



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, June 7, 2019

5:30 p.m.

MINUTES-REGULAR MEETING OF THE PERSONNEL COMMISSION

June 07, 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. Call to Order

2. Roll Call

PRESENT

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

3. Pledge of Allegiance

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B. OPEN SESSION Meeting was called to order at 4:28 p.m

4. Public Comments

Dr. Kanika White - Sr. Director of Human Resources - Good afternoon Madam Chair, members of the Commission, Sr. Director Calvin. I am here back this evening just to provide more comments as far as your consideration for the PC Rule 60.100.2 as it pertains to the rights of probationary employees and I highly urge you to support this change in the rule. The Compton Unified School District is subjected currently to provide rights to probationary employees that no other District has to provide under the ED Code, further as it stands, providing those rights such as the pre-disciplinary hearings, otherwise known as the Skelly Process hurts the candidate, and provides separation of employment with a cause and if a person separates employment without a cause it increases their chance to move on and further their career and not have to disclose any information and so it doesn't create any unnecessary paperwork that it's discoverable through the PRA process and so the District strongly believes that by amending this Personnel Commission Rule, it will support the District and the overall operations because it will eliminate process that the District does not have to provide under the Ed Code but it'll also will increase the PC opportunity to fill the position with a candidate that may be stronger or may be more effective in terms of performing the essential functions of the job. I want to reiterate that it also helps the person impacted because if they can just separate cleanly without creating paperwork and a paper trial such as statement of charges that they will have to disclose for the rest of their career. Thank you for your time and consideration.

Angela Burrell - Chairperson - Ok thank you Dr. White.

Ieesha Hayward - Co-Chair - My concern is the dismissal without cause. I also have a concern about not wanting to have a record of the employees who, in some cases, I think especially in the field of education, it's necessary to have record for those cases where that employee should not be hired in another school district or whatever the issue were or charge was of the disciplinary reason for the dismissal in the first place was and it should help consider hiring the employee and so some concerns about omitting a record and discharging an employee without cause.

Dr. Kanika White - Sr. Director of Human Resources - What a great question. It's unlawful for the school district to not report if there is something egregious like inappropriate conduct towards a student or something like that. We cannot not report that. So when we say without a cause, we are thinking of things where a person may not be a good fit. It may be a person that it's skillful and it could be successful somewhere else and I will give you an example;

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I just lost one of my Human Resources Generalist. We hire two, one is working out fantastic, she is a super star. The other one, great person, very skillful, looks fine on paper and can be successful somewhere else, just not in a place that has volume like our School District. So obviously she is not someone that I would like to go through a pre-disciplinary hearing and now I have to put that maybe she has to work on prioritizing, and handling high stress environment or high workload, so on paper someone reading that, that may look negative. Well, every school district doesn't look like our Human Resources District, so she can very well be very successful somewhere else. It's just not in our environment, but has she slapped somebody or inappropriate interactions with a child, now that's not someone that will leave without a cause.

Ieesha Hayward - Co-Chair - In the example that you gave us about the HR Generalist it isn't the best fit, what have we done to give her an opportunity first to say "hey, this is where you are, here are the expectations of the job and we don't think that you are meeting those expectations".

Dr. Kanika White - Sr. Director of Human Resources - That's a great question too, so in the probationary process there are multiple evaluations and that's an opportunity to have a discussion. A Classified probationary employee is evaluated multiple times. Three, if you're not management, Classified Management are evaluated four times because their probationary period is one year. So in the scenario I gave you, she was evaluated three times. Yes she was improving, but it wasn't a matter of skill for her, it was a matter of "oh my god!, CUSD it's just too crazy around here". So yeah, It's a lot, we have disciplinary issues, both Certificated and Classified come through our Human Resources Department. Where as, other districts don't have that. Elsewhere, they may go through a whole year with one teacher disciplinary issue, where as I deal with it on a weekly basis. In our department we have investigations daily, some of my parallels elsewhere they get an investigation maybe once a month or something like that.

Christopher Calvin - Sr. Director Personnel Commission Services - Dr. White, If I was at a site and I had an employee for two weeks and I call you or I sent you and email saying that I'd like this probationary employee to be terminated or released. What would you ask me for?

Dr. Kanika White - Sr. Director of Human Resources - Documentation, but that hasn't happened.

Christopher Calvin - Sr. Director Personnel Commission Services - No, I'm just giving you an example. If that were the case, what would you ask me for?

