

MINUTES  
BASSETT UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION MEETING  
PERSONNEL COMMISSION OFFICE – ROOM 12 – FLANNER  
MAY 5, 2010  
5:00 P.M.

1. The meeting was called to order by Chairperson Wallery at 5:02 p.m.

2. MEMBERS PRESENT

Vern Wallery, Chairperson  
Lori Workman, Vice-Chairperson  
Fred Lujan, Member

3. STAFF PRESENT

Brandon Tietze, Personnel Director (Provisional)

4. PRELIMINARY

A. Flag Salute

5. STAFF REPORTS

A. Personnel Director

Mr. Tietze wished everyone a happy Cinco de Mayo and stated that the PC is currently busy recruiting and testing for multiple classifications. He noted that the Personnel Director recruitment will be closing on May 12<sup>th</sup>. Mr. Tietze highlighted paper copies of a PowerPoint presentation that was provided to those in attendance. He noted that the presentation entitled, "Personnel Commissions, The Merit System, Is the Grass Greener Without It?" presented an important distinction on how certain functional areas are performed differently with and without a merit system.

Mr. Tietze announced that the Annual Classified Employees Bar-B-Que will be taking place on Wednesday, May 19<sup>th</sup> at the Erwin/Adult School campus.

B. Personnel Commission

Ms. Wallery wished for everyone to have a happy Cinco de Mayo. She noted that May is a busy month for school employees with Day of the Teacher, Classified Employee Week, Nurse's Day, and Memorial Weekend all taking place.

6. APPROVAL OF AGENDA

On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission approved the agenda for the regular meeting of May 5, 2010 as amended.

7. APPROVAL OF MINUTES

On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission approved the minutes of the regular meeting of April 1, 2010 as submitted.

8. REQUESTS TO SPEAK

A. Communications (Request to Speak Card not required)

1. Board/Superintendent

No comments made.

2. CSEA

Ruben Castaneda, CSEA President, thanked the Commissioners and PC office for sponsoring and coordinating the Classified Employee Luncheon taking place on May 19<sup>th</sup>.

Mr. Castaneda requested for the PC to monitor the work duties for any laid off positions in terms of the same duties still being performed by other workers even though the position initially responsible for the duties has been officially eliminated.

Mr. Castaneda stated that he has been made aware of certain discussion at the last board meeting concerning what the District would save by getting rid of the merit system. He noted that CSEA successfully campaigned to keep the merit system in both Hacienda La Puente USD and Bassett USD in 1996. He stated that CSEA is ready and willing to campaign again if this issue comes up because the merit system "means a lot to CSEA" in

terms of bumping rights, procedures, due process, and other functions.

Laura Santos, Board Member, noted that a presentation had been given at the board meeting in question regarding different options for solving the budget problems. Ms. Santos stated that she would not be interested in making changes to the Personnel Commission unless the classified employees were supporting those changes. She noted that there are many changes taking place in the District and she is hopeful that they will lead to positive change.

## 9. BUDGET PUBLIC HEARING

- A. On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission opened a public hearing on the proposed Personnel Commission budget for 2010-2011 at 5:13 p.m.

Mr. Tietze stated that although he was not surprised to hear all options being considered in terms of ways to save money or resolve budget issues, he was bothered by discussion not based on accurate information. He noted that he was present at the meeting and would like to address some inaccurate statements that were made.

Mr. Tietze noted that a statement was made that the District would save a full \$360,000.00 if the PC was eliminated. He clarified that much of the work involving recruitment, selection, position control, and classification, would still need to be done by someone whether Bassett was a merit system or not. He said that the District could expect to save a portion of the PC budget, but far from all of it as employees would still need to be used to perform those duties.

Mr. Tietze noted that a statement was made at the board meeting that without the PC the District would save around \$150,000 a year in legal expenses. He stated, "That is absolutely not true." Mr. Tietze encouraged anyone interested to confirm the figure with the District's attorney. He noted that he questioned the attorney about the stated figure and was told that the at least 90% of the legal issues involving the PC are not generated by the PC, and that the real legal cost of the PC is a fraction of the stated amount. Mr. Tietze stated that putting out this type of false information is unprofessional and disrespectful.

Mr. Tietze noted that another statement was made at the board meeting that the PC originally chose to leave their prior office location in the District office, indicating a desire to break away from the District or to not be part of the District team. He noted that the PC was actually forced by a previous Superintendent to leave the prior District

location very abruptly and start over in a new location comprised of one large classroom with no air conditioning in the middle of summer.

Mr. Tietze explained that the projected budget was constructed to allow for flexibility and options as many fiscal issues are currently in a state of uncertainty. He noted that the PC saved a substantial amount of money by cutting expenses and working short-staffed for most of the year.

Ms. Wallery noted the large amount of money that was given to Bassett as part of an interagency agreement with Inglewood USD for Mr. Maher, the former Personnel Director, to provide assistance.

Mr. Tietze clarified that Inglewood paid more for their Personnel Director than Bassett and that the difference, or leftover money, was kept by Bassett while Mr. Maher was paid his regular Bassett salary.

Ms. Wallery noted the many cutbacks the Commission has committed to over the years in order to reduce expenses. She noted actions taken such as eliminating Commissioner medical benefits, and her frustration regarding the comments made at the board meeting.

Ms. Workman stated that she appreciates what the PC has done over the years to save and return money to the District. She expressed confusion regarding where the misinformation is coming from and hopes that more focus would be put on accurate information.

Ms. Wallery noted that the School Board has commented on the PC not reducing its budget like other departments do. She pointed out that the PC returns more back to the general fund than all other departments.

Mr. Lujan noted that it is typically hard to cut a budget and later get it back to where it once was.

- B. On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission closed the public hearing on the proposed Personnel Commission budget for 2010-2011 at 5:33 p.m.

## 10. ANNUAL BUDGET

On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission adopted the proposed Personnel Commission budget for 2010-2011 as amended.

11. ELIGIBILITY LISTS

On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission approved the following eligibility list:

Food Service Assistant I (Substitutes)	#10-005
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12. EXAMINATIONS

The Commission received the following examination bulletins:

Grounds Maintenance Worker	#10-006
Clerical Assistant II	#10-007

13. NEXT COMMISSION MEETING

The next regular Personnel Commission meeting will be held on June 9<sup>th</sup>, 2010 at 5:00 p.m. in the Personnel Commission office.

14. CLOSED SESSION

The Commission adjourned to closed session at 5:42 p.m. pursuant to Government Code Section 54957 to discuss:

PUBLIC EMPLOYEE PERFORMANCE EVALUATION  
Title: Personnel Director

The Commission reconvened into open session at 6:08 p.m. and reported that no action was taken.

15. ADJOURNMENT

On the motion of Mr. Lujan, seconded by Mrs. Workman and unanimously carried, the Commission approved to adjourn the meeting at 6:09 p.m.