

#### **Personnel Commission**

#### AGENDA OF REGULAR MEETING

Wednesday, February 13, 2019 - 5:30 P.M. Site 18, Room 125 37230 37th Street East, Palmdale, CA 93550

**CALL TO ORDER** 

PLEDGE OF ALLEGIANCE

ROLL CALL: Mr. Don Wilson, Chairperson

Mrs. Deneese Thompson, Vice Chairperson Mrs. Kathleen Duren, Commissioner

Ms. Mary Theus, Interim Director, Personnel Commission

#### PRELIMINARY BUSINESS

A. Approval of Meeting Minutes – January 23, 2019

**ACTION** 

44-18/19

#### II. PUBLIC COMMENTS

- A. Comments Concerning Items on the Agenda
- B. Comments from Members of the General Public Regarding Non-Agenda Items

#### III. SALARY / INTERNAL EQUITY STUDY

Examine internal equity of proposed salaries for the classified service represented by CSEA.

#### IV. CONSENT AGENDA

Actions proposed for the Consent Agenda are items consistent with adopted rules and regulations of the Personnel Commission and are deemed routine in nature. They will be acted upon in one motion, without discussion, unless members of the Personnel Commission, staff, or a member in the audience requests an items removal. The item will be removed from the motion to approve and will be discussed immediately following the Consent Agenda.

#### A. Approval of Consent Agenda

- 1. Ratification of Eligibility Lists
- 2. Extension of Eligibility List(s)
- 3. Nullification of Eligibility List(s)
- 4. Ratification of Transfers

#### V. UNFINISHED BUSINESS

None

#### **VI. NEW BUSINESS**

None

#### VII. INFORMATION/REPORTS

- A. Expenses Review
- B. Classified Update
- C. Interim Director, Personnel Commission
- D. Comments from Commissioners

**ACTION** 

45-18/19

Personnel Commission Meeting Agenda of February 13, 2019 Page 2

#### **VIII. RECESS TO CLOSED SESSION**

- A. With respect to every item of business to be discussed in closed session, pursuant to Government Code, Section 54957
  - 1. Public Employee: Discipline/Dismissal/Release

#### IX. RECONVENE TO OPEN SESSION

## X. REPORT OUT ACTIONS TAKEN (if any) IN CLOSED SESSION

- A. With respect to every item of business to be discussed in closed session, pursuant to Government Code, Section 54957
  - 1. Public Employee: Discipline/Dismissal/Release

XI. DATE/TIME OF NEXT PERSONNEL COMMISSION MEETING: February 27,
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OPEN SESSION ADJOURNMENT	P.1	M

In compliance with the American with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Personnel Commission office at 661 285 2902. Notification 48 hours prior to the meeting will enable to the Commission to make reasonable arrangements to ensure accessibility to this meeting.

As of July 1, 2008, the District is required to make documents (revised or otherwise) distributed to the Personnel Commission within 72 hours of a meeting, simultaneously available for public review, provided such documents are not otherwise exempt from public disclosure. Such documents will be available for public review in the Personnel Commission office.

## Personnel Commission Meeting of the Palmdale School District

### Minutes of January 23, 2019 Regular Meeting

CALL TO ORDER Chairperson Don Wilson called the meeting to order at 5:30 P.M., followed by

the Pledge of Allegiance led by Deneese Thompson.

MEMBERS PRESENT Mr. Don Wilson, Chairperson

Mrs. Deneese Thompson, Vice Chairperson Mrs. Kathleen Duren, Commissioner

A quorum was present

STAFF PRESENT Ms. Mary Theus, Interim Director, Personnel Commission

PRELIMINARY BUSINESS Mrs. Duren moved to approve the minutes of the January 9, 2019 meeting,

with Mrs. Thompson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed

unanimously.

**PUBLIC COMMENTS CONCERNING** 

AGENDA ITEMS

Daniel Stevenson, Maintenance Worker II, addressed the Commission to request reconsideration of his request for advancement to the Maintenance Worker II-Certified classification. He summarized his experience and

education, and provided additional documents for review.

