

MINUTES  
BASSETT UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION MEETING  
PERSONNEL COMMISSION OFFICE – ROOM 12 – FLANNER  
FEBRUARY 3, 2009  
5:00 P.M.

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

2. MEMBERS PRESENT

Susan Hartley, Chairperson  
Vern Wallery, Vice-Chairperson  
Fred Lujan, Member (absent)

3. STAFF PRESENT

Patrick Maher, Personnel Director  
Brandon Tietze, Personnel Analyst

4. PRELIMINARY

A. Flag Salute

5. STAFF REPORTS

A. Personnel Director

Mr. Maher felt that there were several facts concerning the Commission's budget that were often not known or ignored concerning how the Commission had repeatedly engaged in fiscal restraint including:

- The Commission budget had not been increased since 2002-2003. This was the only Commission in the entire state that had not increased its budget for the intervening 5 fiscal years and other personnel directors were dismayed at the fact that we had not done so.
- In 2003, at his request, the salary range of the director was moved from parity with the ASHR and reduced two ranges (approximately 5%) in response to numerous complaints from the then Superintendent that the salary range was too high. The director is the only employee in the district who has had the

salary range reduced. During that same time, the ASHR salary range was increased 2 ranges (5%) and now there is a 10% disparity between the two ranges instead of parity. Also the Assistant Superintendent Business and the Superintendent both had substantial increases in their salary and benefits during that same time period.

- The Commission last year, as part of a budget/expense reduction, voted to eliminate Commissioner health insurance benefits. The governing board has not done the same.
- When the Commission overspent its budget by less than \$4000 for last fiscal year, the over expenditure was repaid out of this year's budget. However, when principals overspent their budgets by \$500,000, they did not repay those over expenditures out of this year's budget. Yet, the Commission was accused of fiscal irresponsibility and of trying to conceal the over expenditure, even though the Personnel Director announced the over expenditure at a Commission meeting with district administrators, including the Superintendent, present.
- The Commission has been criticized for its travel and conference costs, and most recently the analyst was accused of excessive travel and conference participation. However, research showed that of the top 6 persons in the district office who had repeated travel and conference activities, the analyst was last, and was even exceeded by a secretary. Furthermore, the analyst was virtually tied for 4<sup>th</sup> in total expenditures on travel and conference. In addition, the Superintendent alone had travel and conference expenses totaling nearly the same amount that the Commission expended on all travel and conference for all of the Commissioners and for all of the staff combined during the last calendar year.
- Since 2002, the Commission has added one part-time intern who receives no benefits. During that same time, various units in the district office have added over 5 full-time, full year employees and have increased the work year of several others.
- During that same time, the Commission has under expended its annual budget by a total of more than \$64,000, all of which is returned to the district's general fund, while absorbing every increase in personnel costs as a result of contract negotiations and for payroll costs.

In summary, Mr. Maher stated that when the rest of the district returns to their 2002-03 budget levels and then actually cut their operating costs from that level, he would strongly support the Commission doing likewise. However, he believed it was hypocritical to constantly single out the Commission and its budget for reductions and never mention all that the Commission had done over the years to economize.

B. Personnel Commission

Mrs. Wallery noted she would be attending the upcoming CSPCA conference in San Diego.

Mrs. Hartley noted that the Personnel Commission has received very little recognition for consistently returning budget surplus funds to the District. She also observed that the PC Director and Analyst have not been given credit for initiatives they have worked hard to achieve.

6. APPROVAL OF AGENDA

Mr. Maher noted that Item #10 had been removed from the agenda.

On the motion of Mrs. Wallery, seconded by Mrs. Hartley and unanimously carried, the Commission approved the agenda for the regular meeting of February 3, 2009 as amended.

7. APPROVAL OF MINUTES

On the motion of Mrs. Wallery, seconded by Mrs. Hartley and unanimously carried, the Commission approved the minutes for the regular meeting of January 14, 2009 as submitted.

8. REQUESTS TO SPEAK

On behalf of Mr. Robert Watanabe, BUSD Superintendent, Dr. Byrd, Asst. Superintendent of Human Resources, noted that the District is still experiencing budget issues and will be noticing certificated and administrative employees of possible layoffs at the February Board meeting. She also noted upcoming meetings concerning the budget.

Jeanne Gooch, Grievance Chairperson for CSEA, noted on behalf of Ruben Castaneda, CSEA President, that he had been in contact with Mr. Maher and that it is "in our interest that we do want to communicate and get things in sync with the PC."

9. ELIGIBILITY LISTS

On the motion of Mrs. Wallery, seconded by Mrs. Hartley and unanimously carried, the Commission approved the following eligibility lists:

Instructional Health Assistant - Multiple Handicaps

#08-015

10. NEXT COMMISSION MEETING

The next regular Personnel Commission meeting will be held on March 3, 2009 at 5:00 p.m. in the Personnel Commission office.

11. ADJOURNMENT

On the motion of Mrs. Wallery, seconded by Mrs. Hartley and unanimously carried, the Commission adjourned the meeting at 5:16 p.m.