

Berkeley Unified School District
2020 Bonar Street, The Tech Lab, Room 126
Berkeley, CA 94702

Personnel Commission

Peter Rogosin, Secretary

Meeting Agenda

January 05, 2017 – 4:30 pm

- | | |
|---|---------------------------|
| 1. Call to Order | Chairperson Carter |
| 2. Roll Call & Establishment of Quorum | Secretary Rogosin |
| 3. Public Comments (15 minute limit) | Public |

This is an opportunity for the public to comment on Personnel Commission business not on the agenda. The time limit is five minutes per individual and a total of fifteen minutes per subject. No action can be taken by the

10. Confounding

Unintentional mixing of causal variables that confound the relationship between the independent variable and the dependent variable.

Confounding is a threat to internal validity.

Example: Exercise and Health

Exercise

Health

Confounding variable

Age

Genetic factors

Healthcare access

Diet

Social support

Environment

Age

Healthcare access

Diet

Social support

Environment

Exercise

Health

Age

Genetic factors

Healthcare access

Exercise is associated with better health outcomes.

However, older people tend to exercise less and have poorer health outcomes.

Age is a confounding variable that affects both exercise and health.

Therefore, the association between exercise and health is confounded by age.

To establish a causal relationship between exercise and health, researchers must control for age.

Randomized controlled trials (RCTs) are the gold standard for this purpose.

In an RCT, participants are randomly assigned to an exercise group or a control group.

By randomizing, researchers can ensure that the groups are comparable at baseline.

This helps to isolate the effect of exercise on health outcomes.

Other methods include matching and statistical adjustment.

Understanding and controlling for confounding is essential for valid research.

It allows researchers to draw more accurate conclusions about causal relationships.

Confounding is a common issue in observational studies.

Being aware of it and using appropriate methods to control for it is key.

This helps to improve the quality and reliability of research findings.

Confounding can lead to misleading conclusions if not properly addressed.

Therefore, researchers must be vigilant in identifying and controlling for confounders.

This is particularly important in public health and medical research.

By controlling for confounding, we can better understand the true effects of interventions.

This leads to more effective and targeted public health strategies.

Overall, understanding and controlling for confounding is a fundamental skill for researchers.

It is essential for ensuring the validity and reliability of research findings.

This helps to advance our knowledge and improve the quality of care.

Confounding is a common issue in observational studies.

Being aware of it and using appropriate methods to control for it is key.

This helps to improve the quality and reliability of research findings.

Confounding can lead to misleading conclusions if not properly addressed.

Therefore, researchers must be vigilant in identifying and controlling for confounders.

This is particularly important in public health and medical research.

By controlling for confounding, we can better understand the true effects of interventions.

Berkeley Unified School District

November 1, 2016 – 3:30 p.m.

1. Call to Order

The meeting was called to order at 3:30 p.m.



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Berkley Unified School District

Personnel Commission Meeting Minutes

November 03, 2016 – 4:30 pm

1. Call to Order

The meeting was called to order at 4:30 pm

2. Roll Call & Establishment of Quorum

Chairperson: Cortina Lisa Clark
Members: [REDACTED]

3. Public Comments

None

4. Approval & Adoption of Agenda

Approved, 3-0

5. Closed Session (1 matter) Government Code § 54954.5

a) The Personnel Commission met in closed session to discuss a matter related to the termination and subsequent

Chairperson Carter made a motion to approve lists a, b, c, d, and e. Commissioner Goldstein seconded the motion.

Approved, 3-0

President Phillips commented that employees should be given the opportunity to be interviewed for

vacant position even if they previously interviewed for the same position and were not selected. Michelle Payton, Clerical Assistant III, commented that after the initial selection for Human Resources Technician

was made, the job was re-posted again in February but she did not receive a second invitation to interview, and that as far as she knew, nobody was interviewed for that job. Michelle Payton commented that an employee was placed in a Human Resources clerical class, provisional assignment and later applied and was appointed to the Human Resources Technician vacancy. She commented that it seems that she was placed in the position to receive on-the-job training

President Phillips asked the Commission not to approve the list and to run an investigation into the qualifications of the eligibles on the list. The Commission requested that the Interim Director determine if the candidates currently on the eligibility list meet the minimum qualifications of the position and what process was followed regarding conducting interviews for the Human Resources Technician vacancy.



