MADERA UNIFIED SCHOOL DISTRICT
Personnel Commission
1902 Howard Road, Madera, CA 93637

AGENDA
Regular Meeting
Wednesday, October 21, 2026
4:30 PM Public Meeting
1902 Howard Road, Madera, CA 93637
This Meeting will be held at the Madera Unified Conference Room, located at the District Office.

OUR MISSION
Highest Student Achievement
A Safe and Orderly Learning Environment
Financially Sound and Effective Organization

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Adoption of Agenda
Action to add or delete items from any portion of the agenda or to discuss any consent agenda items must be taken before adopting the agenda.

5. Public Comment
Public Hearing for visitors who wish to speak on a subject outside the Commission agenda. Fifteen minutes of this portion of the meeting are reserved for members of the public to address the Commission on items not listed on the agenda and within the jurisdiction of the Commission. Speakers are limited to three (3) minutes. The Commission is prohibited by law from taking action on matters discussed that are not on the agenda, and no adverse conclusions should be drawn if the Commission does not respond to public comment at this time. The Chair will recognize speakers.

6. Consent Agenda
Items listed under the Consent Agenda are considered routine and are acted on by the Commission in one motion. There is no discussion of these items before the Commission's vote unless a member of the Commission, staff, or public requests specific items be considered and discussed separately and removed from the Consent Agenda before adopting the agenda. It is understood that the Administration recommends approval on all consent items. Each item on the Consent Agenda approved by the Commission shall be deemed to have been considered in full and adopted as recommended.

A. Consideration and approval of the Minutes from Wednesday, September 16, 2026, Regular Meeting.

B. Consideration and approval of Eligibility List/s for:
   1. Administrative Assistant II - Promotional
   2. Child Nutrition Assistant II - Promotional
   3. College & Career Specialist - Open Competitive

4. Grounds Person I - Promotional/Open Competitive
5. Human Resources Technician II - Promotional/Open Competitive
6. Information Systems Specialist I - Promotional
7. Information Systems Technician - Open Competitive
8. Paraprofessional - Physically Impaired - Promotional/Open Competitive
9. Transportation Dispatcher - Promotional

C. Consideration and approval of Initial Salary Placement for:
1. Virgil Brocchini, candidate for Mechanic Specialist
2. Valentin Garcia, candidate for Mechanic Specialist
3. Gloria Gutierrez, candidate for Human Resources Technician II
4. Adriana Reyes, Paraprofessional – Special Needs
5. Sara Reyna, candidate for Accounting Technician IV

8. New Business

A. Presentation and Approval of the 2025-2026 Personnel Commission Annual Report
B. Public Hearing for the Appointment of the Commissioner's Joint Appointee; term to begin December 1, 2026 – November 30, 2029.

9. Information and Reports

A. Director's Report
B. Commissioner's Report

10. Next Regular Personnel Commission Meeting

Wednesday, November 18, 2026, at 4:30 pm
Madera Unified School District Office – Board Room
1902 Howard Road
Madera, California 93637

11. Suggested Future Agenda Items

12. Adjournment

Madera Unified Conference Room Accessibility: The Madera Unified School District encourages individuals with disabilities to participate in the public meeting process fully. If you need a disability-related modification or accommodation to participate in the public meeting, please contact the Personnel Commission Office at 559-675-4500, extension 298, at least 48 hours before the scheduled Personnel Commission meeting so that we may make every reasonable effort to accommodate you. (Government code 54954.2)

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of the Minutes from Wednesday, September 16, 2026, Regular Meeting.

Agenda Placement:
Consent

Background:
The Personnel Commission will review and consider approval of the minutes from the Regular Meeting held on Wednesday, September 16, 2026.

Recommendation:
It is recommended that the Personnel Commission approve the minutes from the Regular Meeting held on Wednesday, September 16, 2026.

Attachment: September 16, 2026, Regular Meeting Minutes

Minutes Record of MUSD Personnel Commission
Regular Meeting held on Wednesday, September 16, 2026, at 4:30 p.m.

The Personnel Commission of the Madera Unified School District convened in a Regular Board Meeting in the District Office Board Room, 1902 Howard Road, Madera, California, on Wednesday, September 16, 2026, at 4:30 p.m.

1. CALL TO ORDER

- Commissioner Hernandez called the meeting to order at 4:32 p.m.

2. PLEDGE OF ALLEGIANCE

- Commissioner Hernandez led the flag salute.

3. ROLL CALL

- Alejandra Venegas-Chaves, Personnel Specialist - Lead, took the roll call.

  The following individuals were in attendance:
  David Hernandez, Personnel Commissioner – Chair
  Fran Wheat, Personnel Commissioner – Vice Chair
  Isabel Barreras, Personnel Commissioner

  Jame Yang, Director – Classified Personnel

  Todd Lile, Superintendent
  Joseph Aiello, Assistant Superintendent, Human Resources
  Oracio Rodriguez, Assistant Superintendent, School Leadership
  Prince Marshall, Assistant Superintendent, Student/Family Support Services
  Lawrence Fernandez, Director, Safety & Security

  There were other employees in attendance.

4. COMMUNICATIONS

- Commissioner Hernandez presented the 2026 Loretta Edwards Classified Employee of the Year Award to Mr. Lawrence Fernandez, Director of School Safety and Security. The award recognizes classified employees who demonstrate excellence, leadership, service, and a commitment to being Student Champions. Commissioner Hernandez highlighted Mr. Fernandez's contribution to District safety, including the implementation of the Evolve weapons detection system and support of student programs such as Options, Redirect, Gonzalez Boxing, Choices, Therapy Dogs, and radKIDS. His ongoing support of schools, response to urgent needs, wellness checks, and community partnership were also recognized.
- Mr. Fernandez expressed his appreciation for the recognition and for the legacy of Loretta Edwards, whom he described as a strong advocate and mentor who encouraged and supported his leadership and dedication to the District. He shared his gratitude for the support of his family, particularly his wife, as well as his colleagues, supervisors, and District leadership. Mr. Fernandez reflected on his career journey with Madera Unified, beginning as a substitute employee and progressing through the ranks, and emphasized that his accomplishments would not have been possible without the support of his family and team. He also shared an example of responding to a missing student on his son's birthday, noting

that his family's support allowed him to prioritize the safety of a student in need. Mr. Fernandez credited Ms. Edwards with teaching him leadership, dedication to the District, and the importance of being a Student Champion. He concluded by expressing his pride and humility at receiving the award and thanking the Personnel Commission, his family, friends, colleagues, and supporters.

