



ESCONDIDO UNION SCHOOL DISTRICT

2310 Aldergrove Avenue

Escondido, CA 92029

(760) 432-2400

Personnel
Commission

REGULAR PERSONNEL COMMISSION MEETING MINUTES

Thursday, September 19, 2019, 4:00 p.m.

Cedar Room

1) CALL TO ORDER

The Regular Personnel Commission meeting was called to order by Commissioner Carol Gutschmidt at 4:02 p.m.

The following were present:

Carol Gutschmidt, Chairperson

Ann George, Vice-Chairperson

Evelyn Madison, Personnel Commissioner

Amy Lawton, Director

2) PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Deputy Superintendent, Leila Sackfield.

3) APPROVAL OF THE MINUTES

Commissioner Gutschmidt made a motion to approve the minutes of the Regular Personnel Commission meeting of August 22, 2019, with two specified corrections. Commissioner George seconded. The motion passed 2-0, with Commissioner Madison abstaining.

Commissioner George made a motion to approve the minutes of the Special Meeting of September 5, 2019. Commissioner Madison seconded. The motion passed 3-0.

4) CONSENT ITEMS

Director Lawton reported substantial progress had been made in filling School Clerk vacancies, with only one vacancy remaining. Commissioner Gutschmidt noted she was very impressed with recent progress made with filling Nutrition Services vacancies. Commissioner George inquired whether Assistant Alternative Education positions commonly become vacant; Cortney Springmier commented that the large number of applicants is reflective of the combined eligibility lists. Commissioner George congratulated the Director Lawton on several recent Special Education hires.

5) RECOMMENDED APPROVAL OF A TITLE CHANGE TO THE BUYER TRAINEE CLASSIFICATION

Director Lawton requested that the item be tabled, and added to a future agenda to allow further time to discuss the potential title change with stakeholders. Commissioner George moved to table the item of title change to the Buyer Trainee Classification. Commissioner Gutschmidt seconded. The motion passed 3-0.

6) MEMBERS' REPORTS

Commissioner George shared it had been a pleasure to frequent Bear Valley, Oak Hill, and Reidy Creek schools for various meetings, and commented on the various activities throughout the school offices. Commissioner Gutschmidt has continued morning traffic duty at Reidy Creek.

Commissioner Gutschmidt addressed the shortage of substitute Custodians and acknowledged that the substitute Custodian wages had not increased along with the wage rates of permanent employees. Commissioner Gutschmidt stated that a wage increase would likely be more enticing to custodial substitute applicants, and that the current lower wage may be a deterrent to applicants. Director Lawton stated that any such changes to the substitute salary schedule would need to be presented to the Board for approval. Director Lawton elaborated that the application process for Substitute Custodians has been sped up with the intent of providing aid to the custodial teams in a quicker manner, while maintaining required screening processes and keeping in close communication with the Custodial Crew Leaders. Director Lawton also stated that the District had hired six permanent custodial rovers, who were sufficient support to cover the two new vacancies but were not sufficient to provide coverage for all custodial employees on leave.

7) DIRECTOR'S REPORT

A meeting was held the morning of September 19, 2019 with representatives from Digital Schools in regards to the implementation process. Another Digital Schools meeting had been scheduled for the following Monday, during which all school districts within San Diego County who use the system would have an opportunity to collaborate and learn from one another. Director Lawton also spoke of the finalization of the benefits rates, in preparation for open enrollment for the 2020 benefits year.

8) DISCUSSION FROM THE FLOOR

None.

9) ANNOUNCEMENT OF NEXT MEETING

The next regularly scheduled meeting was set to take place at 2310 Aldergrove Avenue, Escondido, CA 92029 on October 17, 2019 at 4:00 p.m.

10) ADJOURNMENT

Commissioner Gutschmidt made a motion to adjourn the meeting. Commissioner Madison seconded. The motion passed 3-0.

The meeting was adjourned at 4:17 p.m., September 19, 2019.