**PUBLIC COMMENTS CONCERNING** 

**NON-AGENDAITEMS** 

Mr. Erwin Bryant, Chief Union Steward for CSEA Chapter 296, thanked the Commission for their work in support of classified employees. He reported his intent to be present at each meeting, and is looking forward to a closer

relationship with Commission.

SALARY/INTERNAL EQUITY STUDY Human Resources requested the Commission to examine the internal equity

for proposed salary ranges identified on recommended revision to the Schematic List of Classes for the classified service. Discussion ensued regarding range increases recently proposed for three classifications in the accounting, secretarial, and technical job families. The Personnel Commission expressed concern that implementation of the increases recommended to the Board in March 2018 remain pending. Mrs. Duren commented on several subjects, such as the Education Code requirement specific to the gradual accretion of duties, equitable movement among salary ranges, and justification for proposed increases. The Commission decided to table the salary/internal equity study to the next meeting in January. Ms. Theus was advised to invite a representative from Human Resources to attend the meeting to explain their rationale for the proposals, and respond to inquiries

from the Commission.

CONSENT AGENDA Mrs. Duren moved to approve the Consent Agenda as presented, with Mrs.

Thompson providing a second. Mr. Wilson called for the vote, and the motion

passed unanimously.

#### **NEW BUSINESS**

# Approval of Eligibility List with Less Than Three Ranks: Occupational Therapist

Mrs. Duren moved to the approve the eligibility list containing one eligible for Occupational Therapist, with Mr. Wilson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed unanimous.

#### Approval of Job Description: Substitute Noon Duty/Campus Assistant

Mrs. Duren moved to approve the job description for Substitute Noon Duty/Campus Assistant, with Mrs. Thompson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed unanimously.

#### **Approval of New Classification: Benefits Analyst**

Mrs. Thompson moved to approve the new classification and salary placement for Benefits Analyst, with Mrs. Duren providing a second, and discussion was called for. After confirming the classification as a leadership position to administer all aspects of the employee benefits programs with supervisory responsibilities, Mr. Wilson called for the vote. The motion passed unanimously.

#### Approval of New Classification: Systems Administrator

Mrs. Duren moved to approve the new classification and salary placement for Systems Administrator, with Mrs. Thompson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed unanimously.

# Approval of ADA Compliant Job Analysis: Substitute Noon Duty/Campus Assistant

Mrs. Duren moved to approve the ADA Compliant Job Analysis for Substitute Noon Duty/Campus Assistant, with Mrs. Thompson providing a second, and discussion was called for. When Ms. Theus verified the ADA was identical to Noon Duty/Campus Assistant, Mr. Wilson called for the vote, and the motion passed unanimously.

# Approval of Revision to ADA Compliant Job Analysis: Noon Duty/Campus Assistant

Mrs. Duren moved to approve the revision to the ADA Compliant Job Analysis for Noon Duty/Campus Assistant, with Mrs. Thompson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed unanimously.

# Approval of ADA Compliant Job Analysis: Benefits Analyst and Systems Administrator

Mrs. Duren moved to approve the ADA Compliant Job Analysis for Benefits Analyst and Systems Administrator, with Mrs. Thompson providing a second, and discussion was called for. Hearing none, Mr. Wilson called for the vote, and the motion passed unanimously.

Personnel Commission Meeting Minutes of January 23, 2019 Page 3

#### **INFORMATION / REPORTS**

#### Maintenance Worker II-Certified, License/Certificate Requirement

In response to employee and Commission inquiries, Ms. Theus reported the findings of her research on the establishment of the license/certification requirements for the Maintenance Worker II-Certified classification. The classification was revised and approved in 1997 to require advancement upon "possession of a valid California State Contractor's license in a related specialized trade; OR possession of a County/State or Federal certificate in a related specialized trade, combined with 24 college units." Other revisions to the job description were not discovered.

