



# *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**

***Thursday, May 23, 2019***

***4:15 p.m.***

# MINUTES-SPECIAL MEETING OF THE PERSONNEL COMMISSION

May 23, 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 (24) 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](http://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 Meeting was called to order at 4:22 p.m

1. Call to Order

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

4. Public Comments

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Closed Regular Meeting at 4:25 pm

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

Open Public Hearing at 4:26 pm - PC Budget

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

Public Comments

**Dr. Kanika White-Sr. Director of Human Resources**- I do have one suggestion as it pertains to Section 7400 Object Code 5891 for Computer Related Services and my suggestions is that this Computer Related services to provide the Commission the opportunity to consider other platforms that may be better than Neogov or more all inclusive such as, perhaps, Informed k12. So by adding Neogov may restrict you. Considering that platform, thank you for your consideration.

**Ms. Angela Burrell- Chairperson**- Thank you. Any other comments or questions?

**Ms. Joyce Franklin Johnson- President for CSEA**- I'm just looking to the difference in the position for the Clerk Typist III. I notice that in 2018 is \$22,743.00 and in 2019 is \$30,201.00. Are all the Clerk Typist III salary going to increase?

**Mr. Christopher Calvin- Sr. Director Of Personnel Commission Services**- No, the 2018-2019 salary for the Clerk Typist III was a prorated amount, that individual started later in the school year during the budget cycle and so the employee didn't have the opportunity to make the entire 2018/2019 dollars that she would have made in the 2019-2020 school year. So again that's the reason why you see the discrepancy in pay.

**Ms. Joyce Franklin Johnson- President for CSEA** - Okay, thank you.

**Mr. Christopher Calvin- Sr. Director Of Personnel Commission Services** - You are welcome.

Closing Public Hearing at 4:35 pm - PC Budget

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

MINUTES-SPECIAL MEETING OF THE PERSONNEL COMMISSION

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Reopening Regular Meeting at 4:36 pm

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

Closed Regular Meeting at 4:43 pm

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

Open Public Hearing at 4:44 pm - Amendment to the Rule 60.100.2

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

Public Comments

**Mr. Christopher Calvin- Sr. Director Of Personnel Commission Services** - I'm going to read the present verbiage that's in question for PC Rule 60.100.2 and then I'm moving into full verbiage after that and that is Rule 60.100.2 (*Section b*) and it reads " A probationary employee may be suspended or dismissed by the superintendent prior to approval by the Board of Trustees. A new employee who is suspended or dismissed during this initial probation shall be notified in writing, by the Department Head, of the recommended action and the reason therefore. The recommendation and the supporting data shall be forwarded to the cabinet level administrator for review and action. The cabinet-level and administrator will schedule a pre-disciplinary hearing for the new employee as soon as practicable after receipt of the recommendation. At the pre-disciplinary hearing, the employee may represent himself or have a designated representative. The cabinet-level administrator shall approve or disapprove the recommendation, subject to the approval of the superintendent or designee, and ratification by the Board of Trustees. The employee shall not have the right to appeal or the right to a hearing by the Commission".

The proposed amendment for the PC Rule 60.100.2 (*Section b*) reads "A probationary employee may be dismissed without a cause at any time during the probationary period, with subsequent approval and ratification by the Governing Board. Notification of dismissal in writing shall be served on the probationary employee and a copy filed with the Personnel Commission. An employee serving his/her initial probationary period does not have the right of appeal his/her dismissal to the Personnel Commission.

**Ms. Angela Burrell- Chairperson**- Okay, I see that we have two audience comments and each person has a total of 2 minutes. Ms. Johnson?

## MINUTES-SPECIAL MEETING OF THE PERSONNEL COMMISSION

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**Ms. Joyce Franklin Johnson- President for CSEA** - We do oppose this current language change because the language that says dismissed without a cause, we just want to continue to iterate that legally, there does not have to be a reason to dismiss without a cause. "Just cause" is not a reason and we don't want to dismiss an employee for no cause. You could have a perfectly good employee who is doing a wonderful job and here showing everything that an employee is supposed to do and his position or her position, even as a probationary employee, it could be dismissed without cause. That particular language has led to why we opposed at this time, we don't want any employees to be dismissed without a cause, that has a tendency to again, it takes away the pre-disciplinary hearing for the employee and it also does not give them the opportunity to represent themselves or to have someone to represent them with cause for them not to be removed from the employment, even though they are probationary. so we just want to iterate and we've also spoken with Dr. White as well and the Personnel Commission and we definitely want you to reconsider that particular phrase. The language is very clear, it is not ambiguous, it is not to be determined, it's very clear, it says "without a cause". Thank you.