- Commissioner Hernandez congratulated Mr. Fernandez on behalf of the Personnel Commission and recognized the support and appreciation demonstrated by his colleagues, family, and District staff in attendance. Commissioner Hernandez also acknowledged Mr. and Mrs. Fernandez and expressed that they should be proud of Mr. Fernandez's accomplishments and contributions as a classified employee. Commissioner Hernandez recognized Superintendent Lile's leadership and support in providing opportunities for employees to advance throughout the District and expressed pride in Madera Unified and its classified staff.

5. ADOPTION OF THE AGENDA

- It was moved by Commissioner Wheat and seconded by Commissioner Barreras to approve adopting the Agenda. MOTION NO. 10-2026/27.

Ayes:	Commissioners: Hernandez, Wheat and Barreras
Noes:	None
Absent:	None
Abstained:	None

6. PUBLIC COMMENT

- No comments were made.

7. CONSENT AGENDA

- It was moved by Commissioner Wheat and seconded by Commissioner Barreras to approve adopting the Consent Agenda. MOTION NO. 11-2026/27.

Ayes:	Commissioners: Hernandez, Wheat and Barreras
Noes:	None
Absent:	None
Abstained:	None

8. NEW BUSINESS

A. Consideration and approval of Initial Salary Placements above Step 3, items A through F.

- It was moved by Commissioner Barreras and seconded by Commissioner Wheat to approve items A through F as presented. MOTION NO. 12-2026/27, DOCUMENT NO. 06-2026/27.

Ayes:	Commissioners: Hernandez, Wheat and Barreras
Noes:	None
Absent:	None
Abstained:	None

B. Consideration to Announce Intended Appointment/Reappointment of Personnel Commissioner.

- It was moved by Commissioner Wheat and seconded by Commissioner Barreras to announce the intended reappoint of David Hernandez as the Personnel Commissioner. MOTION NO. 13-2026/27, DOCUMENT NO. 07-2026/27.

Ayes:	Commissioners: Wheat and Barreras
Noes:	None

Absent: None
Abstained: Hernandez

9. INFORMATION and REPORTS

A. Director's Report

- Director Yang reported that the Personnel Commission continues to expand recruitment and outreach efforts to increase awareness of classified employment opportunities. The Personnel Commission recently launched its social media presence and has been developing new recruitment materials to better highlight classified positions. These efforts have contributed to increased applicant pools. Director Yang also reported that staff are beginning to establish connections with community partners, including Madera County Workforce Development, to identify additional outreach opportunities. The Personnel Commission will also participate in two upcoming job fairs to promote classified career opportunities within the District.
- Director Yang reported that the Personnel Commission continues to review internal recruitment and eligibility-list procedures to ensure compliance with Personnel Commission Rules, including candidate response timelines, candidate referrals, and the maintenance of accurate eligibility lists.
- Director Yang continues to meet regularly with Human Resources to review processes where the departments intersect. These discussions have helped identify opportunities to clarify and improve procedures, ensure consistency with Personnel Commission Rules, and make the hiring process more efficient for departments and candidates.
- Director Yang reported that the annual report will be presented at the following month's Personnel Commission meeting.

B. Commissioner's Report

- Commissioner Barreras reported that she spoke with CSEA President Cheri Giddens, who asked her to share with the Personnel Commission that CSEA is pleased with Director Yang and that the working relationship and communication have been going very well.
    i. Director Yang thanked Commissioner Barreras for sharing the feedback and expressed her appreciation for working with Ms. Giddens and Assistant Superintendent Aiello. She noted that their ongoing collaboration has focused on reviewing language to ensure it is clear, consistent with applicable guidelines, and does not negatively impact the District or its employees.
- Commissioner Hernandez thanked Aprille Meza, Human Resources Officer, for her ongoing support and assistance to the Personnel Commission.
- Commissioner Wheat congratulated Assistant Superintendent Aiello on his continued support of the Personnel Commission and expressed appreciation for the increased recognition of classified employees and continued growth in compensation. Commissioner Wheat also recognized the Personnel Commission's progress and its growing role within the District, emphasizing the importance of supporting classified employees and of recruiting and retaining highly qualified staff. She expressed appreciation for Director Yang's leadership and the progress made in the Personnel Commission department, noting that the department has continued to advance and strengthen its role within the District.

10. NEXT REGULAR PERSONNEL COMMISSION MEETING

- Wednesday, October 21, 2026, at 4:30 p.m.

Madera Unified School District Office – Board Room
1902 Howard Road
Madera, California 93637

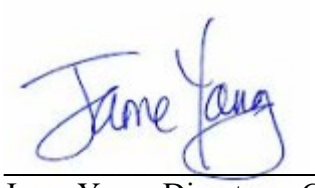
11. SUGGESTED FUTURE AGENDA ITEMS

- Commissioner Barreras suggested keeping training and professional development opportunities for classified staff at the forefront. She acknowledged that there may not be a Classified Conference this year and encouraged Director Yang to explore alternative training opportunities to help classified employees continue their professional development and maintain momentum.
    - Director Yang reported that she recently spoke with Assistant Superintendent Aiello and Ms. Meza regarding the Classified Conference and that they are exploring reestablishing the workgroup to resume discussions and planning for the conference.
- Commissioner Wheat suggested exploring a smaller-scale conference format by scheduling professional development opportunities for individual classifications or smaller employee groups. She suggested coordinating sessions around employees' work schedules, such as offering training to transportation staff after their morning routes, to minimize operational disruptions while continuing to provide conference and training opportunities for classified staff.
    - Director Yang thanked both Commissioners for their suggestions and will provide updates regarding the progress.

12. ADJOURNMENT

- Commissioner Hernandez adjourned the regular meeting at 4:52 p.m.

Respectfully submitted,



Jame Yang, Director – Classified Personnel
Date: **10/12/2026**

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and Approval of the following Eligibility Lists for Promotional and Open Competitive job opportunities.