Over the years, interpretation of this language was perhaps miscommunicated to require possession of both a contractor's license and the college units because of transposed punctuation and/or rephrasing of the requirements. However, in accordance with her findings, Ms. Theus conveyed that appropriate corrective action was taken to apply the accurate and approved requirements to an employee possessing a contractor's license and recently denied advancement to certified status. The job description currently available for employee and public view will be appropriately amended to clearly define the license/certification requirements as specified after notifying CSEA of the discrepancy. The Commission thanked Ms. Theus for the report and research to clarify the requirements, and the corrective action for the affected employee.

#### **Classified Update**

Ms. Theus distributed the Classified Update, and there were no comments.

#### Interim Director, Personnel Commission

Ms. Theus reminded the Commission of the CSPCA Conference in Anaheim starting February 7, 2019, and confirmed the registrations and hotel accommodations have been secured and verified.

#### **Comments from Commissioners**

Mrs. Duren communicated her travel and attendance with Mr. Wilson to the CSPCA Merit System Academy at Poway Unified School District in San Diego on January 12, 2019. She shared that the classes were intense, but very valuable, and that she is looking forward to the additional sessions.

Mr. Wilson reiterated Mrs. Duren's comments on the Merit Academy, and shared his learning on the history of the Merit System.

#### **RECESS TO CLOSED SESSION**

Recessed to closed session at 6:16 P.M.

- A. With respect to every item of business to be discussed in closed session, pursuant to Government Code Section 54957
  - 1. Public Employee Discipline/Dismissal/Release

#### **RECONVENE TO OPEN SESSION**

Reconvened to open session at 6:39 P.M.

Personnel Commission Meeting Minutes of January 23, 2019 Page 4

REPORT OUT OF CLOSED SESSION	<ul> <li>A. With respect to every item of business to be discussed in closed session, pursuant to Government Code Section 54957</li> <li>1. Public Employee Discipline/Dismissal/Release</li> <li>With no action taken, there is no report.</li> </ul>
NEXT MEETING	The next regular meeting of the Personnel Commission is scheduled for February 13, 2018 at 5:30 P.M. in Room 125 at Site 18.
ADJOURNMENT	On a motion made by Mrs. Thompson, the meeting was adjourned at 6:40 P.M.  Respectfully submitted,  Mary Theus Interim Director, Personnel Commission
APPROVED:	
	Don Wilson, Chairperson
	Deneese Thompson, Vice Chairperson
	Kathleen Duren, Commissioner

#### PERSONNEL COMMISSION

#### **AGENDA ITEM**

DATE	February 13, 2019	REP	ORT
ТО:	Personnel Commission	X ACT	'ION
FROM:	Mary Theus Interim Director, Personnel Commission		
RE:	RATIFICATION OF ELIGIBILITY LIST(S)		

#### STATUS

The testing procedure for establishment of an eligibility list for the classifications on the attached "Classified Recruitment Summary Report" have been completed and the list(s) established as presented.

# RECOMMENDATION

It is recommended that the eligibility list(s) for the attached classification(s) be ratified.

# PALMDALE SCHOOL DISTRICT PERSONNEL COMMISSION February 13, 2019

### CLASSIFIED RECRUITMENT SUMMARY REPORT

Job Classification	Open Date	Close Date	Written Exam Date	QAI Date	Number of Applicants	Number Passed MQs	Number Passed Written	Passed Performance	Number Passed QAI	Number Eligible	Effective Date	Expiration Date	Merged *Yes/No	Total # of Ranks
Bilingual ECE Teacher Assistant	09/26/18	Continuous	1/24, 1/9	01/30/19	53	2	2	NA	2	2	01/31/19	01/30/20	*Yes	4
ECE Teacher Assistant	09/12/18	Continuous	1/24, 1/9	01/30/19	121	1	1	NA	1	1	01/31/19	01/30/20	*Yes	5

<sup>\*</sup>Only new eligibles have the expiration date of the merged eligibility list; previous eligibles maintain the original expiration date.

This certifies the eligibility list process is complete and in compliance with pertinent Education Codes (merit system) and Personnel Commission Rules and Regulations.

