Secretary to the Personnel Commission



Gary Pickavet
Chair, Personnel Commission
*Signed by Carmen Jaramillo, Vice-Chair,
Personnel Commission presiding in the
absence of the chair*