Dr. Kanika White - Sr. Director of Human Resources - So they would provide documentation on what they've done to help this person. They would have to show not only evaluations, many of which we have access to, but they would need to show improvement plans. These are things that we do already, that we have in place.

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Gregory Pitts - Member - Because I think what my concern is that is not stated and I don't know if it's appropriate, and I'll say it again, I appreciate that you and Mr. Calvin currently have an operating confederate professionalism, but my concern is if it's a personality issue and I just gotta get rid of this person and that's just my concern.

Dr. Kanika White - Sr. Director of Human Resources - I hear what you're saying but I've never seen that. I've seen where a person is just not a good fit for our School District. So in the case of the person I lost, there was no improvement plan because she can do the work if we gave her a certain amount of time to do it, but unfortunately for the needs of our department, we just have to move a little faster and so she was just used to being in a private, more of a corporate setting, where there's just not much interruption. It was just our situation that was just not a good fit for us. So there is really not a situation of personality. I eluted to this hearing for the most part because I've never heard for example of a principal (because I was a principal at some point) letting someone go that's really really good because they don't like them as a person. As a principal, my most effective teacher who is still working at Clinton ES, I just didn't understand her because she seemed to be a petty person to me and that's Kanika speaking, but as a principal she is a rockstar and I would do anything to keep her because that is the best interest of the team and I don't know a single principal that would let someone go that's highly effective because that makes their life easy. You also mentioned improvement plans. That's what we learn as administrators, that's an administrator process, that's what we do to help employees improve, any employee, certificated or classified. We provide training on the matter so that is not disciplinary in nature, but an improvement plan as a support tool. A pre-disciplinary hearing is disciplinary in action and many times people confuse one, co-mingle with the other. We like to keep them separate. That's why employees see improvement as punitive but improvement is meant to be supportive not impunitive, unlike a Skelly hearing, that's totally different, that takes it to a whole another level, but what I have seen, it's just not haven't been a good fit, or perhaps they just weren't effective.

Christopher Calvin - Sr. Director Personnel Commission Services - I think just one major question for the commission is, in 2019 school year, how many classified employees have been released during their probationary period, and I know you might have those numbers totally but just a number?

Dr. Kanika White - Sr. Director of Human Resources - It hasn't been that many, maybe about four?.

Christopher Calvin - Sr. Director Personnel Commission Services - Out of the hundreds of individuals, and that it's just the point I wanted to share, is that we were discussing at the commission at the subsequent meetings, that out of all of the employees that we brought on board during the 2018-2019 school year, there were only four that were pursuit.

Dr. Kanika White - Sr. Director of Human Resources - Yeah, the percentage is so low that there were, and I want to tell you that the district is very fair, and even in a situation where there were two employees on the fence, the employees admitted that they had done something wrong and the district went for a suspension instead.

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The District gave that person another chance instead of termination. The idea is not to get rid of people. If there is an opportunity, if someone does do something wrong, and the district can discipline at a lower level other than termination, that's obviously what the district would like to do. If the person is skillful and they just made a mistake and owns it. But the amount of separation as a result of releasing a person in a probationary period is just low. I don't know how many new employees you hire during this school year but I've been the only administrator in Human Resources that is responsible for the release and the paperwork and it's been about four.

Ieesha Hayward - Co-Chair - I think for us is the absence of the knowledge of the process prior to getting to the disciplinary process we weren't aware of. We were aware that the employee would have an opportunity to be notified and given the opportunity to improve upon their performance. So in our public hearing we heard that there are examples of a manager wanting to, and I'm not sure if this person was actually terminated or not, but there was a request to terminate the employee because of a personality conflict.