Mary Theus

Interim Director, Personnel Commission

2/5/19

Date

#### PERSONNEL COMMISSION

#### **AGENDA ITEM**

DATE	February 13, 2019		REPORT
TO:	Personnel Commission	_X_	ACTION
FROM:	Mary Theus Interim Director, Personnel Commission		

**EXTENSION OF ELIGIBILITY LIST(S)** 

# **STATUS**

RE:

The eligibility list(s) for the following classifications still contain(s) a sufficient number of qualified ranks.

Job Classification	Effective Date	Expiration Date	Date Extended	
Assistant Director Maintenance & Operations	02/21/18	02/20/19	08/20/19	
Translator	02/21/18	02/20/19	08/20/19	

# **RECOMMENDATION**

It is recommended that the eligibility list(s) stated above, be extended for a period of six months.

#### **PERSONNEL COMMISSION**

#### **AGENDA ITEM**

DATE	February 13, 2019		REPORT
TO:	Personnel Commission	X	ACTION
FROM:	Mary Theus Interim Director, Personnel Commission		
RE:	NULLIFICATION OF ELIGIBILITY LIST(S)		

# **STATUS**

The eligibility list(s) for the following classifications have expired or have insufficient ranks remaining.

Job Classification	Effective Date	Expiration Date
Bilingual ECE Teacher Assistant	10/29/18	10/28/19
ECE Teacher Assistant	10/29/18	10/28/19

# **RECOMMENDATION**

It is recommended that the eligibility list(s) stated above be nullified.

MT: smc 45-18/19

#### PERSONNEL COMMISSION

#### **AGENDA ÎTEM**

DATE	February 13, 2019	REPORT
TO:	Personnel Commission	X ACTION
FROM:	Mary Theus Interim Director, Personnel Commission	
RE:	RATIFICATION OF TRANSFER(S)	

### <u>STATUS</u>

As provided for in the Personnel Commission Rules and Regulations Section 4, Item 6.18B and in the collective bargaining agreement Article 7.1, the Personnel Commission shall ratify transfers.

# **RECOMMENDATION**

It is recommended that the Personnel Commission ratify the transfer(s) included as "Change of Status" from the Board Agenda.

### TRANSFERS AND REASSIGNMENTS

а.	Employee Name Adams, Deloris	Effective Date 01/14/19	Classification(s) Child Nutrition Assistnt I, 3.0 hrs/182 days, from (GP) to (CH)	<u>Comments</u> Replacement for Haseena Allen; Reassignment; Elimination of position
b.	Anderson, Monica	01/14/19	Special Education Instructional Assistant I from (SAGE) 5.75 hrs/182 days to (YU) 6.5 hrs/182 days	Replacement for Afraicela Saenz; Increase in hours by seniority
C.	Biggert, Meghan	01/22/19	Special Education Instructional Assistant I from (SAGE) 5.75 hrs/182 days to (SH) 6.5 hrs/182 days	Growth; Increase in hours by seniority
d.	Marquez, George	12/10/18	Technology Support Liaison, 8.0 hrs/10 mo., from (DO) to (SH)	
e.	Parada Orozco, Alejandra	12/24/18	Noon Duty/Campus Assistant, 3.5 hrs/182 days, from (TW) to (CA)	
f.	Rodas, Nancy Mayari	12/11/18	Social Emotional Learning Specialist, 8.0 hrs/208 days, from (DO) to (SH)	
g.	Rubalcaba, Patricia	01/14/19	Social Emotional Learning Specialist, 8.0 hrs/208 days, from (SAGE) to (DO)	
h.	Shellooe, Rebecca	01/14/19	Special Education Instructional Assistant I, 5.75 hrs/182 days, from (SH) to (CM)	Growth; Reassignment; Elimination of position
i.	Talavera, Rosa	01/01/19	From Instructional Assistant I, 5.75 hrs/182 days, to Instructional Assistant II, 5.75 hrs/182 days	. Completion of coursework