**Mr. Christopher Calvin- Sr. Director Of Personnel Commission Services** - Thank you.

**Ms. Angela Burrell- Chairperson**- Dr. Kanika White

**Dr. Kanika White-Sr. Director of Human Resources**- Good evening again, Madam Chair, Commissioners, Mr. Calvin, Members of the union. I wholeheartedly support this rule change. This rule change is in the best interest of the employee impacted. I have so much respect for my colleague Ms. Johnson, I believe that if I spend a little bit more time explaining this proposed rule change that my colleague will maybe then understand that it has the best interest of the employee. For one, it is uncommon for a Merit School District to have such language. I can't think of any other School Districts that has this language in place for their probationary employees simply because the pre disciplinary hearing does harm to the employee and I will explain why. We want to avoid creating permanent records such as statement charges which will have the first effects on a person's abilities to seek employments, they have to disclosed that and it become subjects to public records request. As a probationary employee, they don't have the same rights under the law as a permanent employees, and even without an official notice the District, obviously in a case by case basis, will be able to discuss concerns with any employee impacted without creating a paper trail that would impact, perhaps, their career feature trajectory of their career indefinitely. The proposed language without cause is in the best interest of the employee . If there is cause, then, A) the employee has to disclose that information and would probably have a difficult time seeking employment and B) if there is cause, they can't get unemployment. So language, the mere fact that you're considering that language without cause, is in the best interest of the employee. At the point that you release someone for a cause, that's when you begin to have problems because you're not qualified for unemployment, the District, the minute we pull out the statement of charges for the hearing officer and they see they were released for a cause, they lose an opportunity. Just in closing, to take someone who is just under performing and paper them, it's just not in their best interest and no supervisor is going to let someone go that's over performing, it just doesn't happen. Thank you.

MINUTES-SPECIAL MEETING OF THE PERSONNEL COMMISSION

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Closing Public Hearing at 4:52 pm - Amendment to the Rule 60.100.2

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

Reopening Regular Meeting at 4:53 pm

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

**5. DIRECTOR’S REPORT & FOLLOW-UPS**

**Public Hearing on Proposed Personnel Commission Budget 2019-2020**

Presentation of Personnel Commission Budget. School Board, District Administration, and the general public are invited to participate. *(See handout of proposed 2019-2020 Personnel Commission Budget).*

**Public Hearing on Proposed Amendment to Personnel Commission Rule 60.100.2**

Proposed amendment to Personnel Commission Rule 60.100.2 (Rights of Probationary Employees). *(See handout to current and proposed changes to Personnel Commission Rule 60.100.2)*

**6. ACTION ITEM(S)**

**a. 18/19-80**

***Public Hearing on proposed Personnel Commission Budget 2019 – 2020***

***Discussion and Approval of 2019-2020 Personnel Commission Budget.***

**Proposed Action:** Motion to Approve the 2019 – 2020 Personnel Commission Budget

**See handout of proposed 2019-2020 Personnel Commission Budget.**

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

**b. 18/19-81**

MINUTES-SPECIAL MEETING OF THE PERSONNEL COMMISSION

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*Authorization for the Senior Director to submit Adopted 2019 – 2020 Personnel Commission Budget to Compton Unified School District for Concurrence and to Los Angeles County Office of Education for approval*

**Proposed Action:** Motion to Authorize the Senior Director to submit Adopted 2019 – 2020 Personnel Commission Budget to Compton Unified School District for Concurrence and to Los Angeles County Office of Education for approval

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

**c. 18/19-82**

*Public Hearing on Proposed Amendment to Personnel Commission Rule 60.100.2*

**Proposed Action: Proposed Amendment Rule 60.100.2 (Rights of Probationary Employees)**

**See handout to current and proposed changes to Personnel Commission Rule 60.100.2**

**7. ADJOURNMENT Meeting adjourned at 4:55 pm**

**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.**

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