

MINUTES
BASSETT UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION MEETING
PERSONNEL COMMISSION OFFICE – FLANNER
MARCH 6, 2007
5:00 P.M.

1. The meeting was called to order by Chairperson Wallery at 5:03 p.m.

2. MEMBERS PRESENT

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

3. STAFF PRESENT

Patrick Maher, Personnel Director
Marina Mihalevsky, Personnel Analyst

4. PRELIMINARY

A. Flag Salute

5. STAFF REPORTS

A. Personnel Director

The CSPCA conference went very well; the evaluation surveys had a lot of positive feedback. The BUSD classified employees that attended the staff development day sent emails expressing their happiness with the program. Mr. Maher reported that he and Ms. Mihalevsky will be presenting at the upcoming SCPCA dinner on competency assessment.

B. Personnel Commission

Mrs. Alvarado, thanked the staff for assisting in coordinating the CSPCA conference, stating that she greatly enjoyed it.

Mrs. Hartley, brought up a concern regarding the outsourcing of a locksmith, requesting an investigation given that there is an individual on the layoff list. Mrs. Hartley stated that she believes that the issue at hand concerns the community as a whole and would like to be informed on the situation. Mr. Maher stated that he will relay the issue to the Board, as he believes the issue to be between CSEA and the Board, and outside the jurisdiction of the Personnel Commission authority.

Mrs. Wallery stated that the CSPCA conference went well. Mrs. Wallery thanked the individuals in attendance for coming, stating that it is nice to see people getting involved in PC matters over the last several months.

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 March 6, 2007 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 February 6, 2007 as submitted.

8. REQUESTS TO SPEAK

Cyndy Byrd, Assistant Superintendent, Human Resources, reported that Superintendent, Robert Watanabe, was in Puerto Rico invited as one of two Superintendents from CA that was invited to attend the International Education Summit. Dr. Byrd thanked the PC on behalf of the management and Mr. Watanabe, for allowing the opportunity to work collaboratively on the rules, stating that the last meeting was very productive.

Irma Quesada, CSEA President, stated that in reading over the minutes for the February 6, 2007 meeting, she was a little bit concerned about the comments made by Clara Updegraff at that meeting with regard to the anticipated effects on management authority and power if the proposed PC rule changes were to be approved as submitted by Mr. Maher. Ms. Quesada didn't see where Ms. Updegraff was coming from with that perspective and asked if maybe it is necessary to further elaborate on the content of the proposed rule changes.

Public Comments

Matthew Smith, Director of Adult Education, thanked the PC, Mr. Maher, and CSEA for allowing additional time and opportunity to discuss the PC proposed rule changes.

Albert Michel, BMCA President, joined Dr. Byrd and Mr. Smith, in expressing his appreciation in taking the time to examine the proposed rule changes more closely.

9. INITIAL STEP PLACEMENT

On the motion of Mrs. Hartley, and seconded by Mrs. Alvarado, and unanimously carried, the Commission moved that Jason Trinidad, Athletic Trainer, be given an initial step placement to Step D, effective his date of hire.

William Baca, Athletic Director, address the Personnel Commissioners, explaining the criticality of having an athletic trainer on staff to provide services in preventative medicine and provide immediate care for physical injuries that take place during athletic activities. Athletic Trainer Certification Exam (National Certification) has an 80% failure rate; as such the individual coming into the position is very skilled. Mr. Baca explained that the candidates that have been interviewed so far, had been interested in the position, but taking the position was not financially advantageous to them, as in most cases it has been a lateral career move for those individuals. Furthermore, given that the position of an Athletic Trainer at the HS is brand new, the individual coming into the position will be faced with an additional challenge of building the training room from ground up and developing and implementing policies and procedures with regard to the work process of an Athletic Trainer and student athletes. Additionally, Mr. Baca stated that having a certified Athletic Trainer would remove liability from the District when physical injuries occur during school time, and directly meets one of the District goals with regard to student safety. Citing the above reasons, Mr. Baca requested that the Personnel Commissioners approve step placement to step D.

Mrs. Hartley and Mrs. Alvarado thanked Mr. Baca for the presentation, stating that it was very well prepared and they appreciated him taking the time to address the Commissioners. Mrs. Alvarado also posed the question whether the Athletic Trainer will provide services to female athletes, and received a confirmation from Mr. Baca that both boys and girls sports programs would receive the services. Mr. Baca also added that with an increase in Girls Athletics, there is a significant increase in sports injuries among females.

10. APPROVAL OF EXPENDITURES TO ATTEND TRAINING

On the motion of Mrs. Hartley, and seconded by Mrs. Alvarado, and unanimously carried, the Commission moved that the Commission approve/ratify attendance at conferences, actual and necessary expenditures in the amount of \$1035.00 incurred by such attendance to be paid by the Commission unless otherwise specified, as attached, and in accordance with Education Code Section 45255.

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