**Personnel Commission 230** 

Fiscal Year: 2018-2019

Printed: 2/5/2019

From Date: 1/1/2019

To Date: 1/31/2019

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Bal	%Bud
01.0.00000.0.00000.74400.4320 2300000	D. Supplies	\$8,800.00	\$0.00	\$2,301.44	\$6,498.56	\$673.45	\$5,825.11	66.19%
01.0.00000.0.00000,74400.4380 2300000	), Supplies-Technology	\$1,950.00	\$0.00	\$0.00	\$1,950.00	\$555.71	\$1,394.29	71.50%
01.0.00000.0.00000.74400.4420 2300000	D. Non Cap Asset	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	100.00%

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Personnel Commission 230 From Date: 1/1/2019 To Date: 1/31/2019

Fiscal Year: 2018-2019

Account Number	Description	GL Bud	get Range To Date	YTD	Balance	Encumbrance	Budget Bal	%Bud	
1:0.00000.0.00000.74400.4480. 300000	Non Cap Asset Technology	\$17,67	0.00 \$0.00	\$0.00	\$17,671.00	\$15,299.34	\$2,371.66	13.42%	
.0.00000.0.00000.74400.5210.	Mileage	\$2,000	0.00 \$0.00	\$257.62	\$1,742.38	\$0.00	\$1,742.38	87.12%	
.0.00000.0.00000.74400.5220. იიიიი	Conferences/Mileage	\$13,451	.00 \$959.36	\$7,636.72	\$5,814.28	\$5.058.68	\$755.60	5.62%	
ransaction Detail (Standard	) ition Number PO/Ship Number	er Description	on:	Name			Journal		Amount
CF19142MI			AP POSTING CONFERENCES					Accounts Payable	
CF19281RG	19260 19	260 AP POST	POSTING CONFERENCES				Accounts Payable Detail Total:	\$790.00 \$959.36	
1.0.00000.0.00000.74400.5310. 300000	District Membership	\$3,350	0.00 \$0.00	\$3,350.00	\$0.00	\$0.00	\$0.00	0.00%	
1.0.00000,0.00000.74400.5712, 300000	Direct Costs-Printing	\$2,000	0.00 \$178.00	\$416.00	\$1,584.00	\$0.00	\$1,584.00	79.20%	
ransaction Detail (Standard		- Desemble		Name			laural		Amount
2984	sition Number PO/Ship Numb		8 REPROGRAPHICS CHAI	<u>Name</u> RGEBACKS amodli	n		<u>Journal</u> Adjusting		<u>Amount</u> \$30.00
2986	0		9 REPROGRAPHICS OCT	2018 amodli	n		Adjusting		\$33.00
3206	0		JE190315 REPROGRAPHICS CHARGEBACKS amodlin NOVEMBER 2018						\$115.00
							Detail Total:		\$178.00
1,0.00000.0.00000.74400.5719. 300000	Direct Costs-Mailing Services	\$1,50	0.00 \$89.56	\$268.88	\$1,231.12	\$0.00	\$1,231.12	82.07%	
Transaction Detail (Standard	1) sition Number PO/Ship Numb	er Descripti	on	Name			Journal		Amount
3078	0		<u>on</u> 4 POSTAGE CHARGEBAC		n		Adjusting		\$54.92
3079	0	2018 0 JE19028	JE190285 POSTAGE CHARGEBACKS DECEMBER amodlin						\$34.64
		2018					Detail Total:		\$89.56
01.0.00000.0.00000.74400.5810 0300000	Advertising - Legal	\$9,94	0.00 \$350.00	\$2,001.43	\$7,938.57	\$339.59	\$7,598.98	76.45%	
Transaction Detail (Standard	<u>4)</u>	<del></del>			<del></del>	······································			
	sition Number PO/Ship Numb			<u>Name</u>			<u>Journal</u>		<u>Amount</u>
3318052			AP POSTING BOXWOOD TECHNOLOGY INC				Accounts Payabl		\$150.00
3318709	94038 19	3893 AP POS	TING	BOXV	OOD TECHNOLOG	SY INC	Accounts Payabl Detail Total:	e	\$200.00 \$350.00
01.0.00000.0.00000.74400.5822 2300000	. Legal Expenses	\$152,55	9.00 \$9,928.15	\$17,966.75	\$134,592.25	\$47,033.25	\$87,559.00	57.39%	

