

**La Mesa Spring Valley Schools, Personnel Commission  
 Personnel Commission Minutes, Special Meeting  
 Thursday, September 28, 2017, Open Session, 12:30 p.m.  
 Education Center Board Room, 4750 Date Avenue, La Mesa, CA 91942**

*When there is a need for the Chairman to pass the gavel to a Commission Member, this action shall be automatic without need for a formal motion.*

**1. Call to Order**

The meeting was called to order at 12:31 p.m.

**2. Commissioner Roll Call**

Arashmidos Monjazebe, Chair	x	present	<input type="checkbox"/>	absent
David Gillespie, Vice Chair	x	present	<input type="checkbox"/>	absent
Patricia Ridenour, Member	x	present	<input type="checkbox"/>	absent

**3. Pledge of Allegiance**

The Pledge of Allegiance was led by Patricia Ridenour.

**4. Introductions**

Guests included Jennifer Montez, Amy Bradshaw and Christine Levandowski.

**5. Approve the Agenda of the September 28, 2017, Special Meeting**

*Moved: Gillespie*

*Seconded: Ridenour*

Motion carried.

<u>Monjazebe</u>	<u>Gillespie</u>	<u>Ridenour</u>
Aye: X	Aye: X	Aye: X
No:	No:	No:
Abstention:	Abstention:	Abstention:

**6. Approval of the Comprehensive Classification and Compensation Study ACTION of Classified Managerial, Supervisory, Confidential, Bargaining Unit Classified Job Descriptions and Related Reclassification Actions, to be effective as per Negotiated and Ratified Memo of Understanding.**

The comprehensive classification and compensation study is, a little over a year and a half later, complete. Director Thomas presented the reformatted job descriptions with new content and the recommended salary placement for support staff and salary increases for management staff. Director Thomas thanked the employees for their patience and appreciation during this process, thanked Ahmad Swinton and the entire CSEA e-Board for their participation in and support for the process. CSEA voted to approve the final study with a vote of 119 yea with 6 noes. Director Thomas also thanked David Feliciano for guiding and leading the compensation study process. He also thanked PC staff for their hard work during the process.

Director Thomas noted that the study is a living document which will be tweaked along the way. The PC staff will be developing a process to continue the classification and compensation review process in the future.

Commissioner Ridenour recalled how much time and effort has been put forward in this process and thanked everyone for their hard work.

CSEA President Swinton stated that, overall, CSEA members are happy with the study, knowing that it is a living document with jobs to be reviewed every five years as per the PC Rules.

**La Mesa Spring Valley Schools, Personnel Commission  
Personnel Commission Minutes, Special Meeting  
Thursday, September 28, 2017, Open Session, 12:30 p.m.  
Education Center Board Room, 4750 Date Avenue, La Mesa, CA 91942**

Assistant Superintendent of Business Services, David Feliciano, stated that during the recession compensation studies were not conducted which resulted in LMSV Schools paying below our benchmark districts and in an effort to be the employer of choice, salaries had to be adjusted and now reflect that our salaries are at approximately the 66% of our eleven benchmark districts. This will be expensive, but it's the right thing to do. Adjustments will be rolled out over three fiscal years (18 months).

In response to Commissioner Ridenour's question of how benchmark districts were selected, Assistant Superintendent Feliciano stated that the districts chosen had to have the following characteristics: must be in San Diego County, have an enrollment that was within 5,000 students of La Mesa-Spring Valley (enrollment between 6,000 – 16,000), could not be a high school district and they couldn't be a basic aide district. The final districts chosen were negotiated with CSEA.

Director Thomas stated that there are a couple of job descriptions that have job descriptions with one title and the classification title on the MOU does not match. We will bring those corrections to the Commission as they are addressed and corrected.

*Moved: Gillespie*

*Seconded: Ridenour*

Motion carried.

Monjazeb

Gillespie

Ridenour

*Aye: X*

*Aye: X*

*Aye: X*

*No:*

*No:*

*No:*

*Abstention:*

*Abstention:*

*Abstention:*

**7. Expiration of Personnel Commission Board Appointee Term**

Director Thomas shared that the term of the Board Appointee, Commissioner Gillespie, expires December 1, 2017 and Commissioner Gillespie will not seek reappointment. Commissioner Gillespie has given the district his written intent to not seek reappointment.

**8. Personnel Commission Rules and Regulations Update**

PC staff will be developing guidelines on how to update the classification and compensation study over the next five years. Staff is researching language and will share language that meets our needs with the union and the Commission.

**9. Items from the Floor**

Jennifer Montez and Amy Bradshaw addressed the Commission about the global study in regards to the ESS Supervisor positions. They stated that the discussion today helped to clarify their concern and now understand that the global study is a fluid document and that the PC will be developing guidelines for the process to request review requests. Ms. Montez asked the Commission if she could obtain copies of the information that was used in the global study to determine the compensation placement for ESS Supervisors. Director Thomas will be meeting with the District and Union next week to discuss this issue.

**10. Information Items**

- District Update – Assistant Superintendent, Human Resources, Tina Sardina – no report  
Assistant Superintendent, Business, David Feliciano – thanked employees for their patience and professionalism during the global study process. Mr. Feliciano congratulated Director Thomas for his work on the study and acknowledged the difficulty Director Thomas faced coming into the process half-way through the process. Mr. Feliciano also thanked Mr. Swinton and the CSEA team for their work on the project. Commissioner Ridenour commented on the fact that during the study we had three different PC Directors, which caused much delay, but is hopeful that as we move forward we'll have a process in place to address reviews during the next five years. Commissioner Ridenour

**La Mesa Spring Valley Schools, Personnel Commission  
Personnel Commission Minutes, Special Meeting  
Thursday, September 28, 2017, Open Session, 12:30 p.m.  
Education Center Board Room, 4750 Date Avenue, La Mesa, CA 91942**

hopes that as we move forward we will continue to have our salaries at least at the 50% or higher level of our benchmark districts.

- CSEA Update – Chapter 419 President, Ahmad Swinton: thanked everyone for all their work on the study. President Swinton thinks the relationship between the union, district and Commission has been strengthened during this process.
- Personnel Update –Director, Classified Personnel, C. Xavier Thomas – no additional report
- Personnel Commissioner Update – Personnel Commissioners – Commissioner Gillespie thanked everyone for their positive comments about Director Thomas.

**11. Schedule next Regular Personnel Commission Meeting for Thursday, November 2, 2017, at time 4:30 p.m.**

*Moved: Gillespie*

*Seconded: Ridenour*

*Motion carried*

Monjazeb

Gillespie

Ridenour

*Aye: X*

*Aye: X*

*Aye: X*

*No:*

*No:*

*No:*

*Abstention:*

*Abstention:*

*Abstention:*

**12. Adjournment**

**ACTION**

*Moved: Ridenour*

*Seconded: Gillespie*

*Motion carried; meeting adjourned at 1:05 PM*

Monjazeb

Gillespie

Ridenour

*Aye: X*

*Aye: X*

*Aye: X*

*No:*

*No:*

*No:*

*Abstention:*

*Abstention:*

*Abstention:*