

GLENDALE UNIFIED SCHOOL DISTRICT
Personnel Commission

Minutes of the Meeting of June 13, 2023

The meeting was called to order by Mr. Ordubegian at 4:05 p.m. The Pledge of Allegiance was led by Ms. Reyes.

PRESENT Mr. Ordubegian, Mr. Khoury, and Ms. Reyes, Commissioners
Dr. Darneika Watson, Director of Classified Personnel

COMMENTS FROM THE AUDIENCE

Michelle Petrosian, CSEA Vice President approached the Commissioners to thank them for their support during the time she was a President. She also addressed the Commissioners about a disciplinary issue. She expressed her concern for her personal safety as well for the safety of other classified employees. She requested an update and also mentioned that she will support the decision of the district.

APPROVAL OF THE MINUTES

Minutes of May 26, 2023

Ms. Khoury moved, and Ms. Reyes seconded to approve the Minutes of May 26, 2023. The motion passed unanimously.

DISCUSSION – TRANSLATOR/INTERPRETER

Tatevik Atalyan, Translator/Interpreter approached the Commissioners to speak on behalf of her co-workers to bring information in regards to their request of being reclassified to a higher salary range. She expressed that the current proposed salary range is not appropriate for the kind of work they do and it does not reflect where their services are specifically used. She mentioned that 75% of their translation and interpretation services is provided to the Special Education Department which is currently serving more than 3,000 students. She mentioned that their services are needed for special education students to do their initial, annual and triennial assessments as well as presenting the results to the families in legal settings. She also mentioned that their specialized work is also needed to translate or interpret for certificated specialists, such as a school nurse. These kind of translations and interpretations become very specialized and technical when a student has a significant health issue. Ms. Atalyan mentioned that they also work with lawyers and advocates that families bring to the meetings which require them to translate legal terminology which can be used to a court session. She also mentioned that because of the hard work they perform it is very difficult to keep new employees who usually leave before their 6 months' probation. She asked to consider an appropriate salary range higher than range 26.

DISCUSSION – TRANSLATOR/INTERPRETER

Sam Kim, Translator/Interpreter also approached the Commissioners and requested that they strongly advocate and comply with the GUSD board policy of Fair and Equal Opportunity. He mentioned that the District and CSEA had several negotiation meetings and still a good outcome has not been reached. Mr. Kim presented an exhibit in which he compared LAUSD salaries versus GUSD. He mentioned that LAUSD pays translators an average base pay of \$71,571 and GUSD pays \$42,119. He also commented about Personnel Commission Rules and Regulations 4800.1 A & B – Determination of Salary Schedule. He asked the District to take into account these Rules and Regulations as “Fair and Equal Opportunity”.

Juan Gutierrez, Translator/Interpreter approached the Commissioners stating that LAUSD described the position most similar to GUSD Translators/Interpreters in terms of title, description, duties, and typical workload. He said that as California public school districts, they are legally bound to provide these services one way or the other and having in-house translators is a significant bargain for the District. He gave an example of an IEP he was assigned to work of 76 pages and compared the cost of Spanish translation to \$3,250.00 and the cost of any other language translation to \$3,900 of an outside agency. He mentioned the average biweekly base pay in GUSD as of \$1,621. Mr. Gutierrez mentioned that he is required to translate several other documents, assessments, parent conferences, and other events. He also mentioned that with the salary he makes at GUSD qualifies for food stamps. He mentioned that the money exists for them to be paid matching the cost of living. He also mentioned that the cost of living in Glendale is about 5% higher than the cost of living in Los Angeles, therefore they believe that Range 42 should be the most appropriate. He also mentioned that the district has given them a lower range because they have less educational requirements and the District must consider what it currently pays other employees with similar skills. He said that they agree to match the requirements for this position to those at other districts. He said that LAUSD asks for a bachelor’s degree in the designated language or the same number of years of qualifying experience, plus a high school diploma. He ended by asking the Commission to consider their role as a public institution.

Ms. Reyes, Commissioner asked how many of them have a Bachelor’s degree and they responded 6 have a Bachelor’s degree.

John Gonzales responded by recalling that in September they met and recommended Range 21. CSEA did not agree, but they understood that it would be brought back to the bargaining table. Mr. Gonzales said that they continue negotiating and are trying to look to the best recommendation which the District can afford. He also said that in terms of comparing to

DISCUSSION – TRANSLATOR/INTERPRETER

LAUSD, the District compared to other districts as well as the performance of internal translations and the increase to Range 21 is comparable to those other districts and an increase to Range 26 will place this District into top tier of Districts in the area.

Ms. Reyes asked Mr. Gonzales to clarify how the District is negotiating.

Mr. Gonzales responded by stating that CSEA and the District meets every other week to discuss topics. He said that when they met regarding this topic of Translators/Interpreters, it was recommended Range 21 and the District recommended to move on with Range 21 rather than not moving from Range 12.

Mr. Khoury asked as why translators is something different than Braille Transcriber position at Range 29.

Mr. Gonzales explained that besides salary comparisons, the District also compares the minimum qualifications of classifications in comparison to the salary range assigned. The District will review the Braille Transcriber position compared to the Translator/Interpreter position.

Ms. Reyes said that she would like to see better comparison of other districts to have an idea of the salary range comparison.

Mr. Khoury said that if both parties do not reach an agreement, a mediator could come and review the request and recommendation.

Mr. Gonzales said that the District will take his advice into consideration.

Mr. Ordubegian mentioned that if there will be a need of holding a special meeting to have it done it could be scheduled.

Michelle Petrosian said that they are talented individuals that the District should want to keep.

Mr. Ordubegian ended by stating that the Commissioners would not be voting because it is a discussion.

EXAMINATIONS

- A. Eligibility Lists
- | | | |
|----|---|----------|
| 1. | Behavior Intervention Assistant – 2235 | 05/08/23 |
| 2. | Director, Student Wellness Services – 2258 | 05/10/23 |
| 3. | Education Assistant Intensive Support – 2234 | 05/08/23 |
| 4. | Payroll Technician – 2252 | 05/26/23 |
| 5. | Speech-Language Pathology Assistant – 2239 Merged | 04/28/23 |

Mr. Khoury moved, Ms. Reyes seconded to approve the Eligibility Lists. The motion passed unanimously.

NEXT MEETING

The date of the next regularly Personnel Commission meeting was rescheduled to be held on Monday, July 10, 2023 at 5:00 p.m. in the Board Room of the Administration Center.

CLOSED SESSION

1. Personnel matters pertaining to the appointment, employment or evaluation of school based and non-school based employees pursuant to Government Code 54957.
2. Personnel matters relating to the discipline, dismissal and release of school-based employees pursuant to Government Code 54957.

Commissioners recessed to Closed Session at 4:05 p.m.

ADJOURNMENT

The meeting was adjourned at 4:30 p.m.