

MINUTES
BASSETT UNIFIED SCHOOL DISTRICT
REGULAR PERSONNEL COMMISSION MEETING
JUNE 3, 2003
5:00 P.M.

1. The meeting was called to order by Chairperson Wallery at 5:04 p.m.

2. MEMBERS PRESENT:

Mrs. Vern Wallery, Chairperson
Mrs. Frances Alvarado, Vice-Chairperson
Mrs. Susan Hartley, Member

3. STAFF PRESENT:

T. R. Lin, Ph.D, Assistant Superintendent, Human Resources Development
Patrick Maher, Personnel Analyst

4. OTHERS PRESENT:

See Guest Register

5. PRELIMINARY:

A. Flag Salute

6. STAFF REPORTS:

A. Personnel Director

Dr. Lin reported that the Board of Education had rejected the Commission's proposed budget and that required notifications had been made to the County. He advised that a hearing would be scheduled and that he would inform the Commission of relevant information when he received it.

This is a very busy time for HRD in handling classified matters. A substitute had been used in reception in order to allow the receptionist to assist in the main office.

Mrs. Alvarado inquired if the substitute was considered as a limited term relief or as a substitute. Dr. Lin indicated that she was limited term relief and that her salary was being paid out of the Personnel Commission Budget.

Mrs. Hartley asked about the status on the recruiting for the CBO (Assistant Superintendent, Business Services) since the Superintendent had advised the Commission six months ago that he would be taking action to fill the position once he completed his reorganization and nothing had been communicated in the meantime. She asked:

1. Do we wait for the Superintendent to take action?
2. If a provisional is appointed, does that person have to meet the requirements?
3. If the Superintendent appoints a provisional does that action initiate a recruitment process?

Dr. Lin stated that he had placed the issue of recruitment for that position on the Cabinet Agenda for that morning, but he was unable to attend the meeting. He had asked the Superintendent numerous questions about initiating the recruitment for the position, but got no response. He would ask him again about initiating action to start recruitment.

Dr. Lin stated that a person appointed provisionally had to meet the minimum qualifications for the position, but he had not yet received any direction in regards to making a provisional appointment. However, the position was a critical one and that if the position had been filled, many problems may not exist.

Dr. Lin noted that recruitment would require some period of time. He had asked the Superintendent numerous questions that affected the recruitment strategy, but had not received any response. He said that he would inquire again.

He added that the Superintendent had mentioned about changing the title of the position, but had not given any direction in that regards. He stated that he would inquire again.

B. Personnel Commission

Mrs. Hartley read the following statement:

Recently I attended two Board meetings and the Commissioner's budget was on the agenda. Both times the Board voted by rote. I

felt the Board was disrespectful to our Chairperson and our Director.

Mrs. Alvarado asked if there was a time frame on the County acting on the budget. Dr. Lin stated that the Education Code placed a 30 day time limit for the hearing if they reject the proposed budget.

Mrs. Alvarado asked Dr. Lin to inform the Commissioner's if the County scheduled a hearing and to provide particulars on the hearing. Dr. Lin assured her that he would.

Mrs. Wallery stated that she had a few statements also:

Her perception of the Board meeting was that she was scrutinized, treated very rudely, and did not appreciate it. She was not able to respond to all of their questions and felt that if the members made a statement or asked a question that they should allow a response, but she was not allowed to do so. She is transcribing the tapes of the meeting so that she could read them at this meeting. She was very disappointed. She was also called at home to be told by an employee that one of the Board members was going around telling District employees that "your Commission chair is very rude and how could you have her on your board, how could you have her represent you." She felt that such comments were out of line because even though she has opinions on a lot of the Board members, she does not go around personally ridiculing people in public, so she was very disappointed over what she had heard.

7. APPROVAL OF MINUTES:

On the motion of Mrs. Hartley, seconded by Mrs. Alvarado, and unanimously carried, the Commission approved the minutes of the meeting of May 6, 2003 as submitted and/or amended.

On the motion of Mrs. Alvarado, seconded by Mrs. Hartley, and unanimously carried, the Commission approved the minutes of the meeting of May 13, 2003 as submitted and/or amended.

8. APPROVAL OF AGENDA:

On the motion of Mrs. Hartley, seconded by Mrs. Alvarado, and unanimously carried, the Commission approved the agenda for the regular meeting of June 3, 2003, as submitted.

9. REQUESTS TO SPEAK:

Paul Solano, Member of Bassett USD governing board said that he wished to thank the Commission for attending the Board meeting. When he saw the budget issue on the agenda it concerned him quite a bit and he wanted to know the rationale behind the budget. While the environment wasn't as cordial as everyone would have liked, he thinks that it was a good step and he recommended having a joint meeting. He thinks the overall communication between the Board and the Commission needs improvement, and it is the responsibility of both sides and looks forward to improving that. As far as comments about rudeness or a chance for dialogue at the Board, the practice is to allow people to speak, but not involve dialogue. However, as a matter of personal practice, if he had questions, he would direct them to an appropriate individual for answers. He hoped that both sides could improve relations and both had the same interests for the District, but that there was a need to talk about things because it was frustrating the way things are now. He felt that the only way things were going to get better was to improve the relationship and hoped the Commission put forth the effort that he would ask of the Board. He expressed his appreciation for the time given to him.

10. CLASSIFICATION TITLE CHANGE

The Commission decided a classification title change from Assistant Superintendent, Human Resources to Chief, Human Resources should be reconsidered at the July meeting in order to obtain clarification of issues concerning the realignment of duties and reorganization of the human resources operation.

11. COMMISSION MEETING SCHEDULE FOR 2003-2004:

The Commission schedule its regular meetings for July 2003 through June 2004 as follows:

July 8, 2003	January 13, 2004
August 12, 2003	February 3, 2004
September 2, 2003	March 2, 2004
October 7, 2003	April 6, 2004
November 6, 2003	May 4, 2004
December 2, 2003	June 1, 2004

12. NEXT COMMISSION MEETING:

The next regular Personnel Commission meeting will be held on July 8, 2003, at 5:00 p.m. in the District Office Board Room.

13. CLOSED SESSION:

Pursuant to Government Code 54957, the Personnel Commission recessed to closed session at 5:47 p.m. and reconvened at 7:26 p.m. regarding the following personnel and employee performance issues:

- A. Discussion of performance and disciplinary action of classified employee.

No action was taken in closed session.

14. ADJOURNMENT:

On the motion of Mrs. Hartley, seconded by Mrs. Alvarado, and unanimously carried, the Commission adjourned the meeting at 7:28 p.m.