



Office of the Personnel Commission

501 South Santa Fe Avenue
Compton, CA 90221

**REGULAR Meeting of the Personnel
Commission**

MINUTES

Thursday, December 20, 2012

4:30 p.m.

**Minutes – Regular Meeting of the Personnel Commission
December 20, 2012**

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Personnel Commission Meeting Room, to access written documents being discussed at the Personnel Commission meeting, or to otherwise participate at the Personnel Commission Meetings, please contact the Office of Personnel Commission at (310) 639-4321, 55054 for assistance. Notification of at least forty-eight (48) hours before the meeting will enable the Personnel Commission to make reasonable arrangements ensure accessibility to the Personnel Commission Meeting and to provide any required accommodations, auxiliary aids or services.

Documents provided to a majority of the Personnel Commission regarding an open session item on this agenda will be made available for public inspection in the Office of the Personnel Commission located at 501 S. Santa Fe Avenue, Compton, CA 90221 during normal business hours of Monday through Friday, 8:00 a.m. to 5:00 p.m. In addition, such writings and documents are posed on the Personnel Commission’s website at: www.compton.k12.ca.us.

A. OPEN SESSION

1. Call to Order
2. Roll Call

Ms. Florence Adams – Vickers, <i>Chairperson</i>	Present	X
Mr. Jonathan B. Taylor, <i>Vice Chairperson</i>	Present	X
Ms. Janice Irving, <i>Member</i>	Present	X
Mr. Laurence Adams, <i>Secretary</i>	Present	X

3. Pledge of Allegiance

PUBLIC COMMENTS ON AGENDA AND NON-AGENDA ITEMS

All persons wishing to speak on Agenda items may do so at this point in the agenda. To be recognized to speak, the speaker must sign the sign-in sheet on the back table. Comments will be limited to three (3) minutes per individual. If you wish to ask questions, please address them to the Chairperson and not to individual members of the Personnel Commission or to the staff.

All persons who wish to speak during meetings of the Personnel Commission of the Compton Unified School District are expected to be courteous and respectful to other people and abide by the directions of the Chairperson of the Personnel Commission in terms of when and how long they may speak. Further, individuals are requested not to engage in making remarks demeaning or related to attacks on personnel. Failure to abide by the direction of the Personnel Commission may be disruptive to the meeting and may result in the person being ejected from the meeting. Disruption of a Personnel Commission Meeting is also unlawful and may result in criminal prosecution.

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Comments:

Mr. Anthony Ransfer, Choir/Band Director at Compton High School signed up to file a complaint against the Cheer coach.

Mr. Adams stopped Mr. Ransfer and advised the Personnel Commissioners that due to another employee being involved in this complaint that the matter would need to be agendaized and heard in Closed Session at the next Regular Meeting of the Personnel Commission of January 10, 2013.

Ms. Gwen Holmes, President of AFT Local 6119 explained to Mr. Ransfer that coming back to that meeting would allow him to speak to the Commissioners in Closed Session without others hearing the matter to violate the rights of the other employee that he wanted to discuss.

Mr. Taylor wanted clarification if his complaint needed to be in writing or orally and it was confirmed by Mr. Adams that it could be done either way.

Mr. Ransfer was instructed by Ms. Adams-Vickers to be present at the January 10, 2013 meeting and bring copies of what he referenced in this matter.

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PUBLIC COMMENTS ON CLOSED SESSION AGENDA ITEMS

All persons wishing to speak on Closed Session items may do so at this point in the agenda. To be recognized to speak, the speaker must complete the sign-in sheet on the table at the entrance of the meeting room. Comments will be limited to three (3) minutes per individual. If you wish to ask questions, please address them to the Chairperson and not to individual members of the Commission or to the staff.

All persons who wish to speak during meetings of the Personnel Commission of the Compton Unified School District are expected to be courteous and respectful to other people and abide by the directions of the Chairperson of the Personnel Commission in terms of when and how long they may speak. Further, no individual is to engage in making remarks demeaning or related to attacks on personnel. Failure to abide by the directions of the Personnel Commission Chairperson may be disruptive to the meeting and may result in the person being ejected from the meeting. Disruption of a Personnel Commission Meeting is unlawful and may result in criminal prosecution.

This section of the Personnel Commission Agenda provides the opportunity for comments from members of the general public on the items which will be presented in Closed Session. If anyone from the general public has a comment on any of the items that will be discussed prior to the Personnel Commission’s adjournment to Closed Session, he or she is invited at this time to step up and be heard. After all the comments have been received, the Personnel Commission will immediately adjourn to Closed Session for deliberation and action, if any. If the Personnel Commission takes action in Closed Session, the action will be reported out in Open Session when the Personnel Commission reconvenes before adjournment of this meeting.

- 4. Approval of Minutes for December 20, 2012

Moved: _____ Seconded: _____

Ayes	Nays	Abstention

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5. Action Items

a. 12/13-026

Approval of eligibility list(s) for Plant Worker for a one-year period pursuant to P.C. Rule 50.100.1 (a).

Proposed Action: Motion to approve the eligibility list for Plant Worker.

<i>Number of Candidates</i>	<i>Classification</i>
180	Plant Worker

Moved: _____ Seconded: _____

Ayes	Nays	Abstention

Comments: Mr. Adams has asked that the item be ***tabled*** until the January 10, 2013 meeting. Due to the large number of candidates, he would like to allow the Testing Department to complete the list with the actual number of candidates for the Plant Worker eligibility list. It was agreed that the item would be tabled until the next regularly scheduled meeting.

b. 12/13-027

Approval of eligibility list(s) for Cafeteria Worker for a one-year period pursuant to P.C. Rule 50.100.1(a).