Agenda Placement:
Consent

Background:
Eligibility Lists have been placed on the agenda as a Consent Item. If, for some reason, any Commissioner would like to pull a list for further discussion, it can be done.

1. Administrative Assistant II - Promotional
2. Child Nutrition Assistant II - Promotional
3. College & Career Specialist - Open Competitive
4. Grounds Person I - Promotional/Open Competitive
5. Human Resources Technician II - Promotional/Open Competitive
6. Information Systems Specialist I - Promotional
7. Information Systems Technician - Open Competitive
8. Paraprofessional - Physically Impaired - Promotional/Open Competitive
9. Transportation Dispatcher - Promotional

Recommendation:
It is recommended that the Personnel Commission approve the Eligibility Lists as presented.

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of Initial Salary Placement for Adriana Reyes, candidate for Paraprofessional – Special Needs.

Agenda Placement:
Action

Background:
The Director of Special Needs has submitted a request to the Personnel Commission for initial salary placement consideration for the Paraprofessional – Special Needs candidate, Adriana Reyes. Personnel Commission staff recommends placement at Range 17, Step 4 ($23.29 hourly rate) on the classified salary schedule.

The candidate possesses over 7 years of direct Paraprofessional experience working with students receiving special education services, including students with autism and other disabilities. Additionally, she has worked as a Behavior Health Instructional Aide further strengthening her experience supporting students with behavior and developmental needs. Her experience exceeds the minimum qualification requirement of a high school diploma. Completion of 48 units from a nationally accredited college or university; or A.A. degree or higher, or the passage of a local assessment test and one (1) year of experience working with children in a specialized learning environment. Ms. Reyes' extensive experience and professional background is a great benefit to the Special Services department and to the district.

This proposed action is submitted pursuant to the authority granted under California Education Code section 45260-45261 and Personnel Commission Rule 8.2.1.1 regarding initial salary placement based on additional qualifying experience.

Recommendation:
Personnel Commission staff recommends approval of the initial salary placement for the Paraprofessional – Special Needs candidate, Adriana Reyes at Range 17, Step 4 ($23.29 hourly rate) on the classified salary schedule.

No attachments:

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of Initial Salary Placement for Gloria Gutierrez, candidate for Human Resources Technician II.

Agenda Placement:
Action

Background:
The Assistant Superintendent of Human Resources has submitted a request to the Personnel Commission for initial salary placement consideration for the Human Resources Technician II candidate, Gloria Gutierrez. Personnel Commission staff recommends placement at Range 33, Step 5 ($32.68 hourly rate) on the classified salary schedule.

The candidate holds a bachelor's in Business Administration and is currently enrolled in a Master's of Public Administration program with a concentration in Human Resources. She also possesses over 5 years of related Human Resources experience. Additionally, Ms. Gutierrez is a certified Medical Interpreter and has experience in professional translation. Her experience exceeds the minimum qualification requirement of a high school diploma and three (3) years of increasingly responsible experience in Human Resources. Ms. Gutierrez's related experience and ability to smoothly communicate complex personnel procedures, statutory leaves, and onboarding steps to Spanish-speaking staff and community members is a vital district need.

This proposed action is submitted pursuant to the authority granted under California Education Code section 45260-45261 and Personnel Commission Rule 8.2.1.1 regarding initial salary placement based on additional qualifying experience, Personnel Commission Rule 8.2.1.2 regarding initial salary placement based on additional education and Personnel Commission Rule 8.2.1.3 regarding initial salary placement based on difficulty of the recruitment.

Recommendation:
Personnel Commission staff recommends approval of the initial salary placement for the Human Resources Technician II candidate, Gloria Gutierrez at Range 33, Step 5 ($32.68 hourly rate) on the classified salary schedule.

No attachments:

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of Initial Salary Placement for Sara Reyna, candidate for Accounting Technician IV.

Agenda Placement:
Action

Background:
The Director of Maintenance and Operations has submitted a request to the Personnel Commission for initial salary placement consideration for the Accounting Technician IV candidate, Sara Reyna. Personnel Commission staff recommends placement at Range 32, Step 5 ($32.04 hourly rate) on the classified salary schedule.

The candidate has completed a total of 74 college semester units in business and is currently enrolled in a Bachelor's in Business Administration program. She also possesses over 8 years of related accounting experience. Her experience exceeds the minimum qualification requirement of a high school diploma and two and a half (2.5) years of increasingly responsible duties in accounting, bookkeeping, or other areas as appropriate. Ms. Reyna's related fiscal and accounting experience that includes budget management, expenditure tracking, financial documentation, reconciliations, accounts payable and receivable, vendor relations, and audit-related documentation makes her a valuable asset to the department and to the district.

This proposed action is submitted pursuant to the authority granted under California Education Code section 45260-45261 and Personnel Commission Rule 8.2.1.1 regarding initial salary placement based on additional qualifying experience, and Personnel Commission Rule 8.2.1.2 regarding initial salary placement based on additional education.

Recommendation:
Personnel Commission staff recommends approval of the initial salary placement for the Accounting Technician IV candidate, Sara Reyna at Range 32, Step 5 ($32.04 hourly rate) on the classified salary schedule.

No attachments:

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of Initial Salary Placement for Virgil Brocchini, candidate for Mechanic Specialist.

Agenda Placement:
Action

Background:
The Director of Transportation has submitted a request to the Personnel Commission for initial salary placement consideration for the Mechanic Specialist candidate, Virgil Brocchini. Personnel Commission staff recommends placement at Range 42, Step 4 ($36.76 hourly rate) on the classified salary schedule.

The candidate possesses over 10 years of direct experience specializing in heavy equipment and related industry work. His experience exceeds the minimum qualification requirement of a high school diploma and Three (3) years of journeyman experience in the repairs and maintenances of heavy equipment diesel and gasoline powered vehicles, e.g., diesel trucks and/or buses, or proof of completion of accredited diesel mechanic program. Mr. Brocchini's extensive experience working with Diesel and Gas engines and knowledge of industry technology is a great benefit to the Transportation department and to the district.

This proposed action is submitted pursuant to the authority granted under California Education Code section 45260-45261 and Personnel Commission Rule 8.2.1.1 regarding initial salary placement based on additional qualifying experience, and Personnel Commission Rule 8.2.1.2 regarding initial salary placement based on additional education.