Dr. Kanika White - Sr. Director of Human Resources - I am not aware of such a person, I was here too and I didn't get that. I can hear Ms. Poole but I am not aware of such person, maybe that's just Ms. Poole's perspective but I have not had a single supervisor or principal or manager come to me because they don't like someone. It doesn't work like that. At the end of the day, the principal, manager or supervisor does not have the final say, they still have to come through the District Offices. There are situations I report where someone is being recommended, there is a report, my personal HR report that I have to report to the Superintendent and so we talk about these things in the executive cabinet meeting that we hold on Tuesdays. The principals, managers and supervisors don't have the last say. This is a rare occasion, it's not something that happens often. To your point, the same support that's provided to certificated employees is provided to classified employees. I have not had a manager, supervisor or principal speak to me of someone that was underperforming. The first thing I'll say is to please send me the documentation with all the ways that you supported this person to help them improve, because at the time, the District is already invested in them, you've got the DOJ monitoring, fingerprinting, we pay to send them to get a physical, we've gone through the on boarding process. The District have already invested quite a bit. We understand that if we release during the probationary period it leaves a vacancy to fulfill because we have to fulfill the needs of the District as well as the students and so ideally we want positions filled at all times. We don't want just for any reason to/or just because someone is not getting along because of personality issues. We wouldn't allow our principals, managers or supervisors to do that and none have asked either. Whomever that example was about knows that that's not the type of organization we run here and secondly, if the District operated that way it would compromise the integrity and the trust of the organization as a whole. Never will the superintendent deport or allow the organization to be run that way. It is very unprofessional and unproductive, and we just want the best people here at all times.

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Gregory Pitts - Member - I think because of this change happening, they may believe that that's the case and of course we just don't want someone to think that they can somehow fabricate an issue and not have to become an issue of "he said/she said". They don't have the opportunity, if they have an issue, to say that this is not true or it's not happening but because they are not in a position of power they're kind of on the losing side of it and that's where the issue comes for me.

Dr. Kanika White - Sr. Director of Human Resources - I mean, if I were to have an issue where a principal would come to me and mentioned a concern with attendance issues, cleanliness, obscene photos, I have the eschools solutions in HR, I run the attendance information so they don't just tell us anything they like. There are rare cases that we have and it sounds like it's just 1%, we are talking about less than a handful of people that have fallen under this situation, it's all been justified.

Ieesha Hayward - Co-Chair - Are there established procedures in place for handling employees who are maybe experiencing performance issues? Specifically for individuals that are in this probationary period? Since this is changing to be a significant change, I think that it would help validate the reasons why this needs to be changed but we still have procedures in place that will help support our probationary candidates, you know, to have an opportunity to improve their performance, if it's just a performance issue.

Dr. Kanika White - Sr. Director of Human Resources - It's always been there, employees during probationary periods have received the support that they need. If you look at some of the skelly packets (you can stop by my office) you will see that they are very explicit. An example of this is that it'll ask for a specific time, specific date, what happened, see attachments and so forth. There are long pages filled with very specific details on this procedures with justifications and exhibit to support the actions that were taken and so it also shows improvement plans, 45 days of notice for improvement, these are some of the things that are requested. We provide training, since I have been here, I co-presented with one of our attorneys from F3 Milton Foster, and we provide this training for all our classified and certificated supervisors and managers so that they could understand how to write this improvement plans, how to follow up with improvement plans, how to write conference summaries, letters of warnings and discipline and just like that at the lowest level be able to provide corrective actions for the employee. I personally, just recently just presented to two classified workers because they needed it and I didn't want to wait until I had a larger group. We provide them a more intimate professional development plan to let them know what to do, to let a person know when it becomes a severe disciplinary situation.

Gregory Pitts - Member - I imagine that you go through all of that because anything can become a lawsuit.

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Dr. Kanika White - Sr. Director of Human Resources - There are still other measures, for example, you said that Ms. Poole mentioned something about someone didn't like anyone, since I have been here I have not seen anything like it. I can't imagine the Superintendent allowing that it just seems very unprofessional. I haven't heard of that. There are still other measures. If someone thought that the district was violating the employment laws they can certainly file a claim. They can go right over to EEOC and file. Obviously the District is aware of that and we don't want to encourage a modification to a PC Rule that will only rack up attorney fees, fighting claims that are at a much higher level, so that wouldn't happen or I couldn't see that happening it's just not the District that we run and even with all of this provision in place we are still talking about a very small number of people. Most probationary employees make it to permanency.

Ieesha Hayward - Co-Chair - This question is for Mr. Calvin. Is it possible or is it appropriate for the board or if the board wanted to entertain passing or approving the abouchment of the subsection for a period of time, to give us an opportunity to see what impact changing the rule will be by changing such rule?.

Christopher Calvin - Sr. Director Personnel Commission Services - The rules don't give us the ability to put it in a verbiage that would allow this rule to last for example for two years, but if you so incline, you would put me to task to remind the commission that two years from now, you would like to revisit this particular rule and if you did not feel comfortable with the results than it can be revisited and the commission can or I will recommend that you will revise the rule, but again the rule does not give the ability to put a timeline.

