

**PERSONNEL COMMISSION  
ROWLAND UNIFIED SCHOOL DISTRICT  
AGENDA**

Pursuant to Government Code 54957.5, a copy of all documents related to any item on this agenda that have been submitted to the Commission may be obtained from the Personnel Commission Office, 1830 Nogales Street, Rowland Heights, CA 91748.

Persons requiring accommodation in order to view the agenda or participate in the meeting, may make the request for accommodation to the Personnel Director at (626) 854-8380 at least 24 hours in advance of the meeting. [Government Code 54954.2 (a) (1)]

**BOARD ROOM**  
**1830 NOGALES STREET**  
**ROWLAND HEIGHTS, CA 91748**  
**4:30 P.M.**

**PLEASE CIRCULATE**

**December 4, 2018**

1. Meeting called to order by the Presiding Chair \_\_\_\_\_ at \_\_\_\_ p.m.

2. Roll Call:	Present	Absent
Sharon Fernandez, Chair	_____	_____
Sabrina Lee, Vice Chair	_____	_____
Judy Nieh, Member	_____	_____
 Joan Stiegelmar, Personnel Director	 _____	 _____
Andrea Low, Senior Personnel Technician	_____	_____

3. **PRELIMINARY**

3.1 Pledge of Allegiance to the Flag

3.2 Take action to appoint Ms. Sabrina Lee to the Personnel Commission as the Joint-Appointee for a three year term from December 1, 2018 to December 1, 2021.

<i>Motion by:</i> _____	<i>Vote:</i> Sharon Fernandez _____
<i>Second by:</i> _____	Judy Nieh _____

3.3 Oath of Office presented by Ms. Sharon Fernandez to Ms. Sabrina Lee, Joint-Appointee. (Ref. 3.3)

3.4 Take Action to nominate and elect a chairperson for the term from December 1, 2018 to December 1, 2019.

<i>Motion by:</i> _____	<i>Vote:</i> Sharon Fernandez _____
<i>Second by:</i> _____	Sabrina Lee _____
	Judy Nieh _____

3.5 Take action to nominate and elect a vice-chairperson for the term from December 1, 2018 to December 1, 2019.

<i>Motion by:</i> _____	<i>Vote:</i> Sharon Fernandez _____
<i>Second by:</i> _____	Sabrina Lee _____
	Judy Nieh _____

3.6 Consider approving or amending the agenda as submitted.

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

3.7 Introduction of Guests

3.8 COMMUNICATIONS

*Remarks are limited to three (3) minutes, unless extended further or limited by vote of the Personnel Commission. A maximum of twenty (20) minutes, unless extended by the Personnel Commission, is allocated for each subject discussed. Ordinarily, Personnel Commissioners will not respond to comments and no action can be taken. However, the Personnel Commission may give direction to Staff following a comment.*

A. CSEA

B. District Administration

C. Audience members who filed a request to speak on an item not on the agenda

*Questions from the floor on items that are on the agenda will be entertained at the time the item is under consideration. Remarks are limited to three (3) minutes, unless extended further or limited by vote of the Personnel Commission.*

4. REPORT FROM THE PERSONNEL DIRECTOR

Receive an update on Commission staff's activities during the last month.

5. HEARINGS - None

6. PERSONNEL COMMISSION

6.1 Approve the minutes of the regular meeting of November 6, 2018. (Ref. 6.1)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh ABSENT

7. ITEMS FOR DISCUSSION AND/OR ACTION

7.1 Advanced Salary Step Placement

a. Consider approving the advanced salary step request from Scott Cavanias, Principal at Alvarado, to employ Applicant ID# 30198725 in the class of Library Assistant at Step B of Range 17 on the Classified Salary Schedule. (Ref. 7.1a) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

b. Consider approving the advanced salary step request from George Herrera, Principal at Villacorta Elementary, to employ Applicant ID# 3874011 in the class of Library Assistant at Step E of Range 17 on the Classified Salary Schedule. (Ref. 7.1b) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

- c. Consider approving the advanced salary step request from Scott Jensen, Director of Special Education, to employ Applicant ID# 35972571 in the class of Instructional Assistant II at Step D of Range 16 on the Classified Salary Schedule. (Ref. 7.1c) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

- d. Consider approving the advanced salary step request from Kevin Despard, Director of Student Services, to employ Applicant ID# 25849622 in the class of Community Liaison – Bilingual (Mandarin) at Step B of Range 17.5 on the Classified Salary Schedule. (Ref. 7.1d) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

