

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

Unadopted Minutes of the
Personnel Commission Meeting on
October 13, 2020

MEMBERS Donald LeMay
PRESENT: Teri Minoux
 Luisa Stafford

STAFF Alaina Reede
PRESENT: William Meni
 Irene Young

OTHERS PRESENT: Marcela Ramos, Marie Hovel, Mary Trompeter-Ermis, Danica Reed, Shari Fernandez

CALL TO ORDER:

The meeting was called to order at 3:40 p.m. followed by the Pledge of Allegiance.

APPROVAL OF THE UNADOPTED MINUTES OF THE REGULAR MEETING ON SEPTEMBER 15, 2020:

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

ADVANCED STEP PLACEMENT:

No Advanced Step Placements to approve.

ELIGIBILITY LISTS:

No discussion.

*M/S Ms. Minoux / Ms. Stafford moved to approve the eligibility lists as presented.

The motion was unanimously approved.

RECRUITMENT REPORT:

Mr. Meni reported that he has changed the way the Eligibility Lists are presented. The headings have been reorganized for more clarity. Ms. Minoux stated that it made more sense in the new format. Mr. Meni reported that we currently have 17 active recruitments in various stages.

Mr. Meni and Ms. Evans will be attending a virtual job fair for Mira Costa College to try to recruit more candidates for our various openings that we are recruiting for.

BOARD REGISTER:

Informational only.

CSEA REPORT:

Mary Trompeter Ermis reported that everything is going well. CSEA has been negotiation since March about employees returning to work. In September, 98.6% of those who voted said yes to returning to work. There were several questions and concerns, but they want to go back to work as soon as possible. The members have appreciated the clarification

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

memo that was sent by Human Relations to all employees. Ms. Ermis questioned the impact of the minimum wage increase and if it will only affect the bottom steps in the Ranges. It was explained that it is still being worked on.

Ms. Ermis expressed regret that it was Ms. Reede's last meeting. It is not a good time to leave. Ms. Reed was always very supportive of CSEA and bargained in good faith. She stated that the new director will have big shoes to follow. Mr. LeMay agreed that the Bargaining Unit worked well with Administration.

DISTRICT REPORT:

Shari Fernandez reported that she had a meeting with the Director of Transportation the next day regarding bidding for routes. Ms. Fernandez is busy scheduling COVID testing for employees with a rotation schedule of every 2 months. They are starting with Certificated staff and then will do Classified staff. Ms. Ermis questioned the reason that Certificated staff was getting tested first. Ms. Fernandez reported that we have already started testing. Anyone can get the test for free and it will be documented. Teachers require subs so we need to rotate them through, based on the availability of subs. They are still looking for a way to rotate Classified staff through. Ms. Ermis mentioned that social distancing with Classified employees is almost impossible and Classified staff is at greater risk. Ms. Fernandez said she would speak with the negotiator and will bring it up during Labor Relations

Ms. Stafford asked about how Elementary kids can be kept 6 feet apart and how you would comfort a crying child. Ms. Reede clarified that safety guidelines are set up at schools for classroom management. Ms. Stafford asked if the Commissioners can visit sites to see how safety guidelines are set up. Ms. Reede said for her to let her know and she would schedule it. Ms. Fernandez stated that there are guidelines for possible exposure and what a site is to do. We also have a strong Contact Tracing process. All Confidential people in Human Relations are being trained to do contact tracing and calling all the people that may be involved.

DIRECTOR'S REPORT

Ms Reede reported on Contact Tracing and that we are taking lots of caution. Employees are getting flu shots so precautions are being taken to make sure people are staying healthy. She is also taking many requests for Telecommunication and also helping people with options for their situations.

Ms. Reede is busy wrapping up her work at VUSD as she prepares to move out of state. Mr. Meni will be the Interim Director until a new Director is hired. The job is open now and closes on the 26th of October. She will be available to help Mr. Meni and the new Director.

ITEMS FROM THE FLOOR:

Ms. Ermis read a letter from Ms. Hovel. The letter was a tribute To Ms. Reede and about how she would be missed.

ITEMS FROM THE COMMISSION:

Ms. Minoux and Mr. LeMay spoke about how we hired the best when we hired Ms. Reede and how she would be truly missed.

Mr. LeMay said that the district is having a difficult time replacing him so the Superintendent and Assistant Superintendent of Human Relations has asked him to stay longer. He will be with us till December 31, 2020, which will be 30 extra days.

THE NEXT P.C. MEETING:

The next regular Personnel Commission Meeting is scheduled for Tuesday, November 17, 2020, at 3:30 p.m. and will be a teleconference meeting on Zoom.

ADJOURNMENT:

The meeting was adjourned at 4:20 p.m. into closed session.