



Office of the Personnel Commission

501 South Santa Fe Avenue

Suite #150

Compton, CA 90221

**Notice and Call of Special Meeting of the
Personnel Commission**

MINUTES

Thursday, January 22, 2015

4:00 p.m.

Agenda- Special Meeting of the Personnel Commission
January 22, 2015

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Commission meeting room, to access written documents being discussed at the Commission meeting, or to otherwise participate at Commission meetings, please contact Claudia K. Con, Personnel Analyst at (310) 639-4321, for assistance. Notification of at least forty-eight (48) hours before the meeting will enable the Commission to make reasonable arrangements to ensure accessibility to the 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 **Personnel Commission Office located at 501 S. Santa Fe Avenue, Suite #150, 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 posted on the Personnel Commission's website at: www.compton.k12.ca.us.

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 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 Chairman 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 directions 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.

A. OPEN SESSION

1. Meeting was called to order at 4:25 p.m.

2. Roll Call

Ms. Florence Adams-Vickers, *Chairperson*

Present

X

Mr. Jonathan B. Taylor, *Vice Chairperson*

Present

X

Ms. Janice Irving, *Member*

Present

Mr. Laurence Adams, *Secretary*

Present

X

3. Pledge of Allegiance

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 Chairman 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 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 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 Commission will immediately adjourn to Closed Session for deliberation and action, if any. If the Commission takes action in Closed Session, the action will be reported out in Open Session when the Commission reconvenes before adjournment of this meeting.

***Public Comments:**

Adrian Cleveland

Good Evening SCIU local 99 I came the last meeting but did not speak because I had another event I had to attend. I am here today regarding the non-work day that all 10 month employees were forced to take on January 13th. Classified Employees, all employees received an email January 12th stating not to report to work January 13th that they will not be paid for that day. It was a pupil free day and Student Nutrition had scheduled a training for Student Nutrition Supervisors, for whatever reason the training was canceled. I called HR to find out what was going on because we were trying to figure out what was happening. At that point I was told that they were 10 month employees, the calendar exceeded four days, instead of 180 days it was 184 days. They actually had the professional development days during the school year, which they usually have those four days prior to the start of school. They said they already paid them for one pupil free day and they could not afford to pay them for another one. I understood at that point that this was not negotiable we understood what the calendar stipulated. At no time was this mentioned or caught prior to things happening. We should have had some kind of notice. I also explained to them if they were going to call a day off, it should have been negotiated with the unions. I called Andrea regarding the matter.

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Taylor

Did she say she was instructed to do that? Do you know if this originated with her?

Adrian Cleveland

I don't wish to repeat the exact answer she gave.

Taylor

The calendar that was already approved and they were prepared to work, obviously included to work those days.

Ms. Adams-Vickers

There is nothing in the calendar or the district that stipulates that employees were not to work those days. I also stated to them that teachers were ten months employees and they made preparations for teachers to train these particular days and also gave them time to catch up on grades or work that had to be done. I stated that we have worked previously, past practice on pupil free days which we caught up on our paper work. At which time HR stated that Student Nutrition Supervisors did not have the need to do that.

Ms. Adams-Vickers

Student Nutrition Management?

Adrian Cleveland

Right. But if that was the case why was there a scheduled training and then canceled. So we find this to be very disrespectful a lack of regard for classified employees. Not to mention, I call it classification discrimination because it was not done across the board. It was only done to classified ten month employees.

Mr. Taylor

I agree with what you are saying. I always have an issue with the Managers making adjustment to the contract, something in that does not work for me. As part of you bringing that to the Commission, which I strongly appreciate. Does that involve filing the class grievance?

Adrian Cleveland

We are going to file a grievance and we are going to attend the next Personnel Commission but we intend to rally on the 10th and bring in not only City Officials but all alliance that we have with SCIU, to let them know that this will not be tolerated.

Mr. Taylor

We will see what jurisdiction the Commission has. It seems from what you are explaining to us, if that day was already included, approved bargained for and calendared, I can't see the district arbitrating and decide not to pay you because they already had too many days and so forth. Unless they came to a bargaining agreement to make the adjustment.

Ms. Adams-Vickers

First of all you have a contract involved and it's not covered in the contract, it is covered in the rules and regulations. Management cannot take it upon themselves to dictate what it is what they are going to do outside of your contract. The only thing I could say is file a class action suit.

Mr. Adams

As it has been explained, I consider it a violation of the obligation for the District to meet and confer on any matters that involve working conditions and work hours of employees. This falls under the purview of that.

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Adrian Cleveland

We are currently experiencing with management, they asked Supervisors to go and do a correctional payroll. They want us to list it as a “no work day”. We have advise our members not to engage in that. If the District wants to call it a “no work day” they need to be the ones to implement it. We are not going to voluntary say “no work day”. We were not allowed to come to work that day, it was forced upon us by them. So if there needs to be an adjustment made to payroll then it needs to come from the District.

Deborah Swinson

Good Evening, I am here in support of the Operations Manager and let my voice be heard.

Ms. Adams-Vickers

Yes we will address the issue and go into closed session.

Motion to recess into Closed Session:

Moved: **J.T.** Seconded: **E.A.**

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<i>3</i>	<i>0</i>	

B. Convened into closed session at 4:40 p.m.

1. **Employee Complaint**

- Review of Verbatim Transcripts re: Student Nutrition Services Operations Manager Recruitment/Examination

2. Adjournment/Reconvene in Open Session and Report Out of Closed Session (*Pursuant to Government Code Section 54947.1*)

Reconvened out of closed session at 4:55 p.m.

4. Informational Item(s)

- Scheduling Personnel Commission Meetings for February 2015.

5. Action Items

a. 14/15-041 **Approval of Eligibility list(s) for Nutrition Services Operation Manager for a one year period pursuant to PC rule 50.100.1 (a)**

***Unfinished Business**

Proposed Action: Motion to approve Eligibility list(s) for *Nutrition Services Operation Manager*.

<i>Number of Candidates</i>	<i>Classification</i>
7	Nutrition Services Operation Manager (Promotional)

Moved: J.T. Seconded: F.A.

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
3	0	

Commission Comments

After having the oral interview transcribed, and having read over it and looking over it. The Commission came to the same conclusion that there were no discrepancies. The same questions were asked to each candidate. We are reporting out that we found no discrepancies in our investigation. The investigation is concluded and we did go over it. Therefor we see no reason to withhold the list.

b. 14/15-047 **Approval to reschedule the February 9, 2015 Appeal Hearing for Employee No. PX0633872 to February 12, 2015 due to Presidents' Holiday.**

***Tabled**

Proposed Action: Motion to approve the *rescheduling of February 9, 2015 Appeal Hearing for Employee No. PX0633872 to February 12, 2015 due to Presidents' Holiday*.

Moved: Seconded:

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>

6. ADJOURNMENT-Meeting adjourned at 5:10 p.m.

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

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
2	0	

Next scheduled Special Meeting on **January 26, 2015** commencing at **2:00 p.m.**, in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.