Proposed Action: Motion to approve the eligibility list for Cafeteria Worker.

<i>Number of Candidates</i>	<i>Classification</i>
228	Cafeteria Worker

Moved: _____ Seconded: _____

Ayes	Nays	Abstention

Comments: Mr. Adams has asked that the item be ***tabled*** until the January 10, 2013 meeting. Due to the large number of candidates, he would like to allow the Testing Department to complete the list with the actual number of candidates for the Plant Worker eligibility list. It was agreed that the item would be tabled until the next regularly scheduled meeting.

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c. 12/13-028

Submission of Hearing Officer Recommendation for Employee No. NF0609027.

Proposed Action: That the Personnel Commission receive and file the Hearing Officer recommendation for Employee No. NF0609027 and to take the matter under advisement for deliberation at the January 10, 2013 Regular Meeting.

Moved: J.I. Seconded: J.T.

Ayes	Nays	Abstention
3	0	0

Comments: Mr. Adams clarified a questioned raised by Ms. Irving on what the Commissioners needed to do in this matter. The findings of the Hearing Officer in this case are being given to the Personnel Commissioners for review. The commissioners will have two weeks to study the information prior to the Regular Meeting of January 10, 2013. At the January 10, 2013 meeting the Personnel Commissioners and Sr. Director will deliberate this matter in Closed Session. Once the matter has been thoroughly discussed the Personnel Commission will report the matter out in Open Session.

6. Commissioner(s) and Sr. Director Discussion & Comments:

Ms. Adams-Vickers made recommendation that the Personnel Commissioners be present at the Monthly Board Meetings. Ms. Adams-Vickers was concerned with the way the Sr. Director had been treated by the Board at one of their meetings regarding the budget and payment of bills, which had nothing to do with Mr. Adams but the previous interim Sr. Director.

Gwen Holmes, President of AFT Local 6119 commented on the training she had received from the Merit Academy, specifically regarding the Personnel Commissions budget and the Board of Trustee not having authority over it. Ms. Adams-Vickers acknowledged that is true, but because the Board approves the payment of our bills and can hold it up if they choose. It is the goal for the Personnel Commission and Board of Trustees to work in cooperation with one another. The Personnel Commission is a separate entity, but in light of the Boards actions against the Personnel Commission the Commission needs to be active in attending the Board Meetings.

Ms. Adams-Vickers wants to have a positive representation at the Board Meetings to prevent misunderstandings, provide clarification if asked, but to assure the Board of Trustees that the Personnel Commissioners are conducting the business of the District. Being at the Board Meeting gives the Personnel Commissioners the opportunity to ask questions where necessary and avoid looking haphazard in actions being taken by the Personnel Commission.

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Mr. Taylor voiced his concern regarding the Board of Trustees misconstruing the presence of a Personnel Commissioner and/or a comment that may be made by a Commissioner as representing action on the part of the Personnel Commission as a whole. Ms. Adams-Vickers is not concerned about individual Commissioners comments at a Board Meeting, the Board Members when in attendance at a Commission Meeting make comments as well and is not construed as action by the Board.

Ms. Adams-Vickers repeated her concerns regarding the treatment of the Sr. Director. She would like for the Personnel Commissioners to rotate attending the Board Meetings, so there is a Commissioner present at each Board Meeting.

Ms. Irving stated that at the Board Meeting in question the previous Chairperson was in attendance and provided no clarification on these matters. Ms. Adams-Vickers understood and stated that due to the previous Chairperson not being there in the interest of the affairs of the Personnel Commission at that time, so she would not say anything.

Ms. Adams-Vickers continued by stating that with the Personnel Commissioners attending the Board Meetings, they would be conducting the business of the Personnel Commission to quiet wrong comments and perceptions for 2013. The goal is to represent the Personnel Commission in a business and professional matter, in defense of our organization.

Ms. Adams-Vickers recommended that the Personnel Commissioners be on the distribution list to receive the monthly Board Reports prior to attending the meetings. This would allow the Commissioners to contact the Superintendent if they had questions regarding certain matters on the agenda in advance of a Board Meeting for clarification.

The Commissioners are in support of attending the Board Meetings on a rotation basis.

Mr. Taylor wanted to know the dealings with the Board of Trustee's in times past, and Ms. Adams-Vickers stated that it was not good, thus the reason for attending Board Meetings.

Ms. Adams-Vickers also recommended that the Commissioners make visits to the school and sites.

Ms. Adams-Vickers wanted to know about the Personnel Commission Meeting Minutes. Mr. Adams reminded the Commissioners that due to department changes the Minutes are a little behind, but at the January 10, 2013 they would have a set of summarized minutes for approval by the Commissioners.

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Ms. Irving wanted the Commissioners to know that despite 2012 being a challenging year she was looking forward to 2013 being a better time for the Personnel Commission. She is appreciative of the support of the Sr. Director and new Personnel Commissioners.

Ms. Adams-Vickers agreed and is very happy with the Sr. Director, Personnel Commissioners and staff. She is looking forward to 2013 being the year that we change the Personnel Commission for the better.

Mr. Taylor is looking forward to a more productive year in 2013.

7. Adjournment at 12:35 p.m.

Moved: J.T. Seconded: J.I.

Ayes	Nays	Abstention
3	0	0

Next regularly scheduled meeting is Thursday, January 10, 2013 commencing at 4:30 p.m., in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, First Floor, Compton, CA 90221