SANTA BARBARA COUNTY EDUCATION OFFICE
PERSONNEL COMMISSION

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

REGULAR MEETING
September 24, 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

Gary Pickavet led the Pledge of Allegiance.

4. Changes to the Agenda — None

5. Introduction of Staff and Guests

Staff and guests present:
Gina Branum, Associate Superintendent, Human Resources
Amy Ramos, Director, Human Resources
Wendy Garcia, Certificated Human Resources Technician
Tracie Cordero, Classified Human Resources Specialist
Nicole Leick, Classified Human Resources Analyst
Jill Stevens, Director, Engagement and Support
Holly Warrick, Manager, Engagement and Support

6. Public Comment — None

7. Approval of Minutes of Regular Meeting Held August 27, 2026

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

8. Communications — None

9. Informational Items

a. Media Releases/Editorials

The Director, Human Resources summarized a media release about the upcoming Salute to Teachers event, an annual celebration recognizing both veteran and new educators in our county. The event will take place on Saturday, November 7, at the Music Academy of the West.

b. Legislative Update

The Director, Human Resources reported on SB 1083, which is additional proposed legislation related to AB 2534 (“egregious misconduct” for certificated) and SB 848 (mandatory employment disclosure for classified).

It would:

- Narrow obligation to “credible complaints of, investigations into, or discipline for egregious misconduct,” instead of only those complaints, investigations, or discipline used to support a substantiated investigation
- Expand procedures for credible complaint investigations
- Modify investigation status in the database to address if employees leave mid-investigation
- Statewide database (if funded)
- Expand to contractors.

If it is passed, SBCEO will need to review the procedures we have implemented for compliance with the first two laws as well as modify our procedures for engaging independent contractors.

REGULAR BUSINESS

10. Informational Items

a. List of New Positions

b. Classified Personnel Report dated October 8, 2026

c. Position Announcement

i. Manager (Operations), Information Technology Services (Dual – Santa Barbara)

11. Action Items

a. Ratification of Eligibility Lists

i. Administrative Assistant (Dual – Santa Barbara)

ii. Alternative Payment Program Supervisor (Open and Promotional – Santa Maria)

iii. Maintenance and Operations Supervisor (Open and Promotional – Santa Maria)

iv. Paraeducator (Dual – Various Locations)

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

b. Classification of Positions — None

c. Job Descriptions — None

UNFINISHED BUSINESS

12. Discussion: Public Comment Procedures

After further discussion, there was a motion to approve the revised public comment request form, as amended, and the revised agenda language as presented.

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

NEW BUSINESS

13. Discussion: Classified Personnel Report

The Director, Human Resources sought guidance from the Personnel Commission about the reporting of certain transactions on the Classified Personnel Report. It has been a long-standing practice that transactions involving integrated workers, student workers, apprentices, and substitutes have been reported on the Classified Personnel Report even though individuals in those roles are exempt from the classified service pursuant to the Education Code.

After discussion, there was a motion that such transactions continue to be reported on the Classified Personnel Report, with the notation “Exempt from the classified service by Education Code.”

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

14. Discussion: Annual Report

The Director, Human Resources sought guidance from the Personnel Commission about reporting examination data on the annual report. Historically, examinations with a fixed application deadline and continuous examinations have been reported separately in the annual report. The Director asked for the Commissioners’ views on the value of continuing the long-standing practice of reporting the exams separately.

After discussion, there was a consensus that the purpose of the annual report was to report the data as a whole. There was a motion that the annual report be modified to consolidate the examination data into a single category.

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

REPORTS

15. PERSONNEL COMMISSIONER REPORTS

The Commissioners had no PC-related items to report.

16. DIRECTOR, HUMAN RESOURCES REPORT

The Director reported that she had attended on September 9 the first session of the Central Coast EdLab, which is a new partnership of SBCEO HR and the law firm Dannis Woliver Kelley. The EdLab format provides for legal updates and roundtable discussions on topics related to public K-12 HR. The first session (of seven scheduled for 26-27) was well attended by representatives from districts in both Santa Barbara and San Luis Obispo counties, as well as the two COEs.

The Director also reported that she and Tracie Cordero have started attending trainings on the new paid pregnancy disability leave and identified one area of conflicting advice from different law firms.

She further reported that she and Nicole Leick were in the midst of some significant exam development for management classifications.

The Director concluded by sharing that CSEA had voted to reappoint Mike Ostini to a new term as commissioner in the CSEA seat. The Board will vote at their October 8 meeting to reappoint him.

17. CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION REPORT

No report.

CLOSED SESSION — None scheduled

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 1:46 p.m. The next regular meeting will be held on Friday, October 23, 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