

THE MERIT SYSTEM

The Personnel Commission for the San Bernardino City Unified School District was established in 1967 to administer the Merit System for classified employees. The Merit System is a personnel system of rules and procedures, similar to civil service, which governs classified school personnel. Merit System law provides that classified employees are selected, retained, and promoted on the basis of merit and fitness; exclusive of discrimination due to actual or perceived race, color, ethnicity, age, religion, political affiliation, marital status, disability, gender, sexual orientation, or national origin.

The Personnel Commission of the San Bernardino City Unified School District is composed of three Commissioners, appointed for three-year staggered terms. The Commissioners are lay persons who must be known adherents of merit principle. One member is appointed by the Board of Education, another member is appointed by the classified collective bargaining employee unit. These two members select the third member. The Personnel Commission does not report directly to the Board or the Superintendent.

The California Education Code specifies the responsibilities of the Personnel Commissions. Some of the duties of the Personnel Commission are to classify positions; recommend salaries; hear appeals of disciplinary, and dismissal matters; hear protests involving examinations, selection or appointment procedures; and prescribe rules related to a variety of personnel practices. Authority for Personnel Commission functions are provided in sections 45240 through 45320 of the California Education Code.

San Bernardino City Unified School District has approximately 2,883 classified support positions that include, but not limited to: education assistants, library aides, custodians, office support staff, and classified managers.



SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT PERSONNEL COMMISSION

1525 W. Highland Ave.
San Bernardino, CA 92411

Phone: (909) 381-1280
PC_Inquiries@sbcusd.k12.ca.us
www.sbcusd.com

Commission Staff:

Irma Garcia, Personnel Director
Tamara Booker, Senior Personnel Analyst
Esmeralda Moreno, Associate Personnel Analyst
Leslie Holmes, Associate Personnel Analyst
Lucio Chaparro, Associate Personnel Analyst
Athziry Landeros, Associate Personnel Analyst
Nersidalia Garcia, Secretary III
Andrea Mussolo, Bilingual Clerk II

PERSONNEL COMMISSION

Valeria Dixon Chairperson

Commissioner Dixon brings extensive experience in risk management through her service with the San Bernardino County Superintendent of Schools Joint Powers Authority (JPA), where she served as Risk Manager. She was appointed to the Commission by the California State Superintendent of Public Instruction, and has served continuously on the SBCUSD Personnel Commission since December 10, 2013. Her current term expires in December 2028, reflecting more than a decade of dedicated service to the District's Merit System.

Michael Salazar Vice Chairperson

Commissioner Salazar is a Vice President-Wealth Management and Financial Advisor with UBS Financial Services. Appointed by the San Bernardino City Unified School District Board of Education, he began serving on the Personnel Commission on December 1, 2009, and has served continuously as the Board's appointee. His current term expires on December 1, 2027. Commissioner Salazar is a proud military veteran whose service reflects a longstanding commitment to leadership, integrity, and public service. In addition to his service on the Personnel Commission, he is a member of the St. Bernardine Medical Center Foundation Board of Directors, reflecting his ongoing commitment to civic engagement and community leadership.

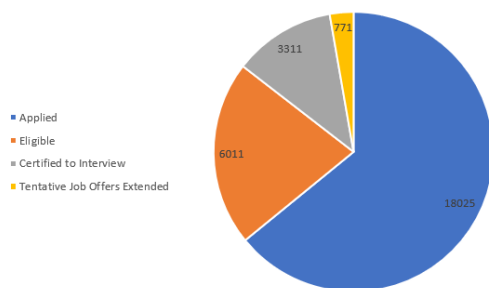
George Bohn Commission Member

Commissioner Bohn dedicated more than 34 years to public education, serving as an educator from 1969 to 2003. He retired from the San Bernardino City Unified School District after serving as Principal of the Adult School. Mr. Bohn first served on the Personnel Commission as the Board of Education's appointee from January 10, 2007, through November 30, 2009. On December 1, 2014, he was reappointed to the Commission by the California School Employees Association (CSEA), Chapter 183, and continues to serve in that capacity. His current term expires on December 1, 2026. Commissioner Bohn is a proud military veteran whose service reflects a longstanding commitment to leadership, integrity, and public service.

