



## **Personnel Commission Meeting February 17, 2026**

### **APPROVED MINUTES**

#### **1.0 CALL TO ORDER**

- 1.1 Chairperson Miller called the regular meeting to order at 2:00 p.m. followed by the Pledge of Allegiance.
- 1.2 Establishment of Quorum.  
Present: Chairperson, Lynn Miller; and Vice Chairperson, James Rapoza  
Absent: Member, Murry Schekman.

Guests: Chief HR Officer, Troy Cope; Shaelyn Plascencia; Jacklyn Nicholson; Terra Lee; Brooke Rosso; Scott Mean-Hill; and Karina Mendez.

#### **2.0 APPROVAL OF MINUTES/AGENDA**

- 2.1 The minutes of the Personnel Commission meeting of January 20, 2026 were approved (Rapoza/Miller).  
Ayes: Miller, Rapoza  
Noes: None  
Abstain: None  
Absent: Schekman
- 2.2 To accept the agenda as submitted (Rapoza/Miller).  
Ayes: Miller, Rapoza  
Noes: None  
Abstain: None  
Absent: Schekman

#### **3.0 COMMENTS OR SUGGESTIONS FROM EMPLOYEES OR GUESTS**

- 3.1 None.

#### **4.0 REPORTS**

- 4.1 Chairperson or Member's Report
  - 4.1.1 No report, but Commissioner Miller stated that he was glad to hear the Aptos High School situation was resolved without any implications to the school.
- 4.2 Chief Human Resources Officer's Report
  - 4.2.1 Chief HR Officer Cope informed the Commission about the upcoming Educator Recruitment Fair on Saturday, March 14, 2026 from 9 a.m. to 11 a.m. The Commission on Teaching Credentialing (CTC) will be available via Zoom to answer questions and learn about getting a credential, the districts and the university partners will be in attendance.
  - 4.2.2 He also followed with explaining the San Jose University partnership which includes the satellite programs that was established to cut down the commute to San Jose and also the Residency Grant Program which is a paid student teacher program so that classified employees who are interested in becoming teachers can have the program be more accessible.

**5.0 CONSENT AGENDA**

5.1 The consent agenda (5.1-5.5) was approved as submitted (Rapoza/Miller).

Ayes: Miller, Rapoza

Noes: None

Abstain: None

Absent: Schekman

**6.0 CORRESPONDENCE**

6.1 None.

**7.0 OLD BUSINESS**

7.1 None.

**8.0 NEW BUSINESS**

8.1 2026 Classification/Reclassification Study Information and Calendar—Information

Background: As a part of the ongoing classification study, the classifications that will be studied under the Program and Financial Support Family and the Confidential Family will be: Account Specialist II; Account Specialist III; Account Specialist IV; Credentials Analyst; Educator Recruitment, Retention and Effectiveness Organizer; Executive Assistant (Confidential); Financial Analyst; Fiscal Accountant; Human Resources Analyst (Confidential); Human Resources Analyst, Certificated (Confidential); Human Resources Assistant; Human Resources Assistant II; Human Resources Assistant III; Human Resources Technician; Human Resources/Credentials Technician; Senior Account Specialist, Benefits; Senior Account Specialist, Retirement Reporting; Senior Account Specialist, Revenue and Apportionment; Senior Administrative Secretary (Confidential); Senior Credentials Analyst; Senior Executive Assistant (Confidential); Senior Financial Analyst; Senior Human Resources Analyst (Confidential); Senior Human Resources Specialist (Confidential); and Superintendent's Executive Assistant (Confidential). In addition, on November 3, 2025, all classified employees were notified of their rights to file a request for reclassification. Julie High, Ed.D. was hired as a consultant to conduct the 2026 classification/reclassification process.

Current Status: Interviews are being held for employees who wanted to take part in the Classification Study. One reclassification request was received by the deadline date of February 2, 2026. Supervisor interviews will begin as part of the Classification Study process.

**9.0 SCHEDULE OF UPCOMING EVENTS**

9.1 March 17, 2026, Regular Meeting of the Personnel Commission at 2:00 p.m. in the Board Conference Room: 400 Encinal Street, Santa Cruz, CA 95060.

**10.0 ADJOURNMENT**

10.1 The meeting of the Personnel Commission was adjourned at 2:04 p.m.

Attest:

**Troy Cope**

**Chief Human Resources Officer**

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Personnel Commission

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