



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

Tuesday, March 22, 2016

2:00 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 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 2:20pm

2. Roll Call

Ms. Florence Adams-Vickers, ***Chairperson***

Present

X

Mr. Jonathan B. Taylor, ***Vice Chairperson (pending)***

Present

X

Ms. Janice Irving, ***Member***

Present

X

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:

Mr. Alvarez

The Superintendent has requested the creation of a new position. The Chief Technology Officer, is a Senior Management position that consist of bringing together two departments. The focus of the ITD department and the Educational Technical Team will collaborate together and bring us into the 21st century regarding of educational software for the school district.

Ms. Irving

What about the special skills that are needed for this position? Do we have any qualified people that are already employed within the school district?

Mr. Alvarez

We would like to advertise for the best possible candidate for the position. The position requires a Master's Degree and some experience in Engineering. The salary for this position is \$140,000.00 per year.

Mr. Adams

This is a classified position and does not require a certificated credential. There are two existing positions on record now which are the Chief of Police, and the other was, Chief of Human Resources Officer.

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Mr. Alvarez

The acceptance is not just based on a specific Master's Degree, Engineering, or Networking Technology. The position will be open to those who hold these and more qualifications.

Ms. Irving

Will we be looking in other districts for these qualifications?

Ms. Adams Vickers

I was told indirectly that we had a freeze on hiring now.

Mr. Adams

We have done a comparison within this district and several other districts. This position is comprised of two positions in the other school districts and reflects a reduction in cost that would coordinate the two positions within departments, on a senior management level. We believe that this is needed as a classified position. There is a move towards Chief Technology Officers within the school districts.

Ms. Adams Vickers

Can we combine the departments and make them one? We will only need one person to oversee the departments in question. We need people in other areas and I am confused with being told about the hiring freeze within the district.

Ms. Irving

I would not agree with this decision due to the hiring freeze. We would have a lot of disgruntled employee's wondering about this new position when the need is so great in other areas with the school district.

Ms. Adams Vickers

I would like to discuss in closed session.

Mr. Adams

We cannot discuss this in closed session but, if the commission has certain questions that they would like answered they will be presented at the proper time.

Ms. Adams Vickers

I will Table the position of Chief Technology Officer for further study of the position.

Mr. Adams

The commission has questions regarding the current operations and services provided by the Student Nutrition Department. How does the new contract impact the meal services and employment within the school district?

Ms. Adams Vickers

The Heat and Serve meals is the question. How does that impact the cooks at the schools? I am hearing that there is going to be a layoff of employees.

Larry Shields

I am the Accounting Manager and I am representing Ms. Antoinette Pearce who is the Senior Director currently out on leave due to family emergency.

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Ms. Irving

You have to understand our position. People are concerned and we just need an explanation of the situation.

Larry Shields

There is no plan to lay off any workers. We are just exploring this area of the Heat and Serve Meals, to see if this is a good direction for us to go in.

Ms. Irving

What is the time line on your evaluating the current contracting company?

Larry Shields

We are currently evaluating the number of children that actually eat in the school cafeteria.

Ms. Adams Vickers

I don't understand. We have cooks that are cooking good wholesome and hot foods. If the children are hungry they will eat.

Larry Shields

There are different ways that the food is presented. We have a problem of how many children turn out for meals in our secondary schools. We are trying more options.

Ms. Adams Vickers

How do the children eat if the majority of them do not come to the cafeteria for meals?

Larry Shields

The children go out after school to other places to eat. There is about 88% (percent) of our children qualify for the meal program. The stigma is also of eating in the cafeteria. It is considered to be county food or poor quality, and this is mostly in the middle and high school levels. The elementary schools go every day to meals and there is no problem with them.

Ms. Irving

I am very concerned about the positions of the cooks who are employed with Student Nutrition.

Larry Shields

We are currently adjusting the positions of the cooks as they retire or we are changing the current cooks to managers within the district. We need cafeteria workers.

Ms. Irving

We need to keep people in our cafeteria positions. A lot of people are from our area and that is a concern for myself and the chair.

Larry Shields

If we are successful in our endeavors, we will be promoting our employees and will be providing delicious meals daily for our children at all of our school sites.

Ms. Adams Vickers

Who is monitoring how many meals our children are eating on a daily basis at our school sites?
Who is monitoring the flow?

Larry Shields

We monitor, and we hear the information. If the children do not like it we will stop serving it. It costs us money, and they just throw it away in the trash. We are finding out what it is that they like to eat for breakfast, lunch, and snacks. This project will go on until the end of the school year.

Ms. Adams Vickers

Do we get input from the parents as to what they want to see served to the children at the school sites?

Larry Shields

We did send surveys. There are governmental guide lines that we must follow. Our hands are tied do to so many legal restrictions. We are not planning any layoffs at this time.

