



Office of the Personnel Commission

501 South Santa Fe Avenue

Suite #150

Compton, CA 90221

Notice and Call of Regular Meeting of the Personnel Commission

Minutes

Friday, May 10, 2019

4:15 p.m.

MINUTES-REGULAR MEETING OF THE PERSONNEL COMMISSION

May 10, 2019 4:15 pm

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 Christopher Calvin, Senior Director of Classified Personnel Services, 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 the agenda will be made available for the public inspection in the ***Personnel Commission Office located at 501 S. Santa Fe Ave, 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 4:25 p.m.

2. Roll Call

PRESENT

Angela Burrell, <i>Chairperson</i>	X
Ieesha Hayward, <i>Vice Chairperson</i>	X
Gregory Pitts, <i>Member</i>	X
Christopher Calvin, <i>Secretary</i>	X

3. Pledge of Allegiance

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B. OPEN SESSION

Public Comments

Ms. Joyce Franklin Johnson - CSEA - I'm here to talk about the rule 60.100.2. I listen to everything you said. You (Mr. Calvin) make some very valid points but my concern is with the language. The situations and the circumstances that you describe here are "just cause" reasons, and that's not what this language is proposing to be change, it is saying "out cause", which means that the employee does not necessarily have to have done anything wrong and that's where the problem is. I think that is very unfair. The employee can be doing 100% and one day can walk in and be told he/she has to leave without cause, so on that behalve, I'm here to ask that this PC rule, the current language, be reconsidered on behalve of all the classified employees. We (CSEA) are going to opposed to a "just cause" rule. To remove someone without a cause, I just don't think that's fair. Thank you.

Ms. Shawn Poole Louis - Vice-President of CSEA - In the cases in which you've just stated and I understand that they've just post, however, to understand the work of a Plant Worker, and that's not a point of my union, however, I watch the work everyday. To ask somebody that has a run to come to the cafeteria, that would be to come before the Personnel Commission if they want to give that a go, because if you are assigned to a 13 unit run and you have to clean the cafeteria, those are human commodities, those are things that would put the district at risk for injury exception. In those kind of cases it does need to come before Personnel Commission. I understand that they might be situations, and I have seen it, where something is really in need rarely do I tell my supervisor "No" and I've been here for 30 years, I might try to let the person understand that this is an impossibility, I'm not just going to say "No". So as Ms. Johnson stated I would be "just cause" because you just don't tell your supervisor "No". I just would like to give the person the opportunity to be able to come to the Personnel Commission meeting and see if there's way that it could be done without the things that have to take place. I'm not sure how that would be done, but the question is "Why can't Compton be different?" "Why do we have to mimic other districts?" the Ed Code doesn't say that you can't, I do understand how much time it takes and maybe there can be another way of doing it, to give the Personnel and opportunity to at least present their argument.

You might be a principal that's lenient, you might be a principal that's not. How are you possibly and to say what the District goes through all of this things?, because there are times that we want to remove any administrator in this district or board member and we can't because there's the personality conflict so that can also happened and we do have people that are actually living in homeless shelters trying to get to work so on the side we are just trying to make sure that we are fair working with everyone and we do want the best for them, we do want Compton to be at the top, we do want to say that at Compton everyone is expected to do a great job and hire the best.

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My 2nd concern is that every time we look at the job announcements there is always an Instructional Assistant-Bilingual as if we don't have English only speaking students. I know that we have a lot of students that need to be put in classified, we have students that have never spoken Spanish that have not been reclassified because of the way the question was asked in the application process, my problem with that is that I'm not Spanish speaker, that would mean that I would never have an opportunity to get a job. There are English only students who need just as much assistance as there are English learners, so I would just like to add that we need to investigate how we can make it a parity for English only persons on their jobs now it's almost as if everyone has to speak Spanish in order to work for Compton Unified and it's not always necessarily needed, there is a need in some cases but not always. Every student that comes in, every parent that comes in they're not in a situation where they don't understand English and we did put some request in the LCap but I'm just saying as a Personnel Commission, every time you look at something it say bilingual or Spanish speaker and it's not fair to our Community, it's not fair to our employees, it's not fair to our English only students. Thank you very much.

Ms. Angela Burrell - Chairperson - Thanks. Any questions? Comments?

