

SANTA CRUZ CITY SCHOOLS

Santa Cruz City Schools serves about 6,000 students. Supporting our students are approximately 340 classified and 400 certificated employees.

COMMISSION GOALS

The primary obligation of the Personnel Commission is to the public. To implement this obligation, the Personnel Commission should do all within its power to recruit and test applicants for positions within the Santa Cruz City Schools District in such a manner as to obtain the best possible employees for the District. The major categories of responsibility are:

1. Recruit in a manner which will obtain the best possible applicants.

Enhance the district Personnel Commission website as a gateway for communicating classified personnel information and employment opportunities.

2. Qualify applicants for examination.

Develop screening tools early in the selection process to identify applicants who meet the minimum proficiency levels for job-related factors.

3. Conduct an examination program which is fair and equitable.

Developing test materials to determine the Skills, Knowledge, and Abilities and competency levels of applicants required for success on the job prior to hiring them.

4. Classify all members of the classified service.

By classifying all positions in the classified service according to their respective duties and responsibilities.

5. Prescribe rules and regulations pertaining to the administration of the classified personnel merit system.

With a blind eye to any particular group, reinforcing the principle that favoritism shall not enter into any decisions made by staff or the Personnel Commission.

THE COMMISSION

The classified employees of our School District are represented by the following Commissioners:

Jim Spano

Appointment made by the Board Of Education. Mr. Spano was appointed on April 7, 2015 and will serve until December 31, 2017.

Mark Violante, Vice-Chairperson

Appointment made by the Santa Cruz Council of Classified Employees, Local 6084. Mr. Violante was appointed on December 1, 2013. His term will expire on November 30, 2016.

Mr. Brian Murtha, Joint Appointee

The third Commissioner is appointed by the District's appointee and the Union's appointee. Mr. Murtha was appointed in July, 2015 and will serve until December 31, 2017.

STAFF

Keneé Houser, Classified Personnel Director
Carol Rhodes, Personnel Assistant

SUPERINTENDENT OF SCHOOLS

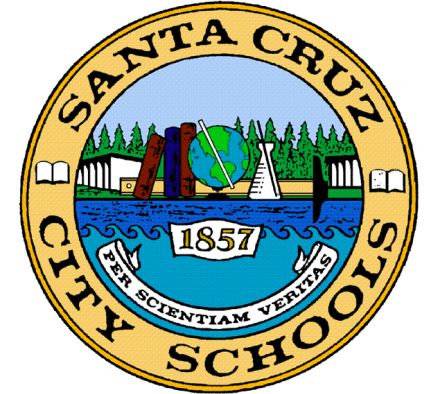
Kris Munro

BOARD OF TRUSTEES

Sheila Coonerty
Deedee Perez-Granados
Jeremy Shonick
Alisun Thompson
Patricia Threet
Deborah Tracy-Proulx
Claudia Vestal

The Merit System assures fair treatment of applicants and employees in all aspects of personnel administration, without regard to political affiliation, gender, ethnicity, or religious creed, and with proper regard for their privacy and constitutional rights as citizens.

SANTA CRUZ CITY SCHOOLS



PERSONNEL COMMISSION

2015 ANNUAL REPORT

405 Old San Jose Road
Soquel, California 95073
(831) 429-3410 x 239

THE MERIT SYSTEM

The classified employees of the Santa Cruz City Schools District operate under the Merit System. The Merit System is a system of rules and procedures similar to civil service. Its fundamental purpose is to ensure that highly qualified applicants and employees are recruited, selected, promoted and retained without favoritism and prejudice on the basis of merit and fitness.

Merit System school districts are administered by the Personnel Commission, an independent body composed of three persons appointed for three-year terms.

The Personnel Commission has the responsibility and right to establish rules and regulations that govern the District's classified employees.

The Personnel Commission meets once per month to consider examinations, eligibility lists, reclassifications, salary studies, rule changes, disciplinary appeals, and other areas of importance to all classified employees.

MERIT SYSTEM LAW

The Merit System at Santa Cruz City Schools District is designed to ensure fair and equitable personnel practices based upon the Personnel Commission Rules and Regulations. Per California Education Code Sections 45240-45320, Merit System Law requires Personnel Commissions do the following:

- Ensure employees are hired in accordance with Commission Rules and Merit System Law on merit and fitness, without favoritism, interference, or influence.
- Protect applicants and employees from discriminatory treatment.
- Determine job related educational and work experience requirements.
- Ensure objective, job related tests and provide for establishment of eligibility rules.
- Provide for announcement of job vacancies to employees and the public.
- Classify or reclassify positions.
- Recommend salary schedules consistent with the principle of like pay for like service.
- Establish reasonable causes for demotion, suspension, and dismissal.
- Investigate and hear appeals of permanent employees who have been suspended, demoted or dismissed.

WELCOME

The Personnel Commission would like to welcome the following new classified employees for 2015.

Shannon Blount	Dorothee Ledbetter
Jessica Brambila Montero	Devon Linneman
Frances Castaneda	Rodrigo Mojica Garcia
Claudia Cigarrero-Coto	John Netto
Abigail Creager	Amanda Nisewaner
Roxana DeMarco	Stephen Phillips
Lisa Dyer	Reyna Ruiz
Sean Erickson	Braulio Ruvalcalba, Jr
Belynda Flippo	Victoria Shuts
Emil Frates, III	Crystal Taguiran
Mireya Gaona	Brian Voennell
Laurie Gibson	Jesse Weinstock
Georgina Guzman	Meghan White
Molly Heaster	Alam Whitmore
Maribel Hernandez-Luna	Rosario Wreckler
Consuelo Juarez	
Reyena Kimpton	

CONGRATULATIONS

The Personnel Commission extends our congratulations to the following employees who were promoted in 2015:

Juliette Hebert
Keneé Houser
Jack Jones, Jr,
Electra Karamargin
Paul Lipscomb
Betsy McHale
Lisa Miller
Elizabeth Orozco
Michael Rodriguez