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## **Personnel Commission 230**

Fiscal Year: 2018-2019

From Date: 1/1/2019

To Date: 1/31/2019

Account Number	Description		GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Bal	%Bud	~ <del>*</del>
Transaction Detail (Standar										
	isition Number PO/Ship		Description		<u>Name</u>			<u>Journal</u>		<u>Amount</u>
612511	91247	191250	AP POSTING			FRIEDMAN & FULFRO		Accounts Payabl		\$529.00
612512	91247	191250	AP POSTING			RIEDMAN & FULFRO		Accounts Payabl		\$496.00
612513 91247 191250 PD118 91504 191576			AP POSTING			FRIEDMAN & FULFRO	DST	Accounts Payabl		\$372.00
PD118	191576	AP POSTING		MILLER,	DAVID G.		Accounts Payabl	е	\$8,531.15	
								Detail Total:		\$9,928.15
1,0.00000.0.00000.74400.5828 300000	8. Software Support		\$24,530.00	\$0.00	\$24,295.20	\$234.80	\$0.00	\$234.80	0.96%	
1.0.00000.0.00000.74400.5830 300000	D. Consultants		\$6,000.00	\$0.00	\$0.00	\$6,000.00	\$0.00	\$6,000.00	100.00%	
1.0.00000.0.00000.74400.5890 300000	Other Operation Services		\$800.00	\$0.00	\$0.00	\$800.00	\$600.00	\$200.00	25.00%	
1.0.00000.0.00000.74400.5899	9. Suspense		\$11,445.00	\$0.00	\$0.00	\$11,445.00	\$0.00	\$11,445.00	100.00%	
2300000										
Fur	nction: Personnel Com	nission - 7440								
			\$753,401.00	\$51,195.83	\$292,451.93	\$460,949.07	\$69,560.02	\$391,389.05	51.95 %	
1.0.00000.0.00000.82000.2230 300000	0. Custodian		\$11,658.00	\$971.46	\$5,828.76	\$5,829.24	\$0.00	\$5,829.24	50.00%	
ransaction Detail (Standa	rd)									
Reference Number Requ	uisition Number PO/Ship	Number	Description		<u>Name</u>			<u>Journal</u>		<u>Amount</u>
3452 0		0	ZHRSE4L001	dlvanholton				Adjusting		\$971.46
								Detail Total:		\$971.46
1.0.00000.0.00000.82000.223 300000	Custodian-extra duty		\$373.00	\$0.00	\$0.00	\$373.00	\$0.00	\$373.00	100.00%	
01.0.00000.0.00000.82000.432 2300000	20. Supplies		\$1,930.00	\$0.00	\$0.00	\$1,930.00	\$0.00	\$1,930.00	100.00%	
01.0.00000.0.00000.82000.439 2300000	93. Water, Bottled		\$200.00	\$23.52	\$86.24	\$113.76	\$113.76	\$0.00	0.00%	

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**Personnel Commission 230** 

From Date: 1/1/2019

To Date: 1/31/2019

Fiscal Year: 2018-2019

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Bal	%Bud	
Transaction Detail (Standar Reference Number Reou 4449953010119	d) isition Number PO/Shio Number 91183 191773	Description AP POSTING		<u>Name</u> SPARKL	ETTS		<u>Journal</u> Accounts Payab Detail Total:	le	Amount \$23.52 \$23.52
Grand Total:	Function: Operations - 8200	\$22,599.00 \$776,000.00	\$1,762.20 \$52,958.03	\$10,082.51 \$302,534.44	\$12,516.49 \$473,465.56	\$113.76 \$69,673.78	\$12,402.73 \$403,791.78	54.88 % 52.04%	

End of Report

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