FULLERTON SCHOOL DISTRICT
Personnel Commission Meeting
1401 W. Valencia Drive, Fullerton, CA

Minutes of the Regular Meeting Of November 19, 2025

CALL TO ORDER, PLEDGE OF ALLEGIANCE

Mr. Tommy Reminiskey, Chairperson, called the meeting to order at 4:31 p.m. and Sarah Kelman led the pledge of allegiance.

PERSONNEL COMMISSIONERS

Mr. Tommy Reminiskey, Chairperson (In-Person)
Dr. Alexis Norman, Vice-Chairperson (Via Teleconference)
Ms. Sarah Kelman, Member (In-Person)

STAFF PRESENT

Sylvia Niknami, Director, Human Resources
Stephanie McKinney, Administrative Secretary, Human Resources

APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF OCTOBER 27, 2025 – ITEM 2

The Personnel Commission reviewed the minutes.

A motion for approval was made by Mr. Tommy Reminiskey and Ms. Sarah Kelman, seconded by Dr. Alexis Norman; the motion passed unanimously.

APPROVAL OF THE CLASSIFIED PERSONNEL REPORT – ITEM 3

The Personnel Commission reviewed the report.

A motion for approval was made by Mr. Tommy Reminiskey and Ms. Sarah Kelman, seconded by Dr. Alexis Norman; the motion passed unanimously.

APPROVAL/RATIFICATION OF RECRUITMENTS – ITEM 4

The Personnel Commission reviewed the recruitment bulletin.

A motion for approval was made by Mr. Tommy Reminiskey and Ms. Sarah Kelman, seconded by Dr. Alexis Norman; the motion passed unanimously.

RATIFICATION/CERTIFICATION OF ELIGIBILITY LISTS – ITEM 5

The Personnel Commission reviewed the eligibility lists.

A motion for approval was made by Mr. Tommy Reminiskey and Ms. Sarah Kelman, seconded by Dr. Alexis Norman; the motion passed unanimously.

PUBLIC COMMENTS - ITEM 6

Stephanie McKinney read off a public comment received. “There is a group of CSEA employees that feel that there should have been a larger percentage of the raise. The raise doesn't match inflation. It seems that more management has been hired within the last couple of years. This applies more to Certificated management. For example, if 10 employees are hired making $125,000 per year that equals $1,250,000.00 per year that could have been distributed among the CSEA employees.”

DIRECTOR’S REPORT - ITEM 7:

Ms. Nikami provided an update on current Human Resources activities. She reported that the HR team continues to make steady progress on multiple recruitments, noting that several internal promotions have resulted in additional vacancies now moving through the recruitment process. She highlighted recent District activities, including the Halloween trick-or-treat event in which students visited District offices. She also shared that Stephanie earned 2nd place in the District’s salsa contest. Ms. Nikami reported ongoing work with the VidCruiter platform and the HR 2.0 initiative, both of which continue to move forward. She concluded by expressing her appreciation for the HR team’s continued flexibility, collaboration, and hard work in supporting District needs during a very active period.

CONSIDER REVISION TO THE HUMAN RESOURCES COORDINATOR CLASSIFICATION - CONFIDENTIAL DESIGNATION - ITEM 8

Ms. Niknami noted that it was an administrative oversight that we did not initially include this classification for the confidential stipend. This position will still be filled as an internal promotion under a working-out-of-class arrangement, as presented last month when the job description was approved. We revisited it today to ensure the confidential stipend is included.

A motion for approval was made by Mr. Tommy Reminiskey and Ms. Sarah Kelman, seconded by Dr. Alexis Norman; the motion passed unanimously.

CONSIDER APPROVAL OF PROPOSED CLASSIFIED REGISTERED NURSE JOB DESCRIPTION - ITEM 9

Ms. Niknami explained that this request originated from the Executive Cabinet and the ENCORE program, as we need to provide services to additional students during ENCORE hours. These hours typically occur after the regular school day and are not included in the scope of the certificated salary. A salary study was conducted, and we propose approving the Classified Registered Nurse position at Classified Salary Range 32.

A motion to approve the Classified Registered Nurse Job Description at Classified Salary Range 32, effective November 20, 2025, was made by Tommy Reminiskey and seconded by Ms. Sarah Kelman. The motion was also supported by Dr. Alexis Norman and passed unanimously.

ACTIVE RECRUITMENT LIST - ITEM 10
The Personnel Commission reviewed the active recruitment list.

No action was taken on this information item.

ADMINISTRATION AND POLICY - ITEM 11
The Personnel Commission reviewed the current budget printout.

No action was taken on this information item.

OTHER BUSINESS - ITEM 12
No other business was discussed.

ADJOURNMENT OF REGULAR MEETING
The regular meeting was adjourned to closed session at 4:39 p.m.

RECESS TO CLOSED SESSION
No reportable action was taken during the closed session; closed session was adjourned at 4:50 p.m.

Minutes Accepted By: Tommy Reminiskey, Chairperson
Recorded by: Stephanie McKinney