SANTA BARBARA COUNTY EDUCATION OFFICE
PERSONNEL COMMISSION

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

REGULAR MEETING
May 28, 2026 – 12:30 p.m.

MINUTES

GENERAL FUNCTIONS

1. Call to Order

Mike Ostini called the meeting to order at 12:30 p.m.

2. Roll Call

Members present:
Mike Ostini, Chair
Gary Pickavet, Vice Chair
Carmen Jaramillo, Commissioner

3. Pledge of Allegiance

Carmen Jaramillo led the Pledge of Allegiance.

4. Changes to the Agenda

It was noted that the Associate Superintendent, Human Resources would not be present for the closed session due to a schedule conflict.

5. Introduction of Staff and Guests

Staff and guests present:
Amy Ramos, Director, Human Resources
Tracie Cordero, Classified Human Resources Specialist
Brandon Weber, Chief Technology Officer

6. Public Comment — None

7. Approval of Minutes of Regular Meeting Held April 23, 2026

MOVED: Carmen Jaramillo SECONDED: Gary Pickavet VOTE: 3-0

8. Communications — None

9. Informational Items

a. Media Releases/Editorials

The Director, Human Resources summarized media releases about:

i. Classified School Employees of the Year. SBCEO – including the Personnel Commission represented by Mike Ostini – hosted the four local honorees at the County Board of Education meeting on May 14. The recipients were humbled, thrilled, joyful, and teary-eyed all at once. The Director noted it was truly a pleasure to be able to honor these dedicated classified employees, especially after receiving no nominations last year.

ii. Battle of the Books (English-language edition, 25th anniversary). There were actually three events – two elementary battles and one junior high; 240 4th-8th grade students took part. Each event consisted of three rounds, during which competitors were quizzed on 28 different titles.

iii. Teacher of the Year. The honored educator for 2027 is Alejandra Navarro, who teaches in the dual language immersion program at El Camino Elementary in the Goleta Union School District.

iv. Batalla de los Libros. This was the 3rd annual Spanish-language edition of Battle of the Books. Santa Barbara County is home to 14 Dual Language Immersion schools and thousands of Spanish-speaking and emerging multilingual students.

v. Teacher Recognition Awards. The Rotary Club of Santa Barbara honored four educators from the Santa Barbara Unified School District with their annual Teacher Recognition Awards for 2025-26. The awards honor the excellence, leadership, and dedication of Santa Barbara-area teachers. Each recipient received a plaque and $1,000 to support classroom needs.

b. Legislative Update

The Director, Human Resources reported that school HR practitioners are closely monitoring the progress of Assembly Bill 65 (AB 65), known as the Pregnancy Leave for Educators Act, which is proposed for the current legislative session after stalling in last year's session. It would mandate up to 14 weeks of fully paid leave for public school and community college employees disabled by pregnancy, childbirth, or related medical conditions.

Key provisions of the current version of the bill:

- Applies to certificated, academic, and classified employees in public schools and community colleges. This is a major difference between last year's version of the bill and this year's – the previous version would have covered only certificated staff.
- Provides up to 14 weeks of fully paid leave, which can be used before and after childbirth.
- Mandates that employers maintain health benefits during the 14-week leave.
- Prohibits employers from requiring staff to use their own accrued sick leave or "differential pay" for pregnancy-related disability.

This law would have significant financial and staffing impacts for SBCEO and other school employers, especially with the limits on certificated substitute assignments.

REGULAR BUSINESS

10. Informational Items

a. List of New Positions

b. Classified Personnel Report dated June 11, 2026

c. Position Announcements

i. Classified Human Resources Analyst (Dual – Santa Barbara)

ii. Early Care and Education Case Worker (Bilingual) – Open and Promotional, Santa Barbara

iii. Manager, Fiscal Services (Dual – Santa Barbara)

iv. Paraeducator (Dual – Santa Maria)

11. Action Items

a. Ratification of Eligibility Lists

i. Food Service Worker (Dual – Lompoc)

ii. Paraeducator (Dual – Various Locations)

MOVED: Gary Pickavet SECONDED: Carmen Jaramillo VOTE: 3-0

b. Classification of Positions — None

c. Job Description

The Director, Human Resources recommended the approval of revisions to the job description for Manager, Information Technology Services. No change in salary range was proposed.

MOVED: Gary Pickavet SECONDED: Carmen Jaramillo VOTE: 3-0

UNFINISHED BUSINESS

12. Approve 2026-27 Personnel Commission Meeting Schedule

MOVED: Gary Pickavet SECONDED: Carmen Jaramillo VOTE: 3-0

13. Adoption of 2026-2027 Personnel Commission Budget

Mike Ostini called the public hearing to order at 1:02 p.m. The public hearing on the Personnel Commission budget for fiscal year 26-27 was conducted in accordance with the requirements of California Education Code Section 45253. The Director, Human Resources reviewed minor changes to the adopted budget that had been made since the April meeting when the Personnel Commission first reviewed the budget. No members of the public were present for the public hearing. The public hearing was closed at 1:05 p.m.

MOVED: Carmen Jaramillo SECONDED: Gary Pickavet VOTE: 3-0

NEW BUSINESS

14. Revision of Merit System Rules – Presented for First Reading

a. 4494.1 Workday and Workweek
b. 4494.4 Overtime

REPORTS

15. PERSONNEL COMMISSIONER REPORTS

Commissioner Jaramillo had no PC-related items to report.

Commissioner Pickavet reported that he was having a medical procedure in June, so it was possible he would miss the June meeting.

Commissioner Ostini reported that he attended the Classified School Employees of the Year ceremony on May 14.

16. DIRECTOR, HUMAN RESOURCES REPORT

The Director, Human Resources reported on the classified evaluation trainings she conducted in April with Tracie Cordero and Jill Stevens. There were two sessions (one north, one south), about 40 attendees in total, with robust participation in both sessions. She further reported that 89% of attendees who completed the evaluation form rated the training excellent or very good.

The Director also reported on the training she and Tracie Cordero provided to the Early Care and Education Alternative Payment Program staff on the subject of vacation and other leaves. She and Tracie took many questions, and it was a good opportunity to connect with staff and clarify various questions employees had.

The Director provided an update on the Classified Human Resources Analyst recruitment. HR received 33 applications and screened in 18. Of those, 11 completed the written examination, which were being scored.

The Director also informed the Commission that SBCEO in March had completed the purchase of a property at 2811 Airpark Drive, where most staff currently located at Farnel will move on a date estimated to be in the summer of 2027. FitzGerald Community School will continue to be housed at the Farnel Road office for the time being, because the new property is not zoned for a school.

17. CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION REPORT

No report.

CLOSED SESSION

The Commission went into closed session at 1:28 p.m. with the Director, Human Resources to discuss the process for the annual performance evaluation for the Director. Closed session ended at 1:32 p.m. The action taken by the Commission was to waive the Director's evaluation for 2025-26, in accordance with Personnel Commission Rule 4463.2.

ADJOURNMENT

There being no further business, there was a motion to adjourn.

MOVED: Carmen Jaramillo SECONDED: Gary Pickavet VOTE: 3-0

The meeting was adjourned at 1:33 p.m. The next regular meeting will be held on Thursday, June 25, 2026, 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

Mike Ostini
Chair, Personnel Commission