Mr. Gregory Pitts - Member - Thank you ladies for coming out. I totally hear you, we all hear you all concerns and I think that's why you are here.

Ms. Joyce Franklin Johnson - CSEA - We are not opposed to being post, we are opposed to being without a cause. Suppose, I happened to walk in today with my boots on instead of maxine shoes as part of my uniform, which I'm not required to wear, as a probationary employee, the supervisor can make the argument that I'm not dressed as yesterday and that alone can be grounds for termination. Realistically I do think that there will be abuse, we are in a good place right now, classified staff is in a good place and we just want to stay there.

Mr. Gregory Pitts - Member - Yes of course, please bring those concerns to the public hearing.

Ms. Shawn Poole Louis - Vice-President of CSEA There was a person in my area, the principal just didn't like her, and she was good, I just told her that it sounds like you just have a personality conflict and she said "I do". At the time I was the Sr. Community Relations Specialist, and I asked the principal if she could consider just to a transfer, I mean she was a good principal, excellent community relations specialist... just sponched, gone.

Mr. Christopher Calvin- Sr. Director of Personnel Commission - I'd like to state something that I didn't state earlier, the three Districts that I looked into I think Centinela valley had one, possibly two employees the entire school year. Long beach, as big as they are, they had three or four, and Downey I don't think they had any, so I think that unless we are just crazy, I don't think is going to be a large issue, I don't know, I just think the best analogy I gave for the night was that the teachers are held to the same standard.

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Everyone is a teacher in my family and the one thing that my entire family told me was that I'd better do what I was supposed to do or you won't keep your job, and so I don't think it is going to be a major issue across the board, I just think that folks are going to come into our District with some "get right" and say "Hey, I'm going to do this job and I'm going to do it well because I know how hard it is to get it and I think also to go along with "just cause" these individuals you have to give them something in writing and why you are doing it, you have to have something in writing on why you are letting the person go.

If I was the Sr. Director at Human Resources, I'm not just going to release someone without you telling me why, because somewhere down the line the person could be a family member of someone that works in the District, which we know that happens a lot in our District. I want to be able to have something in writing on hand that tells me why we decided to let this individual go and I would have to guess 9 times out of 10 that the principal (if we are going to use principals as an example) is going to give us a reason for the rationale in their eyesight why this individual will be let go and if you give a reason that, in your analogy, that individual had on boots that day and you didn't like him, I don't think that would work and If I was the Sr. Director I wouldn't want CSEA to come and say "hey, we just let go one of our members because their boots didn't match that day". The principal is still going to have to give some form of writing statement of why they are letting that person go. In fact, I know for a fact, it would never be (specially in Compton District) that you're just call Dr. White and say "let this person go, I don't like him". She is going to say "put it in writing if you want this individual to go, and then we move forward". So, I don't think it is going to be petty, in fact, during the public hearing Dr. White will be present to be able to answer what she is going to be looking forward to before she can move forward to the next level. I think that the District is just looking forward to not having to do statement of charges, skelly hearings, the principal's gotta write up the person three times and go through all that before an individual, that we know, was insubordinate or didn't do what they needed.

Ms. Shawn Poole Louis - Vice-President of CSEA - We are not saying that the language can be taken again, we definitely want a balance with a bargain view, however, with this is still just one sided. I can be handed a letter and then that's pretty much it. Any safety net that an employee has at this point because of the pre-disciplinary hearing will be rebuilt out of the language so that again is one sided.

Mr. Christopher Calvin- Sr. Director of Personnel Commission - I understand.

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Ms. Shawn Poole Louis - Vice-President of CSEA - I've been at board meetings where, again, employees have built their own cases and it was founded that some of that information that was submitted on their behalf of the termination was unfounded and they received their jobs back. Anybody could fall through the crack because it has happened, a lot of the board meetings that I've been to where this has happened this people were lucky enough to have had a pre-disciplinary hearing and make their own case, to close the session and present their own case, other than that these people would have been unemployed over one-sided decision. We just wanted to be balanced, that's it. We're not asking for anything special just to balanced the scale so that each side could have equal participation on how the outcome is or will be with an employer, that's all we are asking.