Recommendation:
Personnel Commission staff recommends approval of the initial salary placement for the Mechanic Specialist candidate, Virgil Brocchini at Range 42, Step 4 ($36.76 hourly rate) on the classified salary schedule.

No attachments:

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Consideration and approval of Initial Salary Placement for Valentin Garcia, candidate for Mechanic Specialist.

Agenda Placement:
Action

Background:
The Director of Transportation has submitted a request to the Personnel Commission for initial salary placement consideration for the Mechanic Specialist candidate, Valentin Garcia. Personnel Commission staff recommends placement at Range 42, Step 5 ($38.43 hourly rate) on the classified salary schedule.

The candidate possesses over 12 years of direct experience working as a Heavy Equipment Mechanic/Lead specializing in heavy equipment and related industry work. His experience exceeds the minimum qualification requirement of a high school diploma and Three (3) years of journeyman experience in the repairs and maintenances of heavy equipment diesel and gasoline powered vehicles, e.g., diesel trucks and/or buses, or proof of completion of accredited diesel mechanic program. Mr. Garcia's extensive experience working with Diesel and Gas engines and knowledge of industry technology is a great benefit to the Transportation department and to the district.

This proposed action is submitted pursuant to the authority granted under California Education Code section 45260-45261 and Personnel Commission Rule 8.2.1.1 regarding initial salary placement based on additional qualifying experience.

Recommendation:
Personnel Commission staff recommends approval of the initial salary placement for the Mechanic Specialist candidate, Valentin Garcia at Range 42, Step 5 ($38.43 hourly rate) on the classified salary schedule.

No attachments:

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Presentation and Approval of the 2025-2026 Personnel Commission Annual Report

Agenda Placement:
Action

Background:
Education Code 45266 and Personnel Commission Rule 2.6 require the Director of Classified Personnel to prepare an annual report of the Commission's activities. When approved by the Commission, the annual report shall be submitted to the Governing Board at a regular meeting for its review.

Attached is the annual report for the fiscal year July 1, 2025 - June 30, 2026. The annual report contains information on various areas of Commission responsibility, classified staff and program highlights, as well as recruitment and hiring statistics.

Recommendation:
It is recommended the Personnel Commission approve the Annual Report as presented and direct that it be sent to the Board of Trustees, as mandated.

Attachment: 2025-2026 Personnel Commission Annual Report

MADERA UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Annual Report

2025 - 2026

FISCAL YEAR

We MADERA UNIFIED BELIEVE





MESSAGE *from the* DIRECTOR

It is my pleasure to present the Madera Unified School District Personnel Commission Annual Report for the 2025–2026 fiscal year. Although I joined the District on May 18, 2026, just weeks before the close of the reporting year, I am incredibly proud to share the work and accomplishments of a department that has demonstrated dedication, resilience, and a continued commitment to serving our employees and community.

This past year brought its share of changes. From leadership transitions within the Personnel Commission to the District's retirement incentive program, we experienced a season of new beginnings while also saying farewell to many longtime colleagues and friends who dedicated years of service to Madera Unified. These transitions remind us that while faces may change, the commitment to supporting our schools, employees, and students remains constant.

I especially want to recognize our Personnel Commission team. Navigating change is never easy, and doing so while keeping recruitment, examinations, eligibility lists, and the many moving pieces of the merit system running is no small task! Their hard work, adaptability, and commitment to serving others have not gone unnoticed. I am grateful to have joined such a dedicated group of professionals, and I look forward to what we will accomplish together.

For those I haven't had the pleasure of meeting yet, I bring over 20 years of Human Resources experience across several industries, most recently serving in leadership roles with the Personnel Commission at State Center Community College District. I have always believed that HR and Personnel Commission work is about more than policies, procedures, and paperwork (although we certainly have plenty of those!). It's about people, building relationships, creating opportunities, and finding better ways to serve those who depend on us.

As we look ahead, one of my priorities is to continue building a Personnel Commission that is recognized not only for upholding the principles of the merit system, but also for being an approachable, collaborative, and service-oriented resource for our employees, applicants, and community.

We have some exciting work ahead of us! We plan to expand our recruitment and community outreach efforts, strengthen partnerships, and create more opportunities for individuals to explore careers with Madera Unified. We also want to offer workshops and educational opportunities to help current employees and prospective applicants better understand our recruitment and examination processes, strengthen their skills, and feel more confident pursuing career opportunities. Our goal is simple: help people see their potential, prepare for their next opportunity, and understand how to get there.

Modernizing our processes will also be an important focus. By moving toward more digital and streamlined workflows, we hope to improve efficiency, reduce processing times, and make the recruitment and hiring experience easier for everyone involved. After all, great service and efficiency should go hand in hand.

I also want to extend my sincere appreciation to our Personnel Commissioners, Board of Trustees, Superintendent Lile, District leadership, and the many classified and certificated professionals whose dedication and hard work keep our schools moving forward. Madera Unified's We Believe philosophy is a powerful reminder of why we do what we do. Every recruitment is an opportunity to recognize the talent within our District, create pathways for professional growth, and welcome new Student Champions who share our commitment to student success. Whether someone works directly with students or behind the scenes, each person plays an important role in creating an environment where our students can thrive.

While I may be one of the newer faces around the District, I am excited to continue getting to know the Madera Unified family, learning from those who have helped shape its success, and building on the work that has already been done. There is much to look forward to, and I am grateful for the opportunity to be part of it.

With appreciation,

Jame Yang
Director of Classified Personnel

Inside *this* Report

PAGES

04 | MISSION, VISION, & VALUES

05 | STUDENT CHAMPION

06 | MEET OUR COMMISSIONERS

07 | THE MERIT SYSTEM

08 | ABOUT OUR PC TEAM

09 | THE HUMAN RESOURCES TEAM

PAGES

10 | LORETTA EDWARDS QUARTERLY AWARDS

11 | CLASSIFIED EMPLOYEE OF THE YEAR

12 | CHILDREN & YOUTH IN TRANSITION

14 | TEACHER CREDENTIALING PROGRAM

15 | HONORING OUR RETIREES

16 | BY THE NUMBERS

17 | LOOKING AHEAD

OUR SHARED PURPOSE

Supporting Madera Unified's Misson, Vision & Values

Every role matters. One District. One purpose.

