

Office of the Personnel Commission  
501 S. Santa Fe Avenue, Suite 150  
Compton, CA 90220

## PERSONNEL COMMISSION

**Florence Vickers-Adams**-Chairperson  
**Angela Burrell**-Co-Chairperson  
**Omar Spry**-Member

### Commission Staff

**Claudia K. López**-Interim Senior Director- Ext. 55054

**Lina Bravo**, Sr. Personnel Technician-Ext. 55060

**Johanna Ovalle**, Personnel Technician Ext. 55062

**Debra Dearborne**, Placement Specialist -Ext. 55066

**Sheila Sherrill**, Personnel Specialist-Ext. 55054

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## Special Thanks

*Special Thanks to CUSD for allowing the use of facilities and staff in support of Testing and Personnel Commission Meetings. Our "Warmest Appreciation" to all District Departments for your support throughout the school year.*

### BOARD OF TRUSTEES

**Satra Zurita**-President  
**Micah Ali**-Vice-President  
**Margie Garrett**-Clerk  
**Sandra Moss**-Legislative Representative  
**Charles Davis**-Member  
**Alma Pleasant**-Member  
**Mae Thomas**-Member  
**Dr. Darin E. Brawley**-Superintendent

Office of the Personnel Commission

# Annual Report

July - June  
2016 - 2017



*A Merit System District*

*An Equal Opportunity Employer*

*"Working to Support Those Who Support  
Our Students!"*

## Our Personnel Commission 2016-2017

### *Joint Appointee*

*Mrs. Florence Adams-Vickers, Chairperson*

Mrs. Adams-Vickers joined the Compton Unified School District Personnel Commission in March 2011. She was appointed to the Commission because of her experience and desire to serve her community. As an experienced leader, Mrs. Adams-Vickers is committed to serving the District with integrity and fairness and upholding the Merit System.

Mrs. Adams-Vickers earned an Associates Degree in Business Administration and is a Certified Paralegal. Professionally, Mrs. Adams-Vickers has the distinction of being a former employee with Compton Unified School District's Personnel Commission. Mrs. Adams-Vickers credits Mr. Roy Brooks, then Director, with leading a full-service Personnel Commission responsible for all aspects of Classified Employment Services. She also served as the Executive Director of the Compton Council of Campfire, Inc. During Mrs. Adams-Vickers' tenure services to the Compton children were expanded in Self Reliance Training that especially benefited "Latch Key" children.

Mrs. Adams-Vickers was born and reared in Gary, Indiana. She came to Compton in 1979, and has been a Compton resident since then.

*Union Appointee,  
Omar Spry, Member*

In February 2017, Mr. Spry was appointed to the Personnel Commission.

### *District Appointee*

*Angela Burrell, Vice Chairperson*

In December 2016, Ms. Angela Burrell was appointed to the Personnel Commission due to her extensive Leadership and Human Resource experience. Ms. Burrell has an unwavering commitment to the educational goals the school board is committed to provide the community. Ms. Burrell has her Bachelors Degree in Business Administration and is committed to enriching the quality of Compton Unified School District programs and services by providing a quality standards-based education for all students by the recruitment, selection, and quality of employees to serve as role models to every student.

## Mission Statement

*The Personnel Commission will recruit, select, and retain quality Classified Employees who will serve as role models for our students and demonstrate the values of tenacity, teamwork, dependability, cooperativeness, and high standards to all we serve; thereby enriching the quality of Compton Unified School District programs and services.*

**Personnel Commission  
Statement of Ethics**

We, the Personnel Commission and staff of the Compton Unified School District, shall honor and support the goals of the Board of Education;