Ms. Ieesha Hayward - Vice-Chairperson - Thank you both for your feedback, for your comments, they are well received and we do appreciate and I do hope that Mr. Calvin will take the concerns that you have heard here tonight that to the decision makers and those that are assessing the rule whether to change or not to change the rule that best works for both the employer and the employee. Recruitment, we have to go through expensive recruitment and it's costly recruitment, and in order to bring individuals into the District so we want to find a way to get them here, we want to find a way yo retain them but a big part of hoping the new employee learns their job and learn the organization by offering training so one side of a mess up or screw up, depending on the level of that mess up or screw up we have something in place to identify if it's worth training or if it's actually worth termination and try to be as consistent as possible across the board, all of your supervisors, all of your managers, all of your principals are not going to find anything in the same way, but if they have a guide with some procedures in place to help direct their decision, I think that will be a benefit while we are thinking about the replacing this rule and I hope that the decision makers do give that consideration when preparing for the new one.

Ms. Ieesha Hayward - Vice-Chairperson - We appreciate your comments, again, as a CSEA bargain unit, we just want to help implement productive measures for both sides, we are not asking for any special treatments, we know we are just not going to be in here, is just that, we just want fair. Thank you again.

Ms. Angela Burrell - Chairperson - Thank you! We are glad that you came and we hear you. You see, we hear you.

Mr. Christopher Calvin- Sr. Director of Personnel Commission - You do deserve special treatment! We love CSEA.

Ms. Angela Burrell - Chairperson - You do! Yes.

Ms. Shawn Poole Louis - Vice-President of CSEA - Mr. Calvin is one of my favorite people, he is very receptive, him and Dr. White. Any questions or concerns that I may have, they are always answer and handled in a professional manner so we definitely want to maintain that relationship.

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Ms. Angela Burrell - Chairperson - And that's why we ask you to come and bring your concerns, I always say, if you have any problems, any concerns, there's no more than a questions just bring it to us, because if you don't tell us we won't know your feelings but you see how we are equally as concern. We are also concerned, it's both sides of the table. To say "I don't want you today" it's two sides. So we have to be fair and our thing is we need to maintain the balance across the board because one principal can think one way and another principal can think another way, and so we want to keep the consistency is what we ask.

Ms. Shawn Poole Louis - Vice-President of CSEA- We also don't want to be responsible for providing the foundation for employees that are not going to be productive at least in our bargain, we are not going to support anything like that.

Ms. Angela Burrell - Chairperson - We truly understand and so thank you!

Ms. Shawn Poole Louis - Vice-President of CSEA- Thank you, thank you for hearing us.

Ms. Angela Burrell - Chairperson - Do we have any other questions or concerns?

No further comments.

4. MINUTES

1. Approval of Minutes - April 05, 2019

Moved	Seconded	Ayes	Nays	Absentation
Ms. Hayward	Mr. Pitts	XXX		

5. INFORMATION ITEM(S)

- ❖ Classified Actions Report April 17, 2019

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6. PERSONNEL MATTERS

A. Classifications Advertised:	B. Continuous Filing Classifications Advertised:
<i>Network Administrator</i> <i>Closes 05/20/19</i>	<i>Assistant Athletic Coach (\$2,195.00 Stipend)</i>
	<i>Athletic Coach (\$2,195.00 Stipend)</i>
	<i>Cafeteria Worker-Substitute</i>
	<i>College Tutor</i>
	<i>Head Coach (\$2,475.00 Stipend)</i>
	<i>Instructional Assistant-Bilingual Spanish</i>
	<i>Recreation Director</i>
	<i>School Police Officer</i>
	<i>School Police Officer-Lateral (Limited Term)</i>

7. ACTION ITEM(S)

a. 18/19-70

2018/2019 Approval of Transfer/Lateral Transfer Requests: (with the reason for Transfer Request stated with the listing).

Proposed Action: Motion to approve employees *Transfer/Lateral Transfer Requests: (with the reason for Transfer Request stated with the listing).*

Moved	Seconded	Ayes	Nays	Absention
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

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Employee Number	Current Classification	Transfer/Lateral Transfer to
KX6364867	Cafeteria Worker	Cafeteria Worker
EW2604397	I.A. Special Education	I.A. Special Education
SY8904723	I.A. Special Education	I.A. Special Education
TC2483275	Nutrition Services Supv. I	Nutrition Services Supv. I
UU0704190	Plant Worker	Plant Worker

b. 18/19-71

Setting Public Hearing of 2019-2020 Proposed Personnel Commission Budget.

