

Personnel Commission
LONG BEACH UNIFIED SCHOOL DISTRICT

SUBJECT: Minutes for April 30, 2009

PAGES: 7.1.1- 7.1.6

Date: May 14, 2009

Reason for
Consideration: Action

Testing Room
Personnel Commission Office
999 Atlantic Avenue
Long Beach, CA 90813

Chairperson Vera Mulkey called the meeting of the Personnel Commission to order at 8:16 a.m. at which time she asked for introductions and led the pledge of allegiance to the flag.

COMMISSION MEMBERS PRESENT

STAFF MEMBERS PRESENT

Vera Mulkey, Chairperson
Terry Ulaszewski, Member
Chuck Acosta, Member

Ramon Curiel, Executive Officer
Stephanie Jimenez, Sr. Administrative Secretary
Marilyn Doss, Personnel Analyst
Susan Leaming, Personnel Analyst
Maria Braunstein, Associate Personnel Analyst
Dale Culton, Certification Services Manager
Mary Cates, Human Resources Supervisor
Susan Brister, Human Resources Technician
Judy Marshall, Human Resources Technician
Jan Medford, Human Resources Technician
Maria Villalobos, Human Resources Technician
Adriana Araujo-Honorio, Staff Secretary

PRELIMINARY

Guests: Mary Brown, CSEA President; Adrienne Rambo, CSEA Unit A, Vice President; Dan Ewaskey, CSEA Unit B, Vice President; d'Ann Madore, CSEA Labor Representative; Les Leahy, Business Services Administrator; Joseph Romero, Operations Director; Debra Ecung, Employee Relations Director; Shayan Stamper, Appellant, Daryl Hildreth, Campus Security Officer, Reid High School and Deborah Williams, Appellant.

HEARING OF PUBLIC TESTIMONY AND
QUESTIONS FROM THE FLOOR ON
ITEMS NOT LISTED ON THE AGENDA

None

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REPORT FROM THE EXECUTIVE OFFICER

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Mr. Curiel informed the Commissioners that the Anna Moran grievance has been resolved which will affect the upcoming seniority lists to be used for implementation of layoffs and reductions of Classified Personnel. An update will be provided in the near future.

Mr. Curiel reminded the Commissioners that the Ice Cream Social is scheduled for May 21st from 1:00 – 4:30 p.m. The Classified Employee Recognition Committee will meet on Monday, May 4th to review 64 nominations for Classified Employee of the Year for 2009. Names of all Classified Employee of the Year nominees for 2009 will be made known during the event. The 2009 Classified Employee of the Year will be announced at the Board of Education meeting held on June 2, 2009.

PUBLIC HEARING FOR THE PERSONNEL COMMISSION BUDGET FOR FISCAL YEAR 2009-2010

PUBLIC HEARING FOR THE
PERSONNEL COMMISSION BUDGET
FOR FISCAL YEAR 2009-2010

Commission Chairperson Vera Mulkey opened the public hearing for the 2009/2010 Personnel Commission Budget at 8:21 a.m.

Ramon Curiel explained the process of the Personnel Commission's budget as required by the Education Code. Mr. Curiel noted that the recommended budget for the 2009/2010 fiscal year reflected a 20% reduction. It is a painful reduction this year which includes abolishing 3.80 positions. Mr. Curiel recommends that Commission adopt the \$1,703,978 budget for the 2009-2010 school year.

Chairperson Mulkey asked if there were any additional questions or comments from the floor regarding the proposed budget. Hearing none, Chairperson Mulkey closed the public hearing at 8:31 a.m. The Commission acted to approve the 2009/2010 Personnel Commission budget as submitted. The Commission directed the Personnel Commission Executive Officer to submit the budget to the Superintendent or Board of Education for concurrence and the Los Angeles County Office of Education for final approval.

PERSONNEL COMMISSION MINUTES

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The minutes of the April 16, 2009 Personnel Commission Meeting were approved.

REVISE A CLASSIFICATION

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A revision to Lead Custodian and Custodian Class Descriptions has been requested by Operations to reflect upcoming organizational changes within the department.

Susan Leaming, Personnel Analyst, provided an explanation for the revision. After studying best practices at other agencies, the District has decided to move toward a “team cleaning” concept. Many Custodians will be assigned to traveling crews that will be responsible for cleaning several sites per shift and would require possession of a driver’s license and automobile insurance.

Joseph Romero, Operations Director, explained that the current budget reduction has created some restructuring and the goal is to complete the same amount of work by utilizing traveling cleaning teams. The cleaning teams will receive mileage reimbursement for their time traveled to various sites. Mr. Romero is working with those current employees who may not possess the new requirements and should be able to keep those employees at a stationary site. Debra Ecung, Employee Relations Director has also spoken to those affected. d’Ann Madore, CSEA Labor Representative, is concerned regarding negotiating the implementation of the effects of Custodians and Lead Custodians. CSEA has demanded to negotiate the Custodian and Lead Custodian job descriptions with the district and asks Personnel Commission to wait to adopt the revised class specifications of Lead Custodian and Custodian until after negotiations.

