



*Compton Unified School District  
Regular Meeting of the Personnel Commission*

# **MINUTES**

*\*Office of the Personnel Commission\**

*500 South Santa Fe Avenue  
Compton, CA 90221*

*Thursday, October 7, 2010  
4:30 p.m.*

Minutes – Regular Meeting of the Personnel Commission  
 October 7, 2010

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 meets, please contact Terri Stallings, Administrative Secretary to the Director of Classified Personnel at (310) 639-4321, 55057 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 500 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 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 4:30 p.m.
2. Roll Call

Mr. Martin Chavez, <b><i>Chairperson</i></b>	Present	X
Ms. Tara Bonner, <b><i>Vice Chairperson</i></b>	Present	X
Ms. Bonita Bradshaw, <b><i>Member</i></b>	Present	X
Ms. Jeanne Batey, <b><i>Secretary</i></b>	Present	X

3. Pledge of Allegiance

All persons wishing to speak on Agenda and Non-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.

4. Approval of Minutes of September 23, 2010.

Moved:     Bonner     Seconded:     Bradshaw    

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

5. **INFORMATIONAL ITEMS**

- a. Public Employees to work an out of class/provisional/substitute assignment when employees are absent or lack of eligibility list(s) pursuant to PC Rule 30.200.7 and Ed. Code 45110.
- b. Merit System Rule 50.200.12. – **FIRST READING**  
 Comment: Staff has determined it necessary to review the language of Merit System Rule 50.200.12.

6. **ACTION ITEMS**

10/11-018 Approval of Requests for Lateral Transfer

Comment: Personnel Commission Rule 60.200.1(g) states the Personnel Commission shall determine whether classes are sufficiently related to permit transfer between them. It shall consider similarity of duties, minimum qualifications, examination content, occupational group, and promotional field (above and below). In general, more latitude in transfers is permitted in the following situations:

1. As the employee's seniority in the classified service increases.
2. When the transfer request is based on reclassification, impending layoff, or reasons of health.
3. When the employee meets the minimum requirements for the class.

<i>Employee I.D. #</i>	<i>Current Classification</i>	<i>Requested Classification</i>
GVO331673	Plant Worker	Grounds Worker I

Moved: Bradshaw Seconded: Bonner

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

10/11-019 Consultant Agreement.

Comment: This agenda item requests approval of the Consultant Agreement with Fagen Friedman Fulfroost, LLP to perform legal services for the Compton Unified School District Personnel Commission when there is a conflict of interest deemed by the District’s attorney as defined in Education Code 45313.

Moved: Bradshaw Seconded: Bonner

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

**PUBLIC COMMENTS ON CLOSED SESSION AGENDA ITEMS**

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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 Commissions 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.

B. **CLOSED SESSION**

1. Call to Order at 5:19 p.m.
2. Public Employee Discipline, Dismissal, Suspension, Release, Non-reelection, Non-reemployment, Leave, Resignation (Pursuant to Government Code Section 54957). In the matter of the appeal to the Personnel Commission of an adverse employment action for:

- Case #2010/06-01

Closed session included AFT President, Ms. Carol Richie via telephone.

In regard to Case #2010/06-01, The Commission, by a vote of two to one, Mr. Chavez voting no, adopted the factual findings and findings of cause by the hearing examiner with the additional mitigating finding that the District should have provided some form of training and assistance. As a result, discipline of the appellant shall consist of suspension without pay from the original date of discipline on or about August 15, 2008 to October 17, 2010, with no seniority accrual for the period of the suspension, and demotion to the position of Clerk Typist III. Further, appellant shall be notified that violation of District or department policies or procedures will make her subject to further discipline up to and including termination.

Public Employee Discipline, Dismissal, Suspension, Release, Non-reelection, Non-reemployment, Leave, Resignation (Pursuant to Government Code Section 54957). ~~In the matter of the appeal to the Personnel Commission of an adverse employment action for:~~

- Case #2010/06-05

In regard to Case #2010/06-05, the sentence “In the matter of the appeal to the Personnel Commission of an adverse employment action for:” shall be stricken from the record. This matter was not an adverse employment action and did not constitute an appeal.

3. Adjournment/Reconvene in Open Session at 7:30 p.m.
  - Report Out of Closed Session (Pursuant to Government Code Section 54947.1)

7. **DIRECTOR’S REPORT**

- Monthly PC Budget Status Report

8. **PERSONNEL COMMISSIONERS’ GENERAL COMMENTS**

9. **ADJOURNMENT AT 7:37 P.M.**

**Next regularly scheduled meeting is Thursday, October 21, 2010 commencing at 4:30 p.m., in the Office of the Personnel Commission, at 500 S. Santa Fe Avenue, Compton, CA 90221.**

Approved by:

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*Jeanne Batey, Sr. Director  
Classified Personnel Services*