Proposed Action: Motion to set Public Hearing on 2019-2020 Proposed Personnel Commission Budget for Thursday, May 23, 2019 at 4:15pm.

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

c. 18/19-72

Approval of Eligibility list(s) for *Nutrition Specialist, for a (one year period pursuant to PC rule 50.100.1 (a)).*

Proposed Action: Motion to approve Eligibility List(s) for *Nutrition Specialist.*

Number of Candidates	Classification
<i>1</i>	<i>Nutrition Specialist (Promotional)</i>
<i>5</i>	<i>Nutrition Specialist (Open)</i>

Moved	Seconded	Ayes	Nays	Absentation
<i>Ms. Hayward</i>	<i>Mr. Pitts</i>	<i>XXX</i>		

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d. 18/19-73

Approval of Eligibility list(s) for *Nutrition Services Supervisor II, for a (one year period pursuant to PC rule 50.100.1 (a)).*

Proposed Action: Motion to approve Eligibility List(s) for *Nutrition Services Supervisor II.*

<i>Number of Candidates</i>	<i>Classification</i>
7	<i>Nutrition Services Supervisor II (Promotional)</i>
2	<i>Nutrition Services Supervisor II (Open)</i>

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

e. 18/19-74

Approval of Eligibility list(s) for *Irrigation System Technician, for a (one year period pursuant to PC rule 50.100.1 (a)).*

Proposed Action: Motion to approve Eligibility List(s) for *Irrigation System Technician .*

<i>Number of Candidates</i>	<i>Classification</i>
1	<i>Irrigation System Technician (Promotional)</i>
2	<i>Irrigation System Technician (Open)</i>

Moved	Seconded	Ayes	Nays	Absentation
<i>Ms. Hayward</i>	<i>Mr. Pitts</i>	<i>XXX</i>		

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f. 18/19-75

Approval of Eligibility list(s) for *Behavior Specialist, for a (one year period pursuant to PC rule 50.100.1 (a)).*

Proposed Action: Motion to approve Eligibility List(s) for *Behavior Specialist.*

<i>Number of Candidates</i>	<i>Classification</i>
<i>6</i>	<i>Behavior Specialist (Promotional)</i>
<i>4</i>	<i>Behavior Specialist (Open)</i>

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

g. 18/19-76

Approval of the Update to pages 1, 2, & 3 of *The Personnel Commission Rules & Regulations of the Classified Service.*

Proposed Action: Motion to update the *Personnel Commission Rules & Regulations of the Classified Service.*

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

- *Option #1 was chosen and approved for the change of background to the first three pages of the Rules & Regulations of the Classified Service.*

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h. 18/19-77

Setting Public Hearing on Proposed Amendment to Personnel Commission Rule 60.100.2.

Proposed Action: Motion to set *Public Hearing on Proposed amendment to Personnel Rule 60.100.2* (Rights of Probationary Employees) for *Thursday, May 23, 2019 at 4:15pm.*

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

i. 18/19-78

Approval to Revise the Classification and Class Specifications for: *Sr. Data Technician.*

Proposed Action: Motion to *Revise the Classification and Class Specifications for the Sr. Data Technician.*

Moved	Seconded	Ayes	Nays	Absentation
<i>Mr. Pitts</i>	<i>Ms. Hayward</i>	<i>XXX</i>		

j. 18/19-79

Approval of a *New Classification and Class Specifications for: Custodial Services Manager*

Proposed Action: Motion to Approve a New Classification and Class Specifications for: *Custodial Services Manager*

Moved	Seconded	Ayes	Nays	Absentation
<i>Ms. Hayward</i>	<i>Mr. Pitts</i>	<i>XXX</i>		

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8. ADJOURNMENT Meeting was adjourned at 6:00 pm

Moved	Seconded	Ayes	Nays	Absentation
<i>Ms. Hayward</i>	<i>Mr. Pitts</i>	<i>XXX</i>		

Next scheduled Regular Meeting is June 7, 2019 commencing at 4:15 p.m., in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.