Ieesha Hayward - Co-Chair - But is it silence or does it explicitly says that it can't?

Angela Burrell - Chairperson- It explicitly says that it can't.

Christopher Calvin - Sr. Director Personnel Commission Services - I don't think we can and again in two years you can always put me in task to revisit the rule and then we could ask or request Human Resources to get supporting data on whatever the commission would like to see at that particular time and then entertain whatever is needed to be entertained.

Ieesha Hayward - Co-Chair - That might be a good approach just to demonstrate both sides. We make this change because the business needed to make this change to satisfy our unions and our classified employees, you know, put them at ease saying this is the impact of changing that rule. I think the transparency of it all is the one thing I'm more concerned about and I understand the reason. My biggest concern was, is there a process in place that provides that opportunity to the probationary employee before it got to the discipline level and that's what we didn't hear at first. Our understanding was that if the subsection were to go away that meant that an employee on probation could be fired after two or three weeks with a performance issue, without being provided with an opportunity to correct the performance, but what I'm hearing is that there is something in place to address those types of issues.

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There are several different performance evaluations that are completed, I hope that the employee receives at least one performance evaluation so they have knowledge that this is where you are and if you don't improve than your job is at risk. That's kind of what I was looking for. Just releasing them after a week or two without them having any knowledge or an opportunity to address that performance issue is a problem to me and that was my understanding of it at first. Is not interpreted in this rule, but there is a policy or process in place that is outside of the rule to manage that. With knowledge of that and considering that.

Angela Burrell - Chairperson - And like Dr. White said, we still have to meet State Regulations

Christopher Calvin - Sr. Director Personnel Commission Services - I'd like to recess the meeting just for a few moments if Dr. White doesn't mind stepping out for just a quick moment.

Motion into Closed Session.

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

Meeting reconvened at 6 pm. No comments to report out of the closed session.

Angela Burrell - Chairperson - Any other questions ? Dr. White?

Ieesha Hayward - Co-Chair - My biggest concern is when we change, if we change this process to eliminate termination without cause or with a cause, what happens to, or are there procedures in place to address that employee that has that performance issue? In the example (as a scenario) your HR staff, she just started last month and her first evaluation performance, hypothetically speaking, is in three months, you notice some issues after one month, and say "I don't think this person is going to work out". What are you going to do with that person?

Dr. Kanika White - Sr. Director of Human Resources - We start working with that person immediately, that was my situation. I did see some concerns right away and so I immediately had a conversation with that person to assess what was going on, to talk about it so that she was clear what our needs are, and what the expectations of the department are. So managers aren't supposed to wait until the evaluation, it's not supposed to be an "I got you" and that is exactly what we say to them and we don't wait for an "I got you" because it wastes time and resources to have the commission start all over with recruitment to fill a position and then it leaves a void, so we are compromising the integrity of our instructional programs for example that are overall District operations and so we don't wait for an evaluation to say "ok, now let me tell you what all you need to work on", that's supposed to be happening along the way and this is the way we train our managers and supervisors so this is an expectation of them. Now we have a situation where we need to correct some things with that manager.

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Ieesha Hayward - Co-Chair - How would HR have knowledge of that if you are not giving the employee, because Human Resources does not engage with that employee, the probationer about the issue?

Dr. Kanika White - Sr. Director of Human Resources- If it gets to that point, see HR is not the lowest level, by the time it comes to HR now is really serious. Is what the principal or supervisor is saying I've done all I can do, it's out of my hands, I need your help and so then that's when we come in. A supervisor, a manager or a principal they cannot singlehandedly release a person at any time during the employment period, they have to go through district offices to do that. Is all a recommendation, and ultimately is approved by the superintendent and he reports it to the board of trustees. That's why I tell my principals when they say "oh I hired this person" I tell them no you did not hire a single person, because none of us do we do a whole lot of recommending. Sometimes we have to be a little bit more precise in our language to be clear. This is how managers, and I know because I've been a supervisor and a manager, and I know how desperately we want all of our positions filled, we don't want to lose anyone, so we are like "please start coming to work on time, I need you here on time, we don't want this to become a problem, please come to work", I don't want to start all over, I have to go to the district offices and participate on a panel, start all the way from the beginning, train a person over again so it makes sense to us if we can figure all out. I have never heard of anyone wanting someone to go that's getting the job done because that makes your life easier. Like I said, we are talking about a very small number over the entire school year it is a very minimal percentage. None of our supervisors, managers, and principals have had to serve as an skelly officer, most don't even know of procedures once it comes to Human Resources. The majority of our issues come from our permanent employees not the probationary employees.