The Personnel Commission is proud to support Madera Unified's mission, vision, and values. While our work focuses on the merit system and classified employment, the people we recruit, support, and serve contribute to a much larger purpose—creating opportunities for students to learn, grow, and thrive.

Our work is grounded in the belief that every employee has the opportunity to make a difference as a Student Champion.



OUR VISION

Madera Unified will set the standard for hard work, creativity and resiliency with a fearless drive to continuously improve.



OUR MISSION

We are committed to creating and sustaining a culture enabling Madera Unified students to experience an unparalleled educational journey that is intellectually, socially and personally transformative.



OUR BELIEF

Madera Unified is where students are challenged to broaden their vision, inspired by meaningful opportunities and strive for authentic achievements.

We MADERA UNIFIED BELIEVE

EVERY STUDENT NEEDS A CHAMPION.

At Madera Unified, Student Champions aren't limited to one position, department, or school. Student Champions connect, encourage, include, advocate, and inspire. Support staff, parents, and community partners all play an essential role in helping students succeed.

WHAT GUIDES US

EQUITY BEFORE EQUALITY

Prioritizing equity before equality.

STUDENT-CENTERED DECISION MAKING

Keeping student needs at the center.

COLLABORATIVE CULTURE

Building a culture of collaboration.

EXCELLENCE FOR ALL

Promoting excellence for everyone.

LEARING ORGANIZATION

Continuing to learn and improve.

COMMUNITY RELATIONSHIPS

Strengthening relationships with our community.

RESULTS ORIENTED

Measuring our work and results.

HONESTY + COMPETENCY = TRUST

Different roles. Shared purpose. Student Champions.

MEET OUR PERSONNEL COMMISSIONERS



DAVID HERNANDEZ
CHAIR

David Hernandez has served on the Personnel Commission as the Joint Appointee since October 2021. A retired Madera Unified Director of Family and Community Services, he brings more than 35 years of experience supporting families and leading award-winning parent engagement programs. His accomplishments include helping establish five Parent Resource Centers and building strong partnerships among families, educators, and community organizations to support student success. Mr. Hernandez currently serves on the Madera Linkage Foundation Board of Directors and was inducted into the Fresno State Teachers and Friends of Education Honor Wall in 2021 for his contributions to education.



FRAN WHEAT
VICE CHAIR

Fran Wheat has served on the Personnel Commission as the California School Employees Association Appointee since December 2018. A longtime Madera resident and Madera Unified alumna, she retired from the District after 20 years of service. Her community involvement includes helping establish the Madera County Arts Council, serving as its first president, and holding several leadership roles with the California Young Homemakers Association, including State President. Fran continues to call Madera home and enjoys spending her free time in the kitchen and garden.



ISABEL BARRERAS
COMMISSIONER

Isabel Barreras serves as the MUSD Board of Education Appointee to the Personnel Commission and brings extensive leadership experience in public education. She previously served as Madera Unified's Director of Classified Personnel before retiring in August 2024. Her leadership experience includes service on the California Community Colleges Board of Governors and State Center Community College District Board of Trustees. She currently serves as the CSEA Personnel Commission Appointee for State Center Community College District and as President of the Northern Region School Personnel Association. Ms. Barreras also serves on the boards of the Madera Fair and California School Personnel Commission Association and holds a Master of Public Administration from National University and a bachelor's degree from Fresno State.

What is the MERIT SYSTEM?



The Merit System is a personnel management system for classified school employees designed to ensure that employment decisions are based on merit and fitness rather than favoritism or political influence. It provides a framework for fair and competitive recruitment and selection, classification, promotion, employee retention, and other personnel practices.

In a merit system district, an independent Personnel Commission oversees specific aspects of classified personnel administration. The Commission establishes rules and procedures, administers competitive selection processes, maintains the classification plan, and provides employees with an independent process for certain appeals and disciplinary matters.

At Madera Unified, the Personnel Commission supports the District by administering recruitment and examination processes, classification and compensation activities, and other classified personnel functions while promoting fair, consistent, and merit-based practices.

A BRIEF HISTORY OF THE MERIT SYSTEM

LATE 1800s

Public employment in the United States was heavily influenced by the spoils system, in which government jobs could be awarded based on political loyalty rather than an individual's qualifications. Growing concerns about patronage led to civil service reform.

1883

The Pendleton Civil Service Reform Act established a federal civil service system and advanced the principle that public employees should be selected based on merit rather than political connections.

1936

CA became a leader in bringing merit principles to public education when the state's first merit system law for school districts was established in 1936. The reform followed significant concerns over political patronage in the Los Angeles school system, including the dismissal of hundreds of non-teaching employees following a school board election.

TODAY

The Merit System continues to provide an independent framework for classified personnel administration in California public education. The California School Personnel Commissioners Association currently supports more than 90 merit-system districts throughout the state.

MERIT SYSTEMS IN CALIFORNIA K-12 DISTRICTS

Today, more than 90 California school districts, county offices of education, and community college districts operate under the Merit System and are supported by the California School Personnel Commissioners Association. Madera Unified is among the California districts that have adopted this system for classified personnel administration.



90+

MERIT SYSTEM DISTRICTS

ACROSS CALIFORNIA

MEET THE PERSONNEL COMMISSION TEAM



JAME YANG

DIRECTOR - CLASSIFIED PERSONNEL

The District Director provides leadership and oversight of the Personnel Commission Department and administers the District's classified Merit System. Responsibilities include Personnel Commission Rules and Regulations, recruitment and examination, classification and compensation, eligibility and certification, appeals, staff supervision, and the development and management of the department budget. The Director also serves as Secretary to the Personnel Commission and as a resource and liaison to employees, applicants, District leadership, Human Resources, bargaining units, and the community.



ALEJANDRA VENEGAS-CHAVES

PERSONNEL SPECIALIST - LEAD

Provides lead-level expertise in administering Merit System personnel functions, including recruitment, examination and selection, classification and compensation, and job analyses. Coordinates classified seniority, reemployment and reinstatement processes, salary placement reviews, and professional development initiatives. Provides work direction and technical guidance to Personnel Commission staff and serves as the department's lead in the Director's absence. Advises on personnel policies and regulations, and assists with developing procedures and Commission reports.