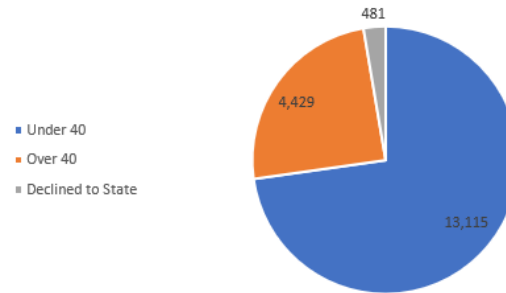
Summary Report

	FY 2025-2026
# of Classified Employees	2,883
# of Recruitments (Job Postings)	143
# of Applications Received/Processed	18,025
# of Eligibility Lists Ratified	115
# of Eligible Candidates	6,011
# of Eligible Candidates Certified to Interview	3,311
# of Job Offers (tentative)	771
# of Reclassifications	5
Avg. # of Vacancies	205
# of OOC Assignment Approvals	248
# of Class Specs Approval (Mgmt. and Non. Mgmt. Revisions and New)	11

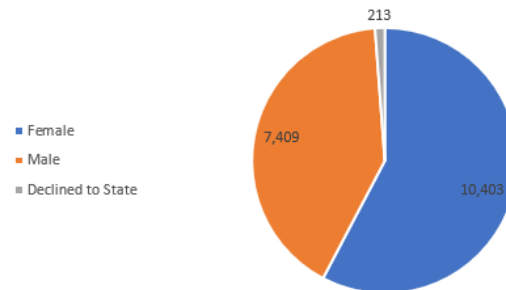
APPLICANT METRICS



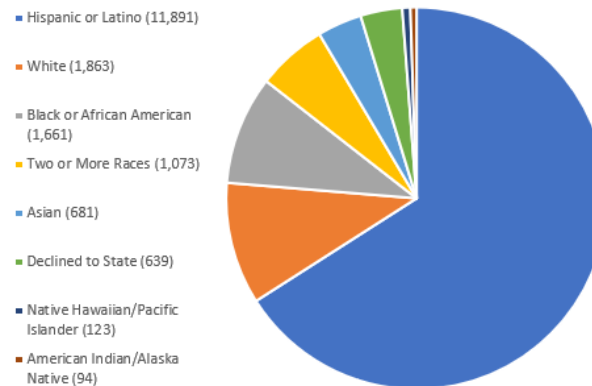
APPLICANTS BY AGE



APPLICANTS BY GENDER



APPLICANTS BY ETHNICITY



Message from the Commission

As we reflect on the accomplishments of the 2025–2026 fiscal year and look toward the future, the Personnel Commission remains steadfast in its commitment to administering a fair, transparent, and efficient Merit System for the classified employees of the San Bernardino City Unified School District.

The Commission is dedicated to attracting, selecting, and retaining a highly qualified workforce that supports student success and advances the District's educational mission. Through continuous improvement, innovative recruitment strategies, and equitable personnel practices, we strive to ensure that every hiring decision strengthens our schools and contributes to safe, welcoming, and high-performing learning environments for students, families, and staff.

We extend our sincere appreciation to our classified employees for their professionalism, dedication, and commitment to serving the students and families of SBCUSD. Their contributions are essential to the daily operations of our schools and play a vital role in the District's continued success.

As we support SBCUSD's Vision 2030, the Personnel Commission remains committed to advancing the SHINES pillars by fostering a workforce built on merit, fairness, equity, and excellence in public service.

2025–2026 Highlights

During the 2025–2026 fiscal year, the Personnel Commission proudly achieved the following:

- Conducted 12 regular Personnel Commission meetings to oversee Merit System and personnel matters.
- Processed 18,025 employment applications, resulting in the establishment of 115 eligibility lists to support timely and merit-based hiring across the District.
- Participated in 14 recruitment events, expanding outreach efforts to attract qualified and diverse candidates to serve the District.
- Attended the 2026 California School Personnel Commissioners Association (CSPCA) Annual Conference in San Diego, strengthening professional knowledge and staying current on Merit System laws, emerging trends, and best practices.
- Conducted the Personnel Commission's 3rd Annual Staff Retreat, themed Plant, Grow, Thrive, focusing on professional growth, collaboration, process improvement, and strengthening the department's commitment to supporting SBCUSD's mission.
- Commissioner Valeria Dixon was re-appointed as the Commission's joint appointee and sworn into office during the December 2025 Personnel Commission meeting.

The Commission is proud of the progress made this year and remains committed to providing exceptional service, supporting operational excellence, and ensuring that the District continues to recruit and retain talented classified employees who contribute to the success of every student.