OSHA 1904-10 Form 101

Date of Incident: 08/14/10

OSHA Area Office: OSHA - WASH DC

OSHA District Office: OSHA - WASH DC

OSHA Region: OSHA - WASH DC

OSHA State Office: OSHA - WASH DC

OSHA Field Office: OSHA - WASH DC

OSHA Office of Enforcement: OSHA - WASH DC

OSHA Office of Compliance: OSHA - WASH DC

OSHA Office of Technical Assistance: OSHA - WASH DC

OSHA Office of Training and Technical Support: OSHA - WASH DC

OSHA Office of Public Affairs: OSHA - WASH DC

OSHA Office of Congressional and Public Affairs: OSHA - WASH DC

OSHA Office of Administration: OSHA - WASH DC

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responsibility to send layoff notices. A layoff notice was recently sent by

an Resources.

Personnel Commi

s position that is not within a vacancy. The Office of Safety Officer

and the conditions of service at that site is not being filed

Staffing

Berkeley Unified School District
Personnel Commission Meeting Minutes

December 05, 2016 – 3:30 pm

1. Call to Order

The meeting was called to order at 3:30 pm

Chairperson Ortiz, Vice Chair-Person Carter, and Commissioner Goldstein were present and a quorum was established.

3. Public Comments

None.

4. Approval & Adoption of Agenda

Vice Chairperson Carter made a motion to approve the agenda. Commissioner Goldstein seconded the motion.

5. Closed Session (1 matter) Government Code § 54954.5

~~1. The Personnel Commission met in closed session to discuss a matter related to the appeal hearing (2016 1~~

Commissioner Goldstein asked to pull item D. President Phillips asked to pull item G.

Commissioner Goldstein made a motion to approve lists A, B, C, E, and F,

Approved 3-0

Secretary Rogosin reported that the Human Resources Technician vacancy has been a challenge to recruit

requested Personnel Commission staff to compare requirements for students in other Districts with similar alternative high schools. Commissioner Goldstein commented that the number of students shouldn't be the only consideration, but also the type of students. Secretary Rogosin said that the employee can bring forward a request to do a classification study, but that the class description was nonspecific about the

location where the School Administrative Assistant II works.

10. Conference Items

a) Agenda Item Request: Lolita Coleman

President Phillips commented that Lolita Coleman, former Administrative Assistant, was placed on the 39 month re-hire list as a result of exhausting her sick leave. If her status changes she will be accorded rights based on her status at that time. President Phillips commented that as an employee on the 39 month re-hire

list she should have been given a provisional or limited term assignment. She said that there is no screening tool to determine that employees meet minimum qualifications when working on these assignments. Vice Chairperson Carter asked Ms. Coleman if she is requesting accommodations, she responded that she is not. President Phillips requested to terminate one of the existing Administrative Assistant provisional assignments, and start Ms. Coleman's employment immediately.

Commissioner Goldstein asked about the differences in duties of the Administrative Assistant and her

c) Classified Personnel Supervisor

1) **Personnel**

Personnel is the primary responsibility of the Classified Personnel Supervisor. The Classified Personnel Supervisor is responsible for the recruitment, selection, training, and supervision of all personnel assigned to the Classified Personnel Supervisor's area of responsibility.

2) **Personnel**

The Classified Personnel Supervisor is responsible for the recruitment, selection, training, and supervision of all personnel assigned to the Classified Personnel Supervisor's area of responsibility. The Classified Personnel Supervisor is also responsible for the development and implementation of personnel policies and procedures.

3) **Personnel**

The Classified Personnel Supervisor is responsible for the recruitment, selection, training, and supervision of all personnel assigned to the Classified Personnel Supervisor's area of responsibility.

