



**SANTA BARBARA COUNTY EDUCATION OFFICE  
PERSONNEL COMMISSION**

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

**REGULAR MEETING**  
December 19, 2024 – 12:30 p.m.

**MINUTES**

**GENERAL FUNCTIONS**

**1. Call to Order**

Gary Pickavet called the meeting to order at 12:32 p.m.

**2. Roll Call**

Members present:

Gary Pickavet, Chair  
Carmen Jaramillo, Vice Chair  
Mike Ostini, Commissioner

**3. Pledge of Allegiance**

Gary Pickavet led the Pledge of Allegiance.

**4. Changes to the Agenda — None**

**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

**6. Public Comment — None**

**7. Approval of Minutes of Regular Meeting Held November 21, 2024**

MOVED: Mike Ostini

SECONDED: Carmen Jaramillo

VOTE: 3-0

**8. Communications — None**

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

There were no media releases from the County Superintendent's Office this month.

**b. Legislative Update**

The Director had no legislative update this month, but shared some information from Capitol Advisors – a consulting group that provides expertise to school districts on education policy and legislative strategy – about how the recent elections had shaped the California legislature in Sacramento. Among the data points:

- Approximately a quarter of the new lawmakers are brand new, never having served in either the State Assembly or Senate before.
- Twelve members of the incoming class of lawmakers have prior experience either working in schools or as elected school board members
- The Senate Education Committee will have a new chair, as the current chair lost re-election.

When the legislature returns to Sacramento in early January, lawmakers will have until late February to introduce legislation.

**REGULAR BUSINESS****10. Informational Items****a. List of New Positions — None****b. Classified Personnel Report dated January 9, 2025****c. Position Announcement**

- i. Accounting Assistant (Dual – Santa Barbara)

**11. Action Items****a. Ratification of Eligibility Lists**

- i. Paraeducator (Open Continuous – North)
- ii. Paraeducator (Open Continuous – South)
- iii. Payroll Supervisor (Dual – Santa Barbara)

MOVED: Carmen Jaramillo

SECONDED: Mike Ostini

VOTE: 3-0

**b. Classification of Position**

- i. The Director, Human Resources recommended establishing a new classified management position of Director, Engagement and Support at management salary range 28. Associate Superintendent Mari Gonzales addressed the Personnel Commission about her vision for the Human Resources Division and how this position fits into the new structure. She also clarified that the functions of the position fall outside the purview of the Personnel Commission and will therefore be funded from the Human Resources budget. This recommendation had the support of the County Superintendent of Schools.

MOVED: Mike Ostini      SECONDED: Carmen Jaramillo      VOTE: 3-0

**c. Job Descriptions — None****UNFINISHED BUSINESS****12. Revision of Merit System Rules – Presented for Second Reading**

- a. 4441.5 Disqualification of Applicants, Candidates and Eligibles
- b. 4441.6 Disqualification and Appeal from Disqualification
- c. 4451.8 Removal of Names from Eligibility List

MOVED: Mike Ostini      SECONDED: Carmen Jaramillo      VOTE: 3-0

**NEW BUSINESS****13. Organization of the Personnel Commission**

Nomination and election of officers for calendar year 2025 was held in accordance with Personnel Commission Rule 4422.2.

The nominated slate was Carmen Jaramillo for Chair and Mike Ostini for Vice Chair, effective January 2025.

MOVED: Gary Pickavet      SECONDED: Mike Ostini      VOTE: 3-0

**REPORTS****14. PERSONNEL COMMISSIONER REPORTS**

Commissioners Pickavet, Ostini, and Jaramillo had no PC-related items to report.

**15. DIRECTOR, HUMAN RESOURCES REPORT**

The Director reported that the HR team had been enjoying all the winter festivities. In addition to our own department staff luncheon on December 6, several members of the HR team traveled north to the Farnel office winter luncheon on December 11 to join their celebration and connect with our North County colleagues. On December 18, we enjoyed the winter luncheon for South County staff.

The Director reported that several members of the HR team attended a symposium on December 12 put on by the San Luis Obispo County Office of Education. They heard some excellent speakers on the subject of resilience and building a strong talent pipeline, as well as a legal update. They also had the opportunity to take a strengths assessment as part of one speaker's presentation on strengths-based development, which was very interesting. The participants appreciated this opportunity to connect with colleagues in other agencies and with each other in a professional development setting.

The Director closed by expressing her appreciation for the entire HR team, which is working together to accomplish great things for the SBCEO workforce and the people we serve. She also thanked the commissioners for their service to SBCEO and for their support of the classified HR team.

**16. CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION REPORT**

No report from CSEA.

**CLOSED SESSION** — None scheduled

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 1:37 p.m. The next regular meeting will be held on Thursday, January 23, 2025, at 12:30 p.m. The meeting will be held in the Santa Barbara County Education Office Board Room, Santa Barbara and will also be available via videoconference at the Santa Barbara County Education Office Board Room, Santa Maria.



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



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Gary Pickavet  
Chair, Personnel Commission