Ms. Irving

The school district is a great part of this community. Our position is very important to the people who are in it, and the people that we employ are very important to us.

Ms. Adams Vickers

I am very satisfied with what you are trying to accomplish. We are the guardians of the classified rules. Thank you very much for your information.

4. MINUTES

1. Approval of Minutes – February 16, 2016

Moved:	<u> JI </u>	Seconded:	FAV	<table border="1"><thead><tr><th><i>Ayes</i></th><th><i>Nays</i></th><th><i>Abstention</i></th></tr></thead><tbody><tr><td>2</td><td>0</td><td>0</td></tr></tbody></table>	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>	2	0	0
<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>								
2	0	0								

2. Approval of Minutes – February 18, 2016

Moved:	<u> JI </u>	Seconded:	<u> FAV </u>	<table border="1"><thead><tr><th><i>Ayes</i></th><th><i>Nays</i></th><th><i>Abstention</i></th></tr></thead><tbody><tr><td>2</td><td>0</td><td>0</td></tr></tbody></table>	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>	2	0	0
<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>								
2	0	0								

3. Approval of Minutes – February 19, 2016

Moved:	<u> JI </u>	Seconded:	<u> FAV </u>	<table border="1"><thead><tr><th><i>Ayes</i></th><th><i>Nays</i></th><th><i>Abstention</i></th></tr></thead><tbody><tr><td>2</td><td>0</td><td>0</td></tr></tbody></table>	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>	2	0	0
<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>								
2	0	0								

4. Approval of Minutes – February 22, 2016

Moved:	<u> JI </u>	Seconded:	<u> FAV </u>	<table border="1"><thead><tr><th><i>Ayes</i></th><th><i>Nays</i></th><th><i>Abstention</i></th></tr></thead><tbody><tr><td>2</td><td>0</td><td>0</td></tr></tbody></table>	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>	2	0	0
<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>								
2	0	0								

5. Approval of Minutes – February 25, 2016

Moved:	<u> JI </u>	Seconded:	<u> FAV </u>	<table border="1"><thead><tr><th><i>Ayes</i></th><th><i>Nays</i></th><th><i>Abstention</i></th></tr></thead><tbody><tr><td>2</td><td>0</td><td>0</td></tr></tbody></table>	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>	2	0	0
<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>								
2	0	0								

5. INFORMATIONAL ITEM(S)

- *Mr. Alejandro Alvarez, Chief Administrative Officer – Approval of New Classification: Chief Technology Officer (Senior Management)*
- *Student Nutrition Services – Mr. Larry Shields, Accounting Manager – Questions & Answers.*
- *Scheduling Personnel Commission Meetings for April 2016.*
- *Classified Personnel Actions Report – March 22, 2016*

6. ACTION ITEM(S)

a. 15/16-129 **2015/2016 Requests for Voluntary Transfer.**

**Unfinished
 Business*

Proposed Action: *Motion to approve employees Request for Voluntary Transfer.*

<i>Employee Number</i>	<i>Current Classification</i>	<i>Lateral Transfer To</i>
QR5168165	Administrative Specialist	Administrative Specialist
EY8249741	Attendance Clerk	Attendance Clerk
TH9418572	Cafeteria Worker	Cafeteria Worker
BB2431261	Campus Security Assistant	Campus Security Assistant
AY0620803	Clerk Typist II	Clerk Typist II
UG9206003	Plant Worker	Plant Worker
SQ0216306	Plant Worker	Plant Worker
BV1746557	Plant Worker	Plant Worker
QU5195458	School Secretary I	School Secretary I

Moved:

 JJ

Seconded:

 FAV

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

b. 15/16-131 **Approval of a New Classification & Class Specifications for: Chief Technology Officer (Senior Management)**

Summary: Proposed creation of a new classification & class specification: **Chief Technology Officer (Senior Management)**. This classification is being designated a Senior Management position pursuant to Education Code Section _____ and will serve on the Superintendent’s Cabinet.

Proposed Action: Motion to approve creation of a new classification and class specifications for **Chief Technology Officer**, and to add the Classification to the District Position Classification Plan as a Senior Management Position.

Moved: **JI** Seconded: **FAV**

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

c. 15/16-132 **Approval of Eligibility list(s) for Carpenter for a one year period pursuant to PC rule 50.100.1 (a)**

Proposed Action: Motion to approve Eligibility list(s) for **Carpenter**.

<i>Number of Candidates</i>	<i>Classification</i>
1	Carpenter (Promotional)

<i>Number of Candidates</i>	<i>Classification</i>
7	Carpenter (Open)

Moved: **JI** Seconded: **FAV**

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

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7. Meeting Adjourned at 5:25pm

Moved: **JI** Seconded: **FAV**

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

Next scheduled Special Meeting on **April 5, 2016** commencing at **3:00 p.m.**, in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.