- ◇ We will implement the merit system with a blind eye to any particular group, reinforcing the principle that favoritism shall not enter into any decisions made by staff or the Personnel Commission;
- ◇ We will make all decisions on the merits, free from partiality, prejudice or conflicts of interest and we will fulfill our responsibilities and use our positions to advance public interest, not for personal gain;
- ◇ We will conduct all business openly, efficiently, equitably, and honorably so the public can make informed judgments and hold public officials and employees accountable;
- ◇ We will honor and respect democratic principles; observe the letter and spirit of the laws, carry out in good faith all rules and regulations of the Personnel Commission and policies of the Board of Education in the mutual interest of the employees, students, and the community we serve;
- ◇ We will safeguard the public confidence in the integrity of the merit system and public service by avoiding appearances of impropriety and conduct unbecoming public officials and public employees;
- ◇ We will treat all persons fairly, with respect and dignity; we will honor our responsibilities by behaving in a trustworthy and responsible manner; and we will conduct ourselves in an ethical manner free of conflict of interest at all times.
- ◇ We will support the educational program of this District through efforts to recruit and provide to the District the most qualified classified employees possible;
- ◇ We will ensure the efficiency of the classified service through, well-defined processes free from partiality, prejudice, or conflicts of interest in recruiting, testing, selecting, promoting, and retaining qualified employees; In that equal employment opportunity is a keystone of the merit system principles, and a diverse workplace is important in fostering strong relationships among people of different cultures, we will strive to ensure diversity in the candidates available for selection.
- ◇ Service as an employee in public schools is a noble one. We will fulfill our responsibility to the constituencies we serve (students, parents, community, District) to provide the best possible caring service in fulfilling our responsibilities.

**What is the Merit System?**

Personnel Commissions are a part of a system of personnel administration termed the "Merit System." Legal guidelines for the merit system in California School Districts are outlined in Education Code Sections 45240 to 45320 and 88000 to 88180 and are based upon the following general principles:

Employment and Promotion on the basis of Merit as shown by competitive examination: *Employees for positions in the classified service are to be chosen by impartial selection methods to ensure that merit is the prime factor in employment. In addition, the Personnel Commission shall establish recruitment methods that will reach all segments of eligible applicants within an appropriate geographical area.*

Career Service: *Employees are encouraged to remain with and to promote within a given agency; thus, the School District has the benefit of retaining the services of qualified persons it has selected and trained. As part of a career service, examinations are given on a "promotional only" basis whenever possible with only District employees allowed to compete.*

Like Pay for Like Service: *Positions in the public service are carefully delineated according to type of level so that all employees performing similar tasks at the same level of difficulty and responsibility are compensated equally.*

Impartial hearing of appeals from discipline actions: *An employee may appeal a discipline action (such as a suspension, demotion, or dismissal), and is entitled to request a hearing by the Personnel Commission to ensure that due process and fair play have been observed.*

Prohibition against discrimination: *No person can be denied a job or promotion because of affiliations, race, color, national origin, ancestry, age, religious beliefs, marital status, sex, sexual preference, sexual harassment, disability, medical condition, employee organization membership or non-membership, legal activities, political beliefs or acts as provided in the California Education Code.*



**Mrs. Florence Vickers-Adams**  
*Chairperson*



**Ms. Angela Burrell**  
*Co-Chairperson*



**Mr. Omar Spry**  
*Member*

**Compton Unified School District  
TOTAL CLASSIFIED EMPLOYEES**

**2016-17**

**1,919**

**ACTIVITY REPORT**

<u>MEETINGS</u>	<u>2016-2017</u>
Regular Meetings	8
Special Meetings	42

<u>ACTIONS</u>	
Salary Realignment	5
Rule Changes	0
Appeals	0

<u>EXAMINATIONS</u>	<u>2016-2017</u>
Total Recruitments	73
Open Recruitments	49
Promotional Recruitments	24
Applications Received	8,583
Written Examinations	32
Oral Panels Conducted	40
Performance Examinations	13
Candidates Qualified	425
Selection Interviews	54

<u>EMPLOYMENT</u>	<u>2016-2017</u>
New Employees	171
Promotions	29
Reclassifications	1
Reinstatements	4
Transfers	186
Terminations	3
Probationary Releases	0
Resignations	165
Retirements	31
Exhaustions	15
Deceased	0
Exempt (Student Workers/Coaches)	291
New Positions Established	8
Limited Term/Provisional	13
Voluntary Demotions	8
Reemployment	6
Working Out-of-Class	33
Leaves of Absence	390
Substitutes	252
Positions Eliminated	28
Layoffs	0