

VISTA UNIFIED SCHOOL DISTRICT
Classified Human Resources
1234 Arcadia Avenue, Vista, CA 92084

Unadopted Minutes of the
Personnel Commission Meeting on
December 8, 2020

MEMBERS Donald LeMay
PRESENT: Teri Minoux
 Luisa Stafford

STAFF Corey Nabonne
PRESENT: William Meni
 Bryanna Evans

OTHERS PRESENT: Shari Fernandez, Alaine Reede, Christine Ballard, Mary Trompeter-Ermis, K.W.

CALL TO ORDER:

The meeting was called to order at 3:43 p.m. followed by the Pledge of Allegiance.

APPROVAL OF THE UNADOPTED MINUTES OF THE REGULAR MEETING ON NOVEMBER 17, 2020:

*M/S Ms. Stafford / Ms. Minoux moved to approve the minutes as presented
The motion was unanimously approved.

APPROVAL OF THE PROPOSED MEETING DATES FOR 2021:

*M/S Mrs. Minoux / Ms. Stafford moved to approve the 2021 Personnel Commission meeting dates as presented.

ADVANCED STEP PLACEMENT:

*M/S Ms. Minoux / Ms. Stafford moved to approve the Advanced Step Placements:

<u>Employee Name</u>	<u>Empl ID</u>	<u>Classification</u>	<u>Dept/Site</u>	<u>Recommended Step</u>
Atilano, Thomas	600-814	Custodian	Maryland	2
Cody, Keith	638-477	Child Nutrition Lead II	Rancho Minerva MS	3
Cotts, Patricia	624-926	Payroll Technician	Finance	3
Jimenez, Rosa	633-196	Noon Duty Assistant	Grapevine	2
Kekel-Macisaac, Bernadine	638-293	Special Ed Asst SH/PH	Madison MS	3
Lopez, Stephanie	637-969	Instructional Assistant II LH/CH/RSP	Foothill Oak	2
Robertson, Maddison	638-085	Instructional Asst I After School program	Roosevelt MS	2

The motion was unanimously approved.

ELIGIBILITY LISTS:

*M/S Ms. Minoux / Ms. Stafford moved to approve the following Eligibility Lists:

*M/S – indicates who motioned for approval followed by the person who seconded the motion.

FOR CERTIFICATION:

FOR RATIFICATION:

0053-20	Instructional Assistant Behavioral Intervention	Continuous
0054-20	Child Nutrition Assistant I	Continuous
0055-20	Noon Duty Assistant	Continuous
0056-20	Noon Duty Assistant	Continuous
0057-20	Instructional Assistant II – LH/CH/RSP	Continuous
0058-20	Bus Driver	Continuous
0059-20	Transportation Assistant	Continuous
0060-20	Child Nutrition Services Lead III	Open

The motion was unanimously approved.

RECRUITMENT REPORT:

Mr. Meni reported that since the last meeting there have only been half a dozen recruitments, but that typically during this time of year we do not receive as many applicants. Mr. Meni stated that we are actively recruiting for multiple positions and in need of Noon Duty Assistants, Campus Assistants, Instructional Assistants and substitutes. We are working very quickly to process any applicants that do apply.

BOARD REGISTER:

Informational only.

CSEA REPORT:

Mary Trompeter-Ermis welcomed Corey Nabonne to Vista Unified. Ms. Trompeter-Ermis reported that she had had three topics she wanted to address to the Commission: the minimum wage increase, the retroactive pay from July, and the introduction of the new CSEA board.

Mrs. Trompeter-Ermis discussed the minimum wage increase and the value of Union membership. She stated that the minimum wage is going up to surpass the step one of multiple ranges. The long-term impact on CSEA is great. Mrs. Trompeter-Ermis questioned why employees would work for our district when they would earn less than minimum wage. She worried for the Merit System, the Union, and the value for minimum wage members. She stated that a happy union is an asset and that has been proven during this trying time. The margin between what an employee is making and minimum wage keeps getting smaller and she believes decreases the value of work.

Mrs. Trompeter-Ermis reported that while the teachers received their retroactive pay from the approved raise back in July, that she informed classified staff that they would not be getting their pay this year. Mrs. Trompeter-Ermis discussed the payroll staffing and reported that the payroll department is understaffed and overwhelmed. Mrs. Trompeter-Ermis explained that the work involved in retroactive pay is a tremendous task.

Mrs. Trompeter-Ermis commended classified staff and their willingness and flexibility especially the custodians. She stated that she has had the opportunity to work as a custodian during this trying time and it is hard work.

Mrs. Trompeter-Ermis announced the new executive CSEA board:

President - MaryTrompeter-Ermis

1st Vice President - Marcela Ramos

*M/S – indicates who motioned for approval followed by the person who seconded the motion.

2nd VP - Vacant,
Secretary - Danica Reed
Treasurer - Nicole Leffler
Communications Director - Vivian Boring.

Mr. LeMay commented that this is an extraordinarily difficult time for all involved and no one has experienced this before and all of us are learning together. He stated that there are unquestionably going to be issues to be discussed, but that there is a mechanism within the collective bargaining process and the Merit System to work together for resolution. He added that when we look back on this terrible circumstance it will be with pride.

DISTRICT REPORT:

Shari Fernandez agreed with Ms. Traompeter-Ermis and commended the classified staff for their amazing work while filling in wherever the need. Ms. Fernandez welcomed Corey Nabonne and thanked Bill and Classified HR for holding the team together.

Ms. Fernandez also reported that the district has been continuously sending employees to test and that the Linda Rhodes Center has been a great asset. She stated that we are currently handling a great volume of contact tracing for the district and are being diligent in flowing all procedures. Ms. Fernandez also reported that some of these procedures will be changing in the new year.

DIRECTOR'S REPORT

Mr. Nabonne stated that he is looking forward to officially meeting with CSEA virtually within the next few weeks, and he agreed that if we continue the spirit of teamwork the district and union can do great things.

Mr. Nabonne reported that contact tracing continues and is proud that there are systems in place, and procedures to follow during these unrepresented times. Mr. Nabonne mentioned that our secondary schools have pivoted to virtual learning and that speaks to the flexibility that we have to have during these times. He stated that it is important to realize that this is a temporary situation, albeit undefined in terms of a timeframe, that we will get through as we work together.

Mr. Meni made a statement on behalf of Vista Unified School District to recognize Donald LeMay's fourteen years of service.

ITEMS FROM THE FLOOR:

None.

ITEMS FROM THE COMMISSION:

Mrs. Minoux thanked Mr. LeMay for his guidance and level headedness and stated that he will be missed. Mrs. Stafford reiterated that he will be missed.

THE NEXT P.C. MEETING:

The next regular Personnel Commission Meeting is scheduled for Tuesday, January 11, 2020, at 3:30 p.m. and will be a teleconference meeting on Zoom.

ADJOURNMENT:

The meeting was adjourned at 4:25 p.m. into closed session.