

Personnel Commissioners

Diane Donovan, Member

Diane Donovan has served since the inception of the Merit System in the district in 1966. She worked as a school secretary in Long Beach and retired as an Assistant V.P. for a bank. Diane attended the Univ. of Oregon and has a Certificate in Public Relations from U.C. Irvine. She is past president of the O.C. Personnel Commissioners' Association, and a life member and past president of the California School Personnel Commissioners' Association. Diane is the Board of Education's appointee.

Frank Noe, Chair

Frank Noe, has served since 1997. He has devoted his career to service to the District as a teacher, principal, associate superintendent, and member of the Board of Education. He earned his bachelor's and master's degrees from CSU Long Beach. During retirement he has served as a student teacher advisor. He is the appointee of the other two commissioners.

Bob Tucker, Vice-Chair

Bob Tucker has served since 2001. Bob was a classified employee for 24 years before beginning his current job as a CSEA labor representative. He is past president of the O.C. Personnel Commissioners' Assn. and former-board member of the California School Personnel Commissioners' Assn. Bob is the CSEA appointee.

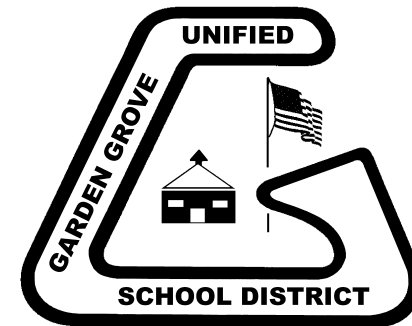
Garden Grove Unified School District PERSONNEL COMMISSION

www.ggusd.us



Personnel Commission meetings are open to the employees and the public. They are held on the first Wednesday of the month at 5 p.m. in the District Office Board room.

10331 Stanford Avenue
Garden Grove, CA



Personnel Commission

2007-08
Annual
Report

INTRODUCTION

The Personnel Commission is a neutral, independent body composed of three community members who reside within the Garden Grove USD boundaries. Commissioners are appointed for three-year staggered terms. One commissioner is appointed by the Board of Education, one is appointed by CSEA, the largest classified union, and the third is a joint-appointee of the two commissioners.

The merit system has operated in GGUSD since 1966. This system ensures that fair and efficient methodologies are utilized to obtain and retain the most qualified classified employees based upon merit and fitness, and regardless of race, color, religion, gender, sexual preference, age, marital status, political affiliation or national origin.

The Personnel Commission wishes to acknowledge the high level of cooperation of the Board of Education, district administration, and employees.

PROJECTS

No Child Left Behind Compliance

In addition to training and testing employees and candidates to ensure their compliance with NCLB, commission staff is now testing hundreds of college tutors, as they fall under the NCLB requirements.

New Hire Orientation

Starting with the 08-09 school year, commission staff is conducting new hire orientation meetings. Topics covered include district structure overview, review of contract provisions, information on career ladders and recruitment procedures, as well as the district's "Take a Second" program.

Extensive Test Review & Revision

The personnel analyst is conferring and collaborating with Subject Matter Experts (SMEs) to update and revise written, performance and oral examinations. The result is an upgrading of commission tests, thereby the enhancement of the eligibility lists, which has created stronger support and appreciation by the hiring authorities.

ACTIVITIES

MEETINGS

Regular	10
Special	0

COMMISSION ACTIONS

Class Description Revisions	10
New Classifications	1
Salary Reallocation	0
Reclassifications	3
Disciplinary Appeals	0

RECRUITMENTS

Number of Recruitments	93
Applications Received	4927
Applicants Qualified to Test	3156
Examinations Conducted	279
Written	108
Oral	99
Performance	72
Total Number of Eligibles	1109

PERSONNEL ACTIONS

New Employees	329
Reinstated/Re-employ	12
Substitutes	236
Non-represented	374
Promotions	26
Voluntary Demotions	14
Working Out of Classification	40
Increase/Decrease	69
Separations	
Resignations	206
Retirements	25
Dismissals	1
Probationary Release	10
Medical Layoffs	11
Deceased	5
Leaves of Absence	210
Suspensions	2