

MINUTES
BASSETT UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION MEETING
DISTRICT BOARD ROOM
SEPTEMBER 19, 2006
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

Patrick Maher, Personnel Director
Marina Mihalevsky, Personnel Analyst

4. PRELIMINARY

A. Flag Salute

5. STAFF REPORTS

A. Personnel Director

Mr. Maher welcomed back Mrs. Hartley from her vacation overseas.

B. Personnel Commission

Mrs. Alvarado welcomed all attendees to the meeting.

6. APPROVAL OF AGENDA

On the motion of Mrs. Alvarado, and seconded by Mrs. Hartley, and unanimously carried, the Commission approved the agenda for the regular meeting of September 19, 2006 as submitted.

7. APPROVAL OF MINUTES

On the motion of Mrs. Alvarado, and seconded by Mrs. Hartley, and unanimously carried, the Commission approved the minutes of the regular meeting of September 5, 2006 as submitted.

8. REQUESTS TO SPEAK

Mr. Watanabe, Superintendent, announced that Dee Sprague, a long-time, truly dedicated Bassett USD employee had passed away and requested a moment of silence.

Mr. Watanabe announced the opening of the new football stadium and the upcoming construction of a new building at Torch Middle School. Mr. Watanabe recounted the proceedings at the Committee Bond meeting and the issues pertaining to the District's declining student enrollment.

Mr. Watanabe thanked all the individuals who applied for the Personnel Commissioner position and stated that the District will look forward to working with any candidate that is selected.

Irma Quesada, CSEA President, thanked the Personnel Director, Personnel Analyst and the Commissioners for their efforts in supporting the merit system.

9. PUBLIC HEARING ON JOINT-APPOINTEE

The Commission opened a public hearing at 5:20 p.m. on the following persons nominated as the intended joint-appointee to the Personnel Commission for a three year term commencing December 1, 2006.

Barbara Boyd (withdrew)
Hermila Fleming
Susan Hartley
Elizabeth Osborne (not present at public hearing)
Laura Santos

Mrs. Wallery, reported that Barbara Boyd formally withdrew her application for commissioner.

Ms. Quesada, spoke on behalf of Mrs. Hartley, describing her as a true believer of the merit system, someone who is fair when it comes to the affairs of the Personnel Commission, the classified staff and the district; someone who looks at the entire picture when making decisions and is trustworthy, honorable, and professional with regard to personnel issues. Ms. Quesada publicly announced that CSEA is in support of Sue Hartley as a candidate for the Personnel Commissioner.

Carmen Valverde, a parent, spoke on behalf of Ms. Fleming. Ms. Valverde spoke of Ms. Fleming's work ethic and dedication to the District, the children

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and the community. Ms. Valverde stated that she would like to see Ms. Fleming represent the children and the community.

Jeanne Gooch, Bassett USD classified employee and a member of CSEA, spoke on behalf of Mrs. Hartley. Ms. Gooch stated that Mrs. Hartley has the most education, knowledge and experience of all of the candidates and she would like to see her continue in her capacity as the Commissioner

Lupe Jara, a parent, spoke on behalf of Ms. Fleming. Ms. Jara stated that Ms. Fleming is a past President of PTA, Bassett Council President, President of Council at Edgewood, and a member at Bassett HS. Ms. Jara attested that Ms. Fleming means well for the students and the community and wishes that she would have the opportunity to test for the position of a Commissioner.

Cipriana Holguin spoke briefly in Spanish on behalf of Ms. Fleming. Ruben Castaneda served as an interpreter and stated that Ms. Holguin had stated that she supported Ms. Fleming for Commissioner.

Laura Avila, a parent, spoke on behalf of Mrs. Fleming. Ms. Avila stated that Ms. Fleming contributed a great deal to the welfare of the children and the community and shared her belief that Ms. Fleming is the best person for the job because she does well at whatever tasks are before her.