No further questions or comments.

5. MINUTES

1. Approval of Minutes - May 10, 2019

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

2. Approval of Minutes - May 23, 2019

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

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6. INFORMATION ITEM(S)

- ❖ Classified Actions Report May 08, 2019
- ❖ Classified Actions Report May 22, 2019
- ❖ Classified Actions Report June 12, 2019

7. PERSONNEL MATTERS

A. Classifications Advertised:		B. Continuous Filing Classifications Advertised:
<i>Cafeteria Worker</i>	<i>Closes 06/18/19</i>	<i>Assistant Athletic Coach (\$2,195.00 Stipend)</i>
<i>Network Administrator</i>	<i>Closes 06/17/19</i>	<i>Athletic Coach (\$2,195.00 Stipend)</i>
<i>Program Systems Analyst</i>	<i>Closes 06/14/19</i>	<i>Cafeteria Worker-Substitute</i>
<i>Sr. Data Technician</i>	<i>Closes 06/17/19</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>

8. ACTION ITEM(S)

a. 18/19-83

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	Absentation
Ms. Burrell	Mr. Pitts	XXX		

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Employee Number	Current Classification	Transfer/Lateral Transfer to
ED0538770	Cafeteria Worker	Cafeteria Worker
BG8763111	Cafeteria Worker	Cafeteria Worker
PM5698789	I.A. Academic Readiness	I.A. Academic Readiness
BB2431261	I.A. Special Education	I.A. Special Education
PZ8067983	School Secretary I	School Secretary I

b. 18/19-84

Approval of Eligibility list(s) for *School Occupational Therapist* for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

Proposed Action: Motion to approve Eligibility List(s) for *School Occupational Therapist (Open)* for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

<i>Number of Candidates</i>	<i>Classification</i>
2	<i>School Occupational Therapist (Open)</i>

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

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c. 18/19-85

Approval of Eligibility list(s) for **Buyer** for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

Proposed Action: Motion to approve Eligibility List(s) for **Buyer** for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

<i>Number of Candidates</i>	<i>Classification</i>
3	Buyer (Open)

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

d. 18/19-86

Approval of Eligibility list(s) for **Attendance Clerk (Promotional and Open)** for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

Proposed Action: Motion to approve Eligibility List(s) for **Attendance Clerk (Promotional and Open)** for a one year period pursuant to Personnel Commission Rule 50.100.1 (a).

<i>Number of Candidates</i>	<i>Classification</i>
2	Attendance Clerk (Promotional)
23	Attendance Clerk (Open)

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

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e. 18/19-87

Approval of a New Classification and Class Specifications for:
Speech-Language Pathology Assistant.

Proposed Action: Motion to Approve a New Classification and Class Specifications for: *Speech-Language Pathology Assistant.*

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

f. 18/19-88

Approval of a New Classification and Class Specifications for:
Early Childhood Education Family Intake Specialist-Bilingual/Spanish.

Proposed Action: Motion to Approve a New Classification and Class Specifications for: *Early Childhood Education Family Intake Specialist-Bilingual/Spanish.*

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

g. 18/19-89 Tabled-Revisions Needed

Approval of the revisions to Class Specifications for:
Network Administrator.

Proposed Action: Motion to Approve revisions to Class Specifications for *Network Administrator.*

Moved	Seconded	Ayes	Nays	Absentation

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h. 18/19-90

Approval of the revisions to Class Specifications for:
Programmer/Systems Analyst.

Proposed Action: Motion to *Approve revisions to Class Specifications for: Programmer/Systems Analyst.*

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

i. 18/19-91

Approval of the *Amendment to the Personnel Commission Rule 60.100.2 (Rights of Probationary Employees).*

Proposed Action: Motion to Approve the amendment to the Personnel Commission Rule 60.100.2 (Rights of Probationary Employees).

(See handout of current and proposed changes to Personnel Commission Rule 60.100.2).

Moved	Seconded	Ayes	Nays	Absentation
Ms. Hayward	Ms. Burrell	XX	X	

9. ADJOURNMENT Meeting was adjourned at 6:15pm

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

Next scheduled Regular Meeting is June 13, 2019 commencing at 5:30 p.m., in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.