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

Minutes of the Regular Meeting Of May 18, 2026

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)
Ms. Sarah Kelman, Member (In-Person)
Ms. Alexis Norman (Via Teleconference)

STAFF PRESENT

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

APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF APRIL 27, 2026 – ITEM 2

The Personnel Commission reviewed the minutes.

A motion for approval was made by Ms. Sarah Kelman and was seconded by Ms. 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 Ms. Sarah Kelman and was seconded by Ms. 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 Ms. Sarah Kelman and was seconded by Ms. 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 Ms. Sarah Kelman and was seconded by Ms. Alexis Norman; the motion passed unanimously.

PUBLIC COMMENTS - ITEM 6

Public Comment #1

I would like to make the Commission aware of the ongoing conversation I have had with the Classified Director regarding the concerns I raised at the last Personnel Commission meeting, specifically concerning Chapter 50, Section 50.1.1.2.

In my communication with the Director of Classified Human Resources, it was concerning to learn that this section is being interpreted to mean that recruitments may be posted for "up to 15 days," as stated in the email I received, rather than "at least 15 days," as clearly stated in the Personnel Commission Rules on page 48.

If the Personnel Commission Rules have changed, then those changes should be formally updated within the rules and regulations themselves. When established rules are not followed or are interpreted inconsistently, it undermines the trust classified employees place in the process.

While this issue may appear minor, it is not. These rules exist to ensure that recruitment processes remain fair, transparent, and equitable for all employees and applicants.

It is my hope that the Personnel Commission will look into this matter and take the necessary steps to ensure that those responsible for implementing and interpreting these rules are properly educated on their correct application. Additionally, if any changes to the rules have been made, those revisions should be formally updated and reflected within the Personnel Commission Rules so there is clear and consistent guidance for all parties involved.

Esmeralda Torrez

Ms. Sylvia Niknami responded to the public comment, thanked the speaker for their input, and stated that Section 50.1.1.2 would continue to be reviewed in collaboration with the Personnel Commission and legal counsel.

Commissioner Tommy Reminiskey thanked Ms. Niknami for her explanation and comments regarding the matter.

DIRECTOR'S REPORT - ITEM 7

Ms. Sylvia Niknami announced that it was Classified School Employee Week and shared that cookies would be delivered to each site as a token of appreciation for classified employees. She also stated that activities would be held each day at the District Office throughout the week to recognize and celebrate the contributions of classified staff. Ms. Niknami also read a poem in honor of Classified School Employee Week. "The heartbeat of Fullerton School District. Behind every classroom, every campus, and every successful school day, there are dedicated people making a difference in countless ways. To our instructional assistants, health clerks, library staff, and student support staff, thank you for supporting students with patient compassion, and To our office managers, administrative assistants, clerks, personnel staff, payroll team, business services staff, thank you for keeping our schools organized, operational,

and running smoothly each and every day. To our technology staff, information services teams, technicians, and operational support staff. Thank you for solving problems behind the scenes and helping our school stay connected and moving forward. To our custodians, groundskeepers, maintenance workers, warehouse staff, mechanics, and transportation teams, thank you for creating safe, welcoming, and well-maintained environments where students and staff can thrive. To our nutrition services team, thank you for nourishing our students and serving every meal with dedication and heart. To all other classified support staff across the school district, thank you for your countless ways you contribute each day to the success of our students, schools, and community. To every classified employee across the school district, your work matters. Your contributions are seen and your impact reaches far beyond what words can express. You are a heartbeat for our schools. the people who serve, guide, repair, organ protect, encourage, and uplift our educational community every single day. Thank you for your commitment, professionalism, and care for students, families, and one another. Happy classified school employees week". Tommy Reminiskey thanked Sylvia for sharing.

CONSIDER CLASSIFICATION, RANGE AND JOB DESCRIPTION UPDATE - INSTRUCTIONAL ASSISTANT/SPECIAL EDUCATION JUNIOR HIGH (SPJH) CLASSIFICATION SERIES - ITEM 8

Ms. Sylvia Niknami explained that the duties and responsibilities of the SPJH I classification have evolved over time due to the organizational needs of the District. As a result, staff conducted a review of the classification and revised the SPJH II job description to better reflect the current scope of work. A salary range adjustment was also recommended based on the findings of the classification assessment.

Ms. Niknami recommended approval of the revised job description, classification updates, and corresponding salary range adjustment.

Commissioner Tommy Reminiskey asked how many employees would be affected by the proposed changes. Ms. Niknami explained that an assessment had been conducted and that sufficient funding was available to support the recommended adjustments.

A motion for approval was made by Ms. Sarah Kelman and was seconded by Alexis Norman; the motion passed unanimously.

CONSIDER APPROVAL OF RECOMMENDED SALARY RANGE INCREASE FOR THE DATA INTEGRATION SPECIALIST CLASSIFICATION - ITEM 9

Ms. Sylvia Niknami explained that the recommendation resulted from market comparisons and discussions with CSEA and Cabinet. She stated that the proposed changes are being recommended through the CSEA process and will be funded by the department.

A motion for approval was made by Ms. Sarah Kelman and was seconded by Alexis Norman; the motion passed unanimously.

CONSIDER APPROVAL OF RECOMMENDED SALARY RANGE INCREASE FOR THE DIRECTOR OF NETWORKING, INFORMATION AND DATA SYSTEMS - ITEM 10

Ms. Sylvia Niknami explained that the recommendation resulted from a review of the position's scope of duties and responsibilities. She noted that the role has experienced an increase in leadership responsibilities, organizational oversight, and the need to ensure network stability and operational continuity throughout the District.

Ms. Niknami further explained that the growing frequency and complexity of cybersecurity threats and cyberattacks have increased the need for enhanced organizational support and oversight within the department, resulting in the recommendation for the proposed changes.

A motion for approval to the revised job description was made by Ms. Sarah Kelman and was seconded by Alexis Norman; the motion passed unanimously.

CONSIDER ADOPTION OF THE PROPOSED PERSONNEL COMMISSION 2026-2027 BUDGET AND PUBLIC HEARING - ITEM 11

A motion for approval was made by Ms. Sarah Kelman and was seconded by Alexis Norman; the motion passed unanimously.

No action was taken on this information item.

ACTIVE RECRUITMENT LIST - ITEM 12
The Personnel Commission reviewed the active recruitment list.

No action was taken on this information item.

ADMINISTRATION AND POLICY - ITEM 13
The Personnel Commission reviewed the current budget printout.

No action was taken on this information item.

OTHER BUSINESS - ITEM 14
Discussed moving the June Personnel Commission date from June 15, 2026 to June 23, 2026. It was agreed upon that the meeting will be moved from June 23, 2026.

ADJOURNMENT OF REGULAR MEETING
The regular meeting was adjourned to closed session at 4:58 p.m.

RECESS TO CLOSED SESSION
No reportable action was taken during the closed session; closed session was adjourned at 5:23 p.m.

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