ROXANE TORNERO

PERSONNEL SPECIALIST

Coordinates and administers classified recruitment, examination, and selection processes across various District departments. Collaborates with hiring authorities to develop recruitment plans, establish timelines, evaluate applicant qualifications, and coordinate written, performance, and oral examinations. Manages eligibility lists, lateral transfer processes, bilingual skills testing, and recruitment for summer and intersession programs. Provides guidance to applicants, employees, and managers regarding Personnel Commission rules and procedures, while supporting staffing needs and ensuring fair, consistent, and compliant recruitment practices.



CYNTHIA CHAVIRA

PERSONNEL TECHNICIAN

Provides technical and administrative support for Personnel Commission recruitment, examination, and selection activities. Coordinates temporary, substitute, and Cafeteria Playground Aide recruitments, processes classified transfer requests, and assists with SB 848 requirements. Supports examination administration, including scheduling, proctoring, and maintaining testing materials and records. Also assists with Personnel Commission meetings and recruitment events.

MEET THE HUMAN RESOURCES TEAM

The Personnel Commission and Human Resources teams work collaboratively to support the District's workforce and provide a positive employment experience. While each department has distinct roles and responsibilities, they partner in key areas including recruitment and selection, classification and compensation, and the onboarding of new employees.



Joseph Aiello
Assistant Superintendent of HR



Aprille Meza
HR Officer



Vicki Mendoza
HR Manager



Lucy Osuna
Executive Admin. Assistant



John Rieping
Admin. Assistant V



Valarie Baez
Risk Management Analyst



Carrie Chapman
HR Specialist



Kelly Hanna
HR Specialist



Angelina Guerra
HR Specialist



Leslie Low
HR Techician I



Gloria Gutierrez
HR Techician II

NOT PICTURED:

Amanda Vela
Sr. HR Specialist
Credentials

Amanda Robles
HR Benefits
Techician

Julia E. Garcia
HR Tech. II

LORETTA EDWARDS

CLASSIFIED

Quarterly Employee Awards

The Classified Quarterly Employee Award recognizes outstanding classified employees who exemplify Madera Unified's commitment to excellence, service, and student success. Honorees are recognized for their exemplary performance, leadership and service, commitment to students, contributions to the District, and involvement in the community.

These employees represent the dedication and impact of classified professionals throughout Madera Unified. Whether serving students directly or supporting them behind the scenes, each demonstrates what it means to go above and beyond as a Student Champion. We proudly recognize our 2025–2026 1st, 2nd, and 3rd Quarter honorees.



1ST QUARTER

Alejandro Murillo

Bus Driver – Transportation

Alejandro is recognized for his outstanding leadership, professionalism, and commitment to student safety. He consistently supports his colleagues, promotes teamwork, and goes above and beyond his regular duties. His leadership was especially evident during a school bus fire, when he remained calm under pressure, followed emergency procedures, and safely evacuated all students. Alejandro's dedication to providing a safe, positive transportation experience exemplifies what it means to be a Student Champion.



2ND QUARTER

Lawrence Fernandez

Director of Safety & Security

Lawrence is recognized for his exceptional leadership and commitment to creating safe, supportive environments for students and staff. Through innovative programs, strong community partnerships, and a willingness to go above and beyond, he has expanded opportunities and supports that promote student safety, well-being, and success.



3RD QUARTER

Linda Negrete

Behavioral Health Clinician II

Linda is recognized for her exceptional leadership, compassion, and dedication to student well-being. During a period of departmental transition, she assumed additional leadership responsibilities while ensuring students and families continued receiving critical behavioral health services. She has supported schools during crises, led mental health awareness and suicide prevention initiatives, and developed grief support resources for families. Through her commitment to staff development, community partnerships, and student-centered care, Linda continues to make a meaningful impact across Madera Unified.

LORETTA EDWARDS

CLASSIFIED

2026 EMPLOYEE OF THE YEAR

Each year, the Classified Quarterly Employee Award recipients are considered for the Loretta Edwards Classified Employee of the Year Award. This special recognition honors an exceptional classified employee whose leadership, service, commitment to students, contributions to the District, and community involvement exemplify the qualities of a true Student Champion.



A Leader.
A Student Champion.
A Difference Maker.

2026 RECIPIENT

LAWRENCE FERNANDEZ

Director of Safety and Security

Lawrence Fernandez's impact extends far beyond school safety. His leadership has helped create programs and partnerships that address the needs of students while strengthening connections between Madera Unified and the community. From implementing the Evolv weapons detection system across secondary schools to supporting initiatives such as Options, Redirect, Gonzalez Boxing, Choices, Therapy Dogs, and radKIDS, Lawrence has helped provide students with mentorship, intervention, leadership development, emotional support, and opportunities for personal growth.

What distinguishes Lawrence is the way he approaches this work—with compassion, collaboration, and a commitment to being there when students and staff need him most. His service extends beyond the traditional workday, including emergency response and wellness checks, and he has built meaningful partnerships with law enforcement, local businesses, counselors, and community organizations. Through his leadership, Lawrence has helped create safer schools while opening doors for students to build confidence, resilience, and a stronger sense of belonging. His dedication embodies the spirit of a Student Champion and makes him a deserving recipient of the 2026 Loretta Edwards Classified Employee of the Year Award.

"Student Champions make a difference in the lives of students—whether their work happens in the classroom or behind the scenes."

MADERA UNIFIED SCHOOL DISTRICT

CHILDREN & YOUTH IN TRANSITION PROGRAM

Supporting Students. Strengthening Stability. Creating Opportunities.

Operating within Madera Unified's Student Services Department, the Children & Youth in Transition (CYT) Program provides dedicated support and advocacy for foster youth and students experiencing homelessness. Through educational support, direct assistance, family resources, and community partnerships, CYT works to remove barriers, protect student and parent rights, and help students maintain stability and continuity in their education.













MORE THAN RESOURCES

A backpack, a pair of shoes, a meal, or clean clothing may seem simple, but meeting an immediate need can remove one more barrier between a student and their education.

EDUCATIONAL STABILITY

Protecting student and parent rights, supporting School of Origin protections, and coordinating specialized transportation to maintain school stability.