Chairperson Mulkey asked about the urgency of adopting the revision. Mr. Romero reported that there is a need to expedite restructuring the cleaning crews and we would need to open the positions for recruitment purposes before the end of the school year. Mr. Curiel explained that the practice in most merit system districts is that negotiations follow after the adoption of classification revisions by the Personnel Commission. Mr. Curiel has requested a legal opinion regarding the sequence of classification actions and related negotiations with a collective bargaining unit.

The Commissioners approved to table the adoption of the revised class specifications for Lead Custodian and Custodian until after we have received a legal opinion.

REMOVAL FROM ELIGIBILITY LIST

REMOVAL FROM ELIGIBILITY LIST

Staff submitted a recommendation to remove an applicant from the eligibility list per Personnel Commission Rule 4.2.A.5. and 4.2.A.7. The appellant, Ray Parker, was not present. The Commission moved this item to Closed Session.

REMOVAL FROM ELIGIBILITY LIST

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Staff submitted a recommendation to remove an applicant from the eligibility list per Personnel Commission Rule 4.2.A.5. The appellant, Anthony Richardson, was not present. The Commission moved this item to Closed Session.

REMOVAL FROM ELIGIBILITY LIST

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Staff submitted a recommendation to remove an applicant from the eligibility list per Personnel Commission Rule 4.2.A.7. The appellant, Deborah Williams, was present and requested to be heard in Closed Session. The Commission moved this item to Closed Session.

APPEAL OF DISQUALIFIED APPLICANT

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Staff submitted a recommendation to disqualify an applicant from the examination process per Personnel Commission Rule 4.2.A.6. and 4.2.A.10. The appellant, Shayon Stamper, was present. The Commission moved this item to Closed Session.

BULLETINS

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Personnel Commission Rule 4.6.B.1, states that the Personnel Commission Executive Officer shall be responsible for issuing job announcement bulletins to publicize recruitment and examination processes. All job bulletins issued are then to be ratified at the first reasonable opportunity at a Commission meeting.

The Commission acted to pull the Lead Custodian bulletin due to a request for a legal opinion regarding classification modification.

Migrant Education Assistant – Bilingual Spanish Dual 09-0127-3326

ELIGIBILITY LISTS

ELIGIBILITY LISTS

Personnel Commission Rule 5.1.A, states that the Personnel Commission Executive Officer shall be responsible for establishing eligibility lists as a result of examination processes authorized by these rules. All such eligibility lists shall then be certified at the first reasonable opportunity at a Commission meeting following the protest and review period. The Commission acted to certify the following eligibility lists:

Instructional Aide - Special
Instructional Aide – Special/ Substitutes and LTES

Open/Cont 09-0115-0448
Open/Cont 09-LTES-0448

OTHER ITEMS

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ANNUAL ELECTION

ANNUAL ELECTION

Personnel Commission Rule 2.1.A states that “the Commission shall elect one of its members as Chairperson and another as Vice-chairperson at the first meeting of each May.” In accordance with this rule the Commission elected Terry Ulaszewski to serve as Chairperson and Chuck Acosta as Vice-Chairperson.

Commissioner Acosta commended Ms. Mulkey for her outstanding performance as our Chairperson. Ms. Mulkey expressed that she enjoys working with her fellow Co-Commissioners and commended the Personnel Commission staff on their commitment to excellence and taking great pride in their work.

Mary Brown, CSEA President requested clarification of which sites will have Summer School this year. Mary Cates, Human Resources Supervisor agreed to provide a list of Summer School sites for Ms. Brown.

NEXT MEETING

NEXT MEETING

The next regular meeting of the Personnel Commission will be held on Thursday, May 14, 2009. The meeting will be at 8:15 a.m. in the Testing Room of the Personnel Commission Office, 999 Atlantic Avenue, Third Floor, Long Beach, 90813.

CLOSED SESSION

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The Personnel Commission adjourned to Closed Session at 9:03 a.m. to hear the appeal of Deborah Williams and Shayon Stamper.

RETURN TO OPEN SESSION

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The Personnel Commission returned to Open Session at 10:25 a.m.

The Commission acted to sustain staff’s recommendation to remove Ray Parker from current eligibility lists for Custodian and instructed the Executive Officer to notify him of this decision.

The Commission acted to sustain staff’s recommendation to remove Anthony Richardson from current eligibility lists for Custodian and instructed the Executive Officer to notify him of this decision.

The Commission acted to sustain staff's recommendation to remove Deborah Williams from current eligibility lists for Nutrition Services Worker and instructed the Executive Officer to notify her of this decision but will allow her to provide a copy of expungement documentation for review.

The Commission acted to sustain staff's recommendation to disqualify Shayon Stamper from continuing in the examination process for Campus Security Officer but will reconsider if proof of Governor's pardon is submitted in the future. The Commissioners instructed the Executive Officer to notify him of this decision.

ADJOURNMENT

There being no further business, Chairperson Mulkey adjourned at 10:30 a.m.

Respectfully submitted,

Ramon Curiel
Executive Officer