4) **Personnel**

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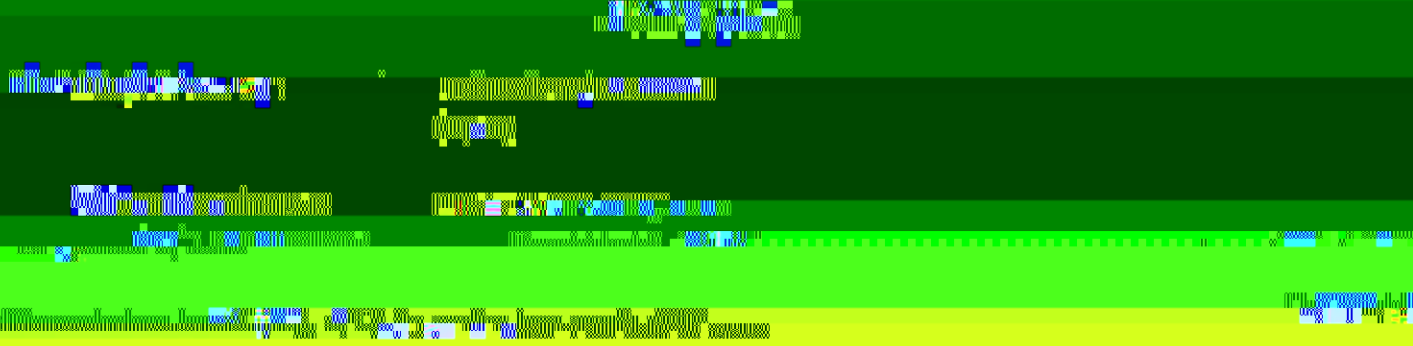
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5) **Personnel**

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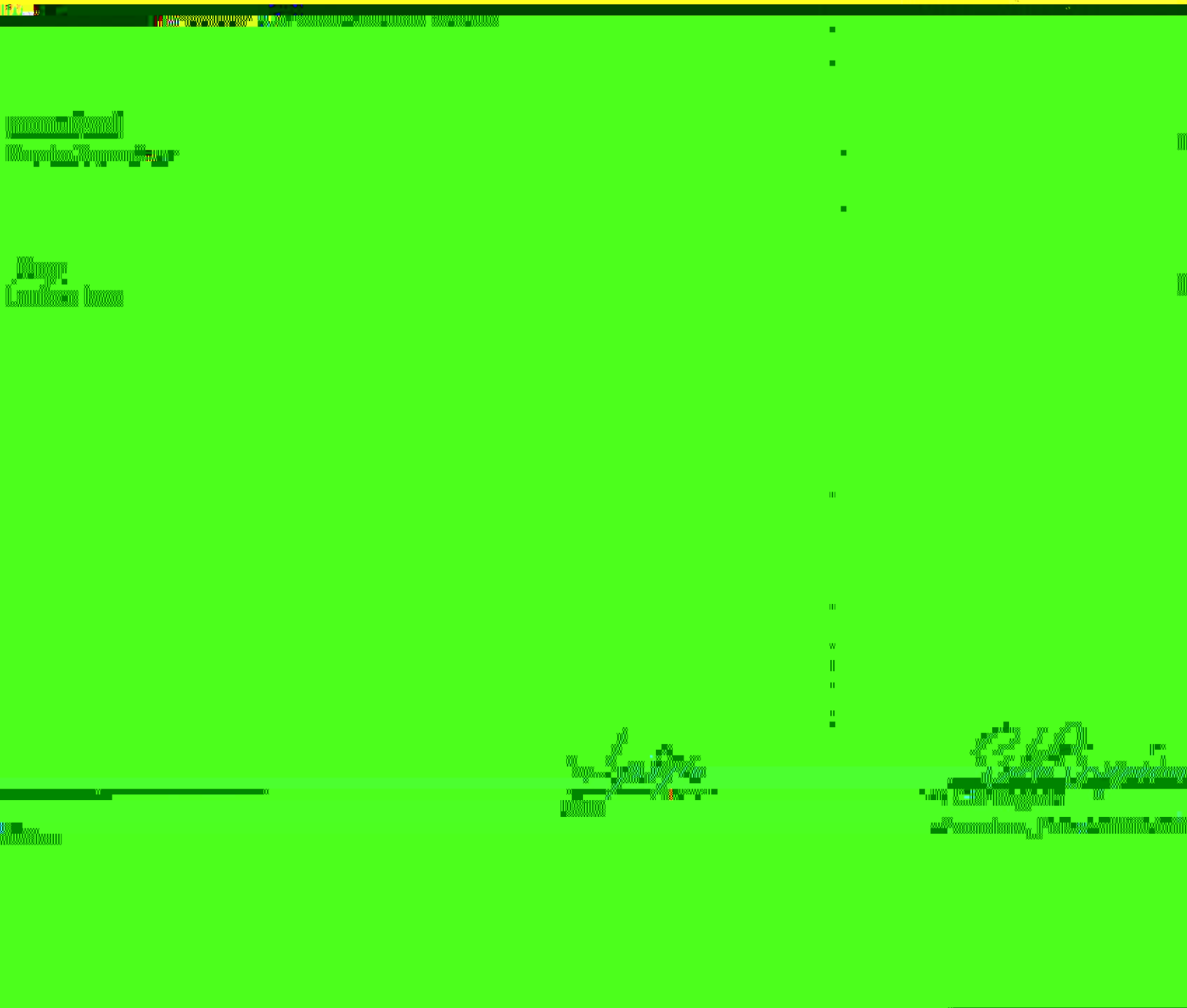
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Written Examination:

