



Office of the Personnel Commission

501 South Santa Fe Avenue
Compton, CA 90221

**REGULAR Meeting of the Personnel
Commission**

MINUTES

Thursday, January 10, 2013

4:30 p.m.

**Minutes – Regular Meeting of the Personnel Commission
January 10, 2013**

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. Rodney Andrews, System Specialist of Student Nutrition Services wanted to address the issue of Antionette Pearce and Larry Shields working Out of Classification in the absence of Tracie Thomas, former Director of SNS since September 2012 and receiving no compensation for such work. Ms. Thomas officially resigned from the District December 17, 2012.

Commissioner Irving wanted to know from Mr. Adams the number of Operations Managers assigned to Student Nutrition Services and he confirmed that there were three (3). Commissioner Irving also wanted to know who Mr. Adams had conducted business with in the absence of the Director of Student Nutrition Services and he also confirmed it was Ms. Pearce.

Commissioner Irving explained to Mr. Andrews that in order for the Personnel Commission to take action regarding the Out of Classification pay for Ms. Pearce and Mr. Shields the employee's would need to present this matter to Commission. Once they did this matter would need to be agendized for a future meeting for action.

Commissioner Taylor requested a Table of Organization for Student Nutrition Services.

Commissioner Irving is requesting an investigation into the working mechanisms of this department and would like Mr. Adams to meet with Mr. Alvarez on an Out of Classification assignment for Ms. Pearce until the new Director is hired for Student Nutrition Services. Commissioner Irving requested that this be done immediately.

Commissioner Taylor agrees with Commissioner Irving that this is an urgent matter.

Mr. Adams requested and was granted permission for a Special Meeting on Thursday, January 17, 2013 at 4:30 p.m. to address the Student Nutrition Services Department.

Adrienne Cleveland, Field Representative of SEIU Local 99 addressed the Commission regarding Student Nutrition Services. Ms. Cleveland questioned the selection of the Operations Managers for SNS when there was no Director in place at the time of the appointments. Ms. Cleveland also wanted to know who is evaluating these probationary hires in the absence of a Director for this department.

Ms. Cleveland pointed out some serious failings of the Student Nutrition Services Department. She indicated the Nutrition Service Supervisors are working without support from the Administrative Office of SNS. She also shared with the Commissioners that many of the Nutrition Service Supervisors are purchasing food items for the children at their respective schools personally due to the lack of leadership

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in the S.N.S. department.

Ms. Cleveland requested from the Personnel Commission that a Salary Study for Nutrition Service Supervisors be conducted due to the drastic salary difference for CUSD and surrounding school districts.

Commissioner Taylor questioned how S.N.S. got to this point? He questioned why grievances were not filed regarding these matters?

Commissioner Adams-Vickers requested the status of vacancies in the S.N.S. department along with a Table of Organization.

Vicky Johnson-Woods, Nutrition Services Supervisor at Cesar Chavez commented on the testing conducted for the Operations Managers of S.N.S. When she tested for this position and was informed that she did not pass, she requested an examination review and was denied this request for Dr. Matt Spencer, who stated that it was against policy to do so.

Ms. Woods questioned how appointment could be made from a promotional list, when district employee's had not passed the second part of the examination.

Debra English, Nutrition Services Supervisor spoke up regarding this matter clarifying that two (2) people did pass the examination, but they were from outside the district. She also stated that since they were the only two to pass, why they were not offered the jobs and how did district employee's get hired yet they did not pass the examination.

Commissioner Irving request from Mr. Adams that an investigation into this testing instrument and it was so directed by Commissioner Adams that this be done. Information gathered from this investigation is to be ready for the Special Meeting of January 17, 2013.

The question of 504 mandates and the question of a Registered Dietician not being in place was presented by Adrienne Cleveland, Field Representative of SEIU Local 99. It was brought to her attention that 5 students in the district have special dietary requirements that were not being addressed by S.N.S.

Commissioner Adams again requested that Mr. Adams look into this matter for the Special Meeting of January 17, 2013.

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.

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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: J.I. Seconded: J.T.

Ayes	Nays	Abstention
3	0	0

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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

Comments: Commissioner Irving had a question on the Promotional List for Plant Worker since this is an entry level position. At the request of Mr. Adams, Regina Robinson, Personnel Analyst explained that the two persons on the Promotional List were current employees and so entitled to be placed on the list for promotional consideration. The item is approved.

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

Ayes	Nays	Abstention
3	0	0

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

Comments: Due to the many questions and concerns that were raised at today’s meeting Commissioner Irving has requested that this item be tabled until the Special Meeting of January 17, 2013. Commissioner Adams agreed and the matter is Tabled until January 17, 2013.

Moved: Seconded:

Ayes	Nays	Abstention

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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: _____ Seconded: _____

Ayes	Nays	Abstention

Comments: Mr. Adams has requested that this matter be tabled and presented at a special Meeting for January 31, 2013 at 2:30 p.m. at the request of the Appellant’s Counsel for an oral presentation. This invitation has been extended to the District’s Counsel and both parties have agreed on the date requested by Mr. Adams.

Commissioner Adams wanted to know if they could still have discussion on this matter. Mr. Adams said it would be no problem since the matter is on the agenda for that purpose.

The matter will be agendized for the Special Meeting of January 31, 2013.

d. 12/13-029

Approval of Revision to Classification Specification for Director of Student Nutrition.

Proposed Action: Motion to approve revisions to the classification of Director of Student Nutrition Services to the Compton Unified School District Position Classification Plan.

Moved: _____ Seconded: _____

Ayes	Nays	Abstention

Comments: Commissioner Irving has requested that this matter be tabled until the Special Meeting of January 17, 2013. This allows Mr. Adams the opportunity to meet with Alejandro Alvarez regarding the Student Nutrition Services Department prior to this meeting.

The matter will be agendized for the Special Meeting of January 31, 2013.

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

Gwen Holmes, President of AFT Local 6119 signed up to ask a question about a disciplinary case not included on the agenda. Mr. Adams explained that he was including the matter on the agenda for the next Special Meeting for January 17, 2013, thus allowing time for the affected employee time to be present with their representative as well.

7. Adjournment at: 7:22 p.m.

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

Ayes	Nays	Abstention
3	0	0

Next regularly scheduled meeting is Thursday, January 24, 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