



**San Diego County School Personnel Commissioners Association (SDCSPCA)  
Regional Meeting**

**Virtual Meeting  
January 13, 2021 10:00 a.m.**

**Meeting Minutes**

**Call to Order**

President John Baird called the to order at 10:05 a.m. Members attending are listed below in the “Introductions of the Members Present.”

**Introductions of the Members Present**

John thanked attendees for coming to the meeting and began with the introductions:

John Baird - Commissioner, San Dieguito UHSD for about 7 years, is also on the State CSPCA Board as the Legislative Director, and President of the local CSPCA

Jeff Charles - Commissioner, San Dieguito UHSD, from 2010-13 and again since a couple of years ago

Barbara Bass - HR Analyst, San Dieguito UHSD and SDCSPCA Secretary

Pat Ridenour - Commissioner, La Mesa-Spring Valley USD and past President of SDCSPCA and CSPCA

Steve Jepsen - Commissioner, Oceanside USD

TR Lin - retired Director of La Mesa-Spring Valley School District and currently interim Director of Classified Personnel, Oxnard USD

Cortney Springmier - HR Analyst, Escondido USD

Esther Martinez - Classified Director, Calexico USD

Jeremy Lyche - Director of Personnel, Poway USD

Jolie Napier-Vea - Director of Classified HR, Oceanside USD

Maritza Diaz - Newly appointed Director of Classified Personnel Cajon Valley USD

Phillip Gordillo - Executive Director of CSPCA, retired Chief HR Officer of Santa Clara County Office of Education, currently the interim Director for Berkeley USD for their Personnel Commission

Susan Dixon - Director of Classified Personnel, San Dieguito UHSD

Tim McKay - Commissioner, Cajon Valley USD

Andrea Rivera - Director of Classified Personnel, La Mesa-Spring Valley USD

Vic Garcia - Former Commissioner (18 yrs), Cajon Valley USD, Treasurer, SDCSPCA, and past President, CSPCA

**Treasurer’s Report**

Vic Garcia - As of the last meeting, Oct. 20 of last year, our account balance was \$12,062.79. There was one December 2020 entry, dues from Cajon Valley USD of \$50.00, and that was the last dues payment of all of our 10 Districts who participate in SDCSPCA. Our checking account balance is \$12,112.79 and savings is \$1,015. The net worth of the organization of \$13,127.79.

John Baird asked if the checking and savings were in regular accounts, and Vic concurred that they were. Vic said that a long time ago the organization discussed putting the funds in a CD account, but CDs aren't very fruitful either.

## **CSPCA Updates**

### *1) CSPCA Annual Conference*

Phillip Gordillo updated the members on the status of the annual CSPCA Conference. 2021 is the 50<sup>th</sup> anniversary of CSPCA, however, when the conference will be held is undecided due to the pandemic. The fall appears to be the earliest a conference could be held. Hotels are not negotiating contracts now. CSPCA leadership will continue to monitor the situation. If an in-person conference isn't feasible, then a virtual conference will be considered.

### *2) Merit Academy Scholarships*

John led a discussion regarding Merit Academy Scholarships and asked what had been done in the past. Several members commented on what had been done in the past: SDCSPCA has awarded Merit Academy Scholarships in the past to Commissioners, Directors and staff in the past and they benefitted from attending because it educated them for current and future leadership roles.

John asked for volunteers to form a committee to solicit scholarship nominations and to determine who should be awarded a scholarship. Susan Dixon, TR Lin and Tim McKay volunteered. The Academy starts March 20. There was no scholarship awarded last years, so the members agreed to award two scholarships this year, \$575 each. The committee will select the award recipients and the Board will authorize the funds.

Phillip provided additional information about this year's Merit Academy. It is the first year that it will be totally virtual and it will be recorded. There was a discussion as to whether the cost could be lowered because it's virtual. Phillip explained that it cost less than the previous year. This year's cost includes Go To meetings and part of Phillip's salary for time spent coordinating the Merit Academy.

### *3) CSPCA President's Scholarship*

Phillip explained that the President's Scholarship is a \$1,000 scholarship awarded to children of CSPCA member districts. A student must have a 3.0 GPA and be enrolling in an accredited institution or a technical school. It requires a 350-word essay. Essays are reviewed by a committee and one student receives the award. Phillip stated that the announcement date for this year's scholarship applications is to be determined.

### *4) Move to Google Groups*

Phillip explained that Yahoo Groups has been discontinued. There are now three Google Groups: one for active Directors, one for active Commissioners, and a general group for all other members. Phillip is working with the active Directors to determine access to these groups.

### *5) Legislative Updates*

John prefaced that the legislation proposals are tentative because they are still in committee.

- The Fair Merit System Election is a CSEA proposed legislation to clarify Sections 45319 and 45320 of the California Education Code. These sections specify procedures for the termination of a merit system. CSEA seeks to make the explanations clear and fair, allowing both sides to have an opportunity to speak to a proposed termination of the merit system.
- AB 53 is a proposed legislation that would designate a school holiday for school employees to vote in an election.
- SB 14 is a proposed legislation to provide pupil behavioral and mental health training to school employees who have direct contact with pupils.

- SB 205 is proposed legislation to revise Ed Code 45196 and 45196.1. The proposed legislation would provide full pay to a Classified employee due to illness or accident for five months or less. It would provide for paid sick leave after the exhaustion of other paid leaves during the five-month period.

#### 6) *Training*

John asked the CSPCA Northern and Central CSPCA Regional Presidents to notify us if they are having any trainings that might be of interest to SDCSPCA members. John asked what other trainings the members would like to see locally. TR said the group has had many training discussions and lists of topics, and it's important for the group to make some decisions on what training to offer. He provided a list of topics previously discussed including Commissioner training (e.g., Brown Act, parliamentary procedures, hearings and appeals) and Director training (e.g., investigations, negotiations, how to be a Director, developing relationships with unions, harassment and discrimination). TR said soft skills training is also needed, as it is difficult to recruit competent Directors statewide. TR suggested speakers or panels so that training could be delivered quickly and easily.

After some discussion and further suggestions, it was decided that the first training session would be a panel of Commissioners who would provide new commissioners with information about their roles. This would be followed by a panel of Directors to provide new directors with information about their role. It was suggested that the panel sessions be recorded and posted on our website so that members who could not attend could listen to the recordings at a later time.

#### **Adjournment**

\*\*\*\*\***Next Virtual Meeting**\*\*\*\*\*

Wednesday, April 14, 2021

10:00 a.m.