Nov

Oral Examination:

Nov



Berkeley Unified School District

Board of Trustees

Agenda Item 10.1

Trustees' Report

Agenda Item 10.2

Trustees' Report

Agenda Item 10.3

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2017 Personnel Commission Meeting Dates and Location

The following dates are proposed Personnel Commission meeting dates for calendar year 2017. The location for the meetings will be in the Technology Lab room 126 in the District Administration Building, 2020 Bonar St. Berkeley, CA 94702.

- January 5, 2017
- February 2, 2017
- March 2, 2017
- April 6, 2017
- May 4, 2017
- June 1, 2017
- July 6, 2017
- August 3, 2017
- September 7, 2017
- October 5, 2017
- November 2, 2017

Examinations Administered in the Month of December:

<u>Classification</u>	<u>Written</u>	<u>Oral</u>	<u>Performance</u>
Instructional Assistant	16	11	
Accounting Technician	9	6	
School Administrative Assistant, ECE	16	6	
Student Records Assistant	7		
Nutrition Services Assistant	1		
Nutrition Services Satellite Operator	1		
Media Technology Technician	8		

New Hires/New Assignments Processed in the Month of December:

<u>Name-</u>	<u>Employment Type-</u>	<u>Classification-</u>	<u>Location-</u>
Shania Hart	New Hire	Instructional Specialist, Dance	Cragmont
Oliver Suttice	New Assignment	Instructional Assistant II, Sped	Malcolm X

Personnel Commission of the City of Berkeley
Berkeley Unified School District



Case # 19-00100 - Berkeley, CA

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The Personnel Commission

From: Peter Rogosin, Staff Director, October 18, 2018

Re: Teacher Classification Study by E. Johnson

Ms. E. Johnson

Technology Academy is a continuation high school and qualifies as an "alternative school" for

and complete

alternat

work location is often specified in a class description because of the complexity of the

complexity of the

Personnel Commission

of six systems and identified

Personnel Commission

administrator or an elementary school principal” while Administrative Assistant II’s provide “primary support to a middle school or alternative education principal.” Administrative Assistant III’s provide “primary and complex secretarial support to a high school principal.” Both Bassett USD (Secretary I vs School Office Assistant) and Antioch USD paid more for high school assignments than elementary school assignments. The I level at Antioch USD was

APPOINTMENT



BLM/DA/10-00000000

Appointment is an appointment to a position

of the regular employment.

Appointments are made by the Director of the Bureau of Land Management, or his or her authorized representative, on the basis of a competitive examination. Appointments are made for a term of one year, which may be extended for one or more periods of one year each. Appointments are made for a term of one year, which may be extended for one or more periods of one year each.

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