



*Office of the Personnel Commission*

501 South Santa Fe Avenue

Suite #150

Compton, CA 90221

**REGULAR Meeting of the Personnel Commission**

**Minutes**

*Thursday, April 25, 2013*

*4:30 p.m.*

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 Con, Senior Personnel Technician 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](http://www.compton.k12.ca.us).

**A. OPEN SESSION**

1. Call to Order at 4:35 p.m.

2. Roll Call

Ms. Florence Adams-Vickers, *Chairperson*

Present

X
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Mr. Jonathan B. Taylor, *Vice Chairperson*

Present

X
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Ms. Janice Irving, *Member*

Present

X
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Mr. Laurence Adams, *Secretary*

Present

X
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3. Pledge of Allegiance

4. Chief Administrative Officer

**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.

**Public Comments:**

Ms. Adrienne Cleveland, SEIU Local 99 Field Representative, addressed her concerns in regards to contracting out/outsourcing, and the Saturday school program. Ms. Cleveland stated that when the District contracts out, the companies hired should provide their own material and other resources to complete the job the company was hired to do. Ms. Cleveland stated that the company ANGUS that was hired by the District used products and materials that the District also could have provided. Ms. Cleveland also stated she had documentation of pictures, copies of purchase orders, and other documents that she would like to present to the Commission to discuss further her concerns in reference to outsourcing and contracting out. She would like to present it at a future Personnel Commission meeting.

Ms. Cleveland also addressed her concerns regarding the Saturday School program. She stated that the principals would be responsible for the clean up that would be needed at the end of the day, and she stated that this is crossing trade lines. She stated that the District has plant staff that are responsible for the cleaning of the district, and why not offer the assignments to the plant staff versus certificated personnel.

**B. OPEN SESSION**

**1. Public Employment:**

- Discussion on “How Contracting Out Impacts Public Employment.”

**Comments:**

Ms. Florence Adams-Vickers, *Chairperson* stated her concerns that have been brought to the attention of the Personnel Commission office regarding contracting out, and how it affects classified employees. Ms. Vickers stated that if employees are being laid off for lack of funds or lack of work, but yet the district is outsourcing, then why are employees being laid off? She also stated that if the district is contracting out, this means that employees shouldn't be laid off for lack of work, and that classified employees are being laid off unfairly.

Mr. Laurence Adams, Sr. Director of Classified Personnel, also addressed some of the complaints that have been brought forth to the Personnel Commission Office. He stated the complaint in regards to contracting out services while we have employees that have the knowledge and abilities to do the job. A company was contracted out during the Spring Recess, and classified employees were not offered to work during that time. Also, a complaint that was brought to the Personnel Commission office was the Just in Time contract that has taken away some of the duties and responsibilities of the Central Warehouse staff.

Mr. Alvarez, Chief Administrative Officer responded to some of the concerns to the best of his knowledge, since he has been hired by the District in December of 2012. Mr. Alvarez provided the following information regarding some of the complaints:

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- Just in Time has one year left before contract expires, which is until June 2014.
- No lay offs have occurred in the Central Warehouse since Just in Time was contracted by the District. But will
- Just in Time is a no added cost or no added savings to the District.
- Have been meeting with FMOT to solve the issue in eliminating outsourcing.
- Have discussed with FMOT that outsourcing should only be done when the work cannot be done by classified employees (i.e.; resurfacing asphalt, roofing).
- Painters have been assigned to different projects, when before the district would contract out.

In regards to the Saturday School program, Mr. Alvarez explained to the Commissioners about the program, and its purpose. The program is designed for the students that have been absent, and they are able to make up their absences attending Saturday School, and will help the District's recuperated money lost in ADA.

Ms. Janice Irving, Member raised her concern in regards to the people entering the District from Just in Time, and the companies being contracted out. Ms. Irving asked if these individuals entering the district facilities have been fingerprinted and cleared by the Department of Justice (DOJ). She stated that it can be a danger to the children, and to staff.

Mr. Alvarez agreed to continue to meet with Personnel Commission regarding any complaints that are brought forth.

The Commissioners thanked Mr. Alvarez for attending the meeting, and for explaining the steps he has taken to solve some of the issues.

### **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.

**C. CLOSED SESSION Convened at 5:26 p.m.**

**1. Public Employment:**

- Director, Student Nutrition Services
2. Adjournment/Reconvene in Open Session and Report Out of Closed Session (Pursuant to Government Code Section 54947.1)

Moved:   JT   Seconded:   JI  

Ayes	Nays	Abstention

**Reconvened out of closed session at 5:26 p.m.**

- Nothing to report

**6. Action Items**

a. 12/13-50 **2012/2013 Limited Term, Out of Class, Provisional and Substitute Assignments.**

Proposed Action: Motion to approve the filling and extending of Limited Term, Out of Class, Provisional, and Substitute assignments.

Moved:   JT   Seconded:   JI  

Ayes	Nays	Abstention

**7. ADJOURNMENT at 6:24 p.m.**

Moved:   JT   Seconded:   JI  

Ayes	Nays	Abstention

**Next scheduled Regular Meeting is May 02, 2013 commencing at 4:30 p.m., in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.**