BASIC NEEDS

Providing clothing, footwear, hygiene and personal care items, emergency food, backpacks, and year-round school supplies.

FAMILY SUPPORT

Helping foster youth and unhoused students and their families navigate educational barriers, access resources, and maintain academic continuity.

COMMUNITY CONNECTIONS

Connecting families with local partner agencies for housing, health, social services, and other needed support.

THE CLASSIFIED TEAM BEHIND THE MISSION

Classified Staff. EXTRAORDINARY IMPACT.

Behind every resource, referral, phone call, partnership, and family connection is a classified team committed to making sure students know they have someone in their corner. Together, Melissa, Alejandra, and Isabel combine advocacy, compassion, organization, and community partnerships to create a safety net for students and families experiencing some of life's most challenging transitions.



MELISSA GALLARDO ARIAS
Program Mananger

As the District's Foster and McKinney-Vento Liaison, Melissa protects students' educational rights and helps maintain stability across school placements. She oversees CYT operations, funding, community partnerships, and districtwide initiatives. Drawing from experiences that allow her to personally relate to many of the families CYT serves, Melissa is passionate about building a compassionate, sustainable support system that gives students hope and opportunity.



ALEJANDRA CANO
Student Advocate

Alejandra works directly with unhoused and foster youth, connecting students and families with essential resources while helping remove barriers to education. Through family outreach, events, and community partnerships, she helps students feel seen, supported, and valued. Her goal is to continue building a strong network around every student so they have the support they need to thrive.



ISABEL GOMEZ
Office Assistant

Often the first person families encounter at CYT, Isabel provides a welcoming and supportive connection to the program. She coordinates immediate resources, transportation logistics, donation closets, and key program operations. Her focus is creating an organized, caring environment where families can receive assistance with dignity and students have the foundation they need for a successful school year.

> *"Every Student deserves stability, support, and a place to belong."*

WORKING TOGEYHER FOR STUDENT SUCCESS

Through strong partnerships and a shared commitment to student well-being, CYT collaborates with district departments and community agencies to connect families with essential resources, services, and opportunities that support long-term success.



ADVOCACY

Upholding student and parental rights and ensuring access to education.



TRANSPORTATION

Coordinating specialized transportation to maintian school stability.



RESOURCES

Connecting families with housing, health, and social services.



OPPORTUNITIES

Supporting academic continuity and a brighter future for every student.

MADERA UNIFIED SCHOOL DISTRICT

CLASSIFIED SCHOOL EMPLOYEE Teacher CREDENTIALING PROGRAM

Invest in Your Future.



PROGRAM OVERVIEW

The Classified School Employee Teacher Credentialing Program provides financial assistance and support to eligible classified employees pursuing a teaching credential. The program is designed to help remove financial barriers while creating opportunities for classified professionals to advance their education and transition into certificated teaching careers.

Today's Classified Employees. Tomorrow's Teachers.



FINANCIAL ASSISTANCE

Support toward eligible education and credential-related expenses.

EDUCATIONAL PATHWAY

Support while completing coursework and requirements toward a teaching credential.

CAREER ADVANCEMENT

A pathway for classified employees to build upon their experience and move into teaching.

DISTRICT SUPPORT

An opportunity to grow within Madera Unified while preparing for a certificated career.

PARTICIPANT SPOTLIGHT



Martin Arredondo

Former Migrant Student & Family Specialist
Now: First-Year Teacher

It feels great to finally accomplish something I had wanted for so many years.

FROM CLASSIFIED TO CERTIFICATED

After nearly four years as a Migrant Student & Family Specialist, Martin Arredondo pursued a goal he had held for many years—becoming a teacher. When Madera Unified introduced the Classified Teacher Credentialing Program, he saw an opportunity to take the next step. With financial assistance, guidance, and determination, Martin completed his journey into the classroom and is now a first-year teacher.

> "It won't always be easy, but if becoming a teacher is something you really want, don't give up. It is worth it in the end."
>
> -Martin Arredondo

HONORING OUR *Retirees*



During the 2025–2026 school year, Madera Unified celebrated classified employees who concluded their careers after years of dedicated service to our students, schools, and community. Their contributions helped shape our District, support generations of students, and strengthen the Madera Unified family. We proudly recognize their service and wish them all the best in their next chapter.

5+ YEARS OF SERVICE

- Kenneth Mahowald
- Maria Noelia Rieping
- Kimberly Crosson
- Antonio Melgoza

10+ YEARS OF SERVICE

- Glenn Turner
- Francisco Hernandez
- Jessie Olazaba
- Kenneth Atilano
- Barbara Mendoza
- David Hallam
- Angel Vargas
- Sylvia Rincon
- Susan Rodriguez

15+ YEARS OF SERVICE

- Kathy Rodriguez
- Lupe M Cabrera
- Cristina Khan
- Nonna Lopez
- Mary Siegl
- Arlene M Rey

20+ YEARS OF SERVICE

- Olegario Romero Sr.
- Max Perez
- Marcela Moreno
- Virginia Garcia Barriga
- Lisa M Gipson
- Nonna K Hunter
- Angela Mirelez
- Esmeralda Garcia
- Cynthia K Callicott
- Gloria Vander Laan

25+ YEARS OF SERVICE

- Maria Hernandez
- Diane Williams
- Sylvia Rodriguez
- Annamarie DeMarco
- Rebeca Valencia
- Theresa A Brown
- Anthony Rieping
- Alfredo Barreras
- Vivian Franco
- Guadalupe Perez

30+ YEARS OF SERVICE

- Danny Fimbrez
- Richard Ortiz
- Rosalinda Lopez
- Mona Gutierrez
- Tony Cardiel
- Ricardo Garcia
- Jennifer Phippin
- Connie Chambers

35+ YEARS OF SERVICE

- Brenda Padilla
- Edward Jones
- Yvette Holly Massey
- Carmen Rosario
- Esther Hernandez Eledge
- Jack Anderson
- Esperanza Cuevas
- Ronda Vaughn
- Carolyn Avila

39 YEARS OF SERVICE

- Hope Espinoza
- Mary Jane Falcon
- Bertha Sauceda

Thank you for your service!

Your legacy will always be part of Madera Unified.