Ruben Castaneda, Bassett USD classified employee, spoke on behalf of Mrs. Hartley, and endorsed his full support for her nomination. Mr. Castaneda recounted Mrs. Hartley's active participation in rallying employee and community support for the Personnel Commission and the merit system several years back at the time when the District's administration was working to eliminate the Commission and the merit system.

Durie Bailey, retired deputy sheriff, spoke on behalf of Ms. Fleming. Mr. Bailey stated that Ms. Fleming has been successful in getting community involvement in any activities that she supported.

Nancy Munoz, District classified employee, endorsed Mrs. Hartley, stating that she is the more qualified for the job of a Commissioner than the other candidates. Ms. Munoz stated that in the many years that she has known Mrs. Hartley, she has consistently been fair in the matters concerning the District and would continue to be an asset to the District.

The Commission closed the public hearing at 5:34 p.m.

10. ANNOUNCEMENT OF JOINT-APPOINTEE

Frances Alvarado, governing board appointee, announced Hermila Fleming as her appointee as the joint-appointee to the Commission.

In making her nomination, Mrs. Alvarado stated that all applicants have great qualities in different areas, making the decision a difficult one.

Vern Wallery, classified employees appointee, announced Susan Hartley as her appointee as the joint-appointee to the Commission.

In making a nomination, Mrs. Wallery, presented the following reasons for endorsing Mrs. Hartley:

- (1) Known adherent of principles of the merit system, as evidenced by nearly perfect attendance; and her fair stance during split decisions between the Board and CSEA appointee
- (2) Actively worked to save and support the merit system when the administration was working to terminate it
- (3) 30 year classified Bassett USD employee
- (4) Strives to apply principles of merit to all actions before the Commission
- (5) Has not received any complaints of bias from the District or CSEA

Mrs. Wallery observed that except for Ms. Santos, none of the applicants had attended any Commission meetings prior to them applying for the appointment, and none other than Ms. Santos had even requested copies of the agendas or agenda packages on a regular basis. Mrs. Wallery encouraged the applicants to remain active and participate in the Personnel Commission meetings.

Prior to the announcements of a joint-appointee nominee, Mrs. Alvarado requested that each candidate discuss her qualifications and reasons for candidacy.

The following candidates were in the audience and spoke:

Mrs. Hartley recounted that when she came on board as a Commissioner, the Personnel Commission Rules and regulations were in disarray, and one of the major achievements has been the recruitment and hire of the current Personnel Director, who has brought order and structure to the Commission. Mrs. Hartley reported that she has only missed 2 meetings in the duration of current 3 year term, one due to a major illness, and stated that she enjoys working with the classified employees and looks forward to serving an additional term.

Ms. Fleming spoke of her desire to represent classified employees and ensure the rules and regulations are fair. Ms. Fleming recounted past work experience at Pacific Bell which involved the need to refer and abide by the union contract in performing work activities. Additionally, Ms. Fleming discussed her experience with lay-offs, stating that her experiences over the years have enabled her to be empathetic to the employees.

Mrs. Santos, spoke of her confidence in the bright future of Bassett USD. Ms. Santos stated that she is a union supporter, but yet realizes that unions have their flaws and are not always right; she also supports the District and is happy with the performance of the current administration. Ms. Santos stated that she acknowledges that even when all parties are working at their optimal performance, conflict and disagreement may be inevitable, but keeping the students' education at the forefront is key to moving forward. Ms. Santos concluded that she we would like to be a part of building a better future for Bassett USD, and that her passion, education, and experience make her the best candidate.

Mrs. Wallery announced that since the two Commissioners could not agree on a single appointee, the process of appointing the Personnel Commissioner would be referred to the State Superintendent of Public Instruction.

11. EXAMINATIONS

The Commission received the following examination bulletin:

Instructional Assistant – Special Education

Exam # 06-032

12. NEXT COMMISSION MEETING

The next regular Personnel Commission meeting will be held on October 3, 2006 at 5:00 p.m. in the Personnel Commission office.

13. ADJOURNMENT

On the motion of Mrs. Harley, and seconded by Mrs. Alvarado, and unanimously carried, the Commission adjourned the meeting at 5:57p.m.

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