BY THE *Numbers*

KEY PERSONNEL COMMISSION ACTIVITIES FY 2025-2026

JOB POSTINGS

Total 269

130	Transfers
48	Open/External
29	Temporary Pool
13	Re-employment
7	ELOP Attendance Recover
40	Winter/Summer Intersession
2	Skills Assessments

APPLICATIONS RECEIVED

Total 3,076

547	Transfers
1386	Open/External
485	Temporary Pool
87	Re-employment
29	ELOP Attendance Recover
495	Winter/Summer Intersession
47	Skills Assessments

ASSESSMENTS

Total 93

68	Written/Competency
1	Performance
24	Oral Boards

ELIGIBILITY LISTS

Total 84

30	Promotional
54	Open/Competitive

NEW HIRES, PROMOTIONS & TRANSFERS

Total 242

114	New Hires
65	Promotions
1	Reinstatement
62	Transfers

ADVANCED STEP PLACEMENT

Total 21

New hires approved by the Personnel Commission for initial salary placement above Step 3 based on qualifying education and/or experience.

NEW & UPDATED JOB DESCRIPTIONS

Total 8

The Personnel Commission collaborates with department managers, Human Resources, and bargaining units to develop and update job descriptions that accurately reflect position duties, responsibilities, and qualifications.

4	NEW Job Descriptions
4	Job Description Updates

LOOKING *Ahead...*

BUILDING ON OUR PROGRESS. CREATING NEW OPPORTUNITIES.

As we look ahead, the Personnel Commission is focused on building upon the work already underway while finding new ways to better serve our employees, applicants, schools, and community. Our priorities center on expanding opportunities, strengthening partnerships, improving access, and creating efficient, service-focused processes that support Madera Unified's workforce.

01

EXPAND OUR REACH

Increase recruitment visibility and community outreach to introduce more people to career opportunities with Madera Unified.

02

GROW & DEVELOP TALENT

Provide workshops and educational opportunities that help employees and prospective applicants understand our processes, strengthen their skills, and prepare for future opportunities.

03

STRENGTHEN PARTNERSHIPS

Continue building collaborative relationships with Human Resources, District departments, bargaining units, community partners, and the employees we serve.

04

MODERNIZE OUR PROCESSES

Expand digital and streamlined processes to improve efficiency, reduce processing time, and create a better experience for employees, applicants, and hiring departments.

THE WORK CONTINUES.

Serving people. Creating opportunities. Suporting Student Champions.

The Future Is

Bright

Together, we continue building opportunities for every Student Champion.



MADERA UNIFIED
PERSONNEL COMMISSION

MADERA UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

REGULAR MEETING
AGENDA ITEM COVER PAGE

Meeting Date: October 21, 2026

Agenda Item:
Public Hearing for the Appointment of the Commissioner's Joint Appointee; term to begin December 1, 2026 – November 30, 2029

Agenda Placement:
Action

Background:
Pursuant to MUSD Personnel Commission Rule 2.1.3.3 Appointment Procedures, the following is a summary of the appointment procedures for the Commissioner's appointment.

1. The current Commissioner's appointment will expire on November 30th. Mr. David Hernandez is willing to make himself available for appointment to a new term.

2. At the September 16, 2026, meeting of the Personnel Commission, the appointee of the Board of Trustees and the appointee of the Classified School Employees Association (CSEA) publicly announced the name of the person they intended to appoint or reappoint to fill the vacancy.

3. After 30 days following the formal announcement, a hearing will be held to allow public comment. This hearing is agendized for the October regular meeting.

4. The Commissioners may make their appointment following the hearing.

5. If the Commissioners are unable to agree on a joint appointment within the next 45 days, the Director of Classified Personnel will take the steps to have the appointment made by the State Superintendent of Public Instruction. The Commissioner's prior appointee shall continue in office and function as a member of the District's Personnel Commission until such time as the Superintendent of Public Instruction takes the necessary action to appoint and publicly announce the successor.

Recommendation:
It is recommended that the appointee of the Board of Trustees and the appointee of the classified employees hold a public hearing and approve the Commissioners' Appointment.

Attachment: Personnel Commission Rules 2.1.2.3

2.1.2.3 THE COMMISSIONERS' APPOINTMENT

By September 30th, the appointee of the Board of Trustees and the appointee of the classified employees shall publicly announce the name of the person they intend to appoint or reappoint. At a Personnel Commission meeting to be held after 30, and within 45 days of the date the Commission publicly announces its candidate, the commission shall hold a public hearing to provide the public, employees, employee organizations, and members of the Board of Trustees the opportunity to express their views on the qualifications of the person recommended by the Commission for appointment. The Commission at that time may make its appointment or may make a substitute appointment or recommendation without further notification or public hearing.

2.1.2.3.1

In the event that a vacancy would otherwise exist on the Personnel Commission as of December 1st because of the failure of the Commission to take action on a new appointment, the commissioners' prior appointee shall continue in office and function as a member of the District's Personnel Commission until such time as the commissioners take the necessary action(s) to appoint a qualified successor and that person is prepared to assume the duties and responsibilities of the position. If the reason for the lack of appointment is an inability to agree Personnel Commission Rules and Regulations 15 Madera Unified School District upon a joint appointee, the appointment shall be made by the State Superintendent of Public Instruction if no agreement is reached by December 15th.

2.1.3.3 THE COMMISSIONERS' APPOINTMENT

Within 15 days of notification of the vacancy, the appointee of the Board of Trustees and the appointee of the classified employees shall publicly announce the name of the person they intend to appoint to fill the vacancy. At a Personnel Commission meeting to be held after 30 and within 45 days of the date the Commission publicly announces its candidate. The Commission shall hold a public hearing to provide the public, employees, employee organizations, and members of the Board of Trustees the opportunity to express their views on the qualifications of the person recommended by the Commission for an appointment. The Commission at that time may make its appointment or may make a substitute appointment or recommendation without further notification or public hearing.

2.1.3.3.1

If the commissioners are unable to agree upon a joint appointment within 45 days after the notification of the vacancy, the appointment to fill the unexpired term shall be made by the State Superintendent of Public Instruction. The Director of Classified Personnel shall immediately submit the two nominees for action by the State Superintendent; if such nominees exist.