- e. Consider approving the advanced salary step request from Steve Bui, Director of Transportation Services, to employ Applicant ID# 35188155 in the class of School Bus Driver at Step D of Range 19.5 on the Classified Salary Schedule. (Ref. 7.1e) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

- f. Consider approving the advanced salary step request from Chris Ferraro, Director of Maintenance and Operations, to employ Applicant ID# 37203262 in the class of Air Conditioning Heating Mechanic at Step E of Range 27 on the Classified Salary Schedule. (Ref. 7.1f) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

- g. Consider approving the advanced salary step request from Chris Ferraro, Director of Maintenance and Operations, to employ Applicant ID# 32187434 in the class of Air Conditioning Heating Mechanic at Step E of Range 27 on the Classified Salary Schedule. (Ref. 7.1g) & (Ltd. Dist.)

Motion by: \_\_\_\_\_  
Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
Sabrina Lee \_\_\_\_\_  
Judy Nieh \_\_\_\_\_

## 8. EXAMINATIONS/ELIGIBILITY LISTS

### 8.1 Exam Review and Recruitment Bulletins (Ref. 8.1)

Receive for information, a summary of the following examinations and recruitment bulletins:

- a. Custodian (D-18/19-31)
- b. District Patrol (D-18/19-29)
- c. Food Service Assistant I (D-18/19-27)
- d. Playground Supervision Aide (D-18/19-30)
- e. Textbook/Media Assistant (D-18/19-28)

### 8.2 Employee Selection Results – Receive the results of examinations held. (Ref. 8.2 Ltd. Dist.)

### 8.3 Ratification of Eligibility Lists – Ratify the following eligibility list(s): (Ref. 8.3 Ltd. Dist.)

- a. Community Liaison – Bilingual (Spanish) (D-18/19-10)
- b. Executive Secretary (D-18/19-11)
- c. Mechanical Systems Supervisor (D-18/19-19)
- d. Personal Care Assistant (D-18/19-18)

Motion by: \_\_\_\_\_  
 Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
 Sabrina Lee \_\_\_\_\_  
 Judy Nieh \_\_\_\_\_

8.4 Removal of Names from the Eligibility List – Ratify the removal of names from the following eligibility lists: (Ref. 8.4)

- a. Food Service Assistant I (D-17/18-49)
  - ID #29065003 – PC Rule 6.1.10, 6.1.10.8
- b. Grounds Construction Worker (D-17/18-52)
  - ID #29866292 – PC Rule 6.1.10, 6.1.10.6
- c. Health Assistant – Bilingual (Spanish) (D-17/18-51)
  - ID #34135006 – PC Rule 6.1.10, 6.1.10.1
- d. Personal Care Assistant (D-17/18-45)
  - ID #7631777 – PC Rule 6.1.10, 6.1.10.8

Motion by: \_\_\_\_\_  
 Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
 Sabrina Lee \_\_\_\_\_  
 Judy Nieh \_\_\_\_\_

9. INPUT OR COMMENTS FROM PERSONNEL COMMISSIONERS

10. OTHER ITEMS

The joint dinner meeting with CSEA, hosted by the Personnel Commission, will be held immediately after the regular meeting of December 4, 2018 at B.J.s, City of Industry.

11. CLOSED SESSION

Recess to closed session to discuss:

- Employee Performance Evaluation – Personnel Director - Government Code 54954.5 (e)

Time Recessed: \_\_\_\_\_ Time Reconvened to Open Session: \_\_\_\_\_

12. **THE NEXT REGULAR PERSONNEL COMMISSION MEETING IS SCHEDULED ON TUESDAY, JANUARY 15, 2019 AT 4:30 P.M., DISTRICT OFFICE – BOARD ROOM.**

13. ADJOURNMENT

Time \_\_\_\_\_

Motion by: \_\_\_\_\_  
 Second by: \_\_\_\_\_

Vote: Sharon Fernandez \_\_\_\_\_  
 Sabrina Lee \_\_\_\_\_  
 Judy Nieh \_\_\_\_\_

***Consistent with merit system principles, the mission of the Rowland Unified School District Personnel Commission is to provide the District with the best qualified candidates, reflective of the cultural diversity of the community, to serve the present and future needs of the District and its educational program.***

**PERSONNEL COMMISSION  
ROWLAND UNIFIED SCHOOL DISTRICT  
MINUTES OF THE REGULAR MEETING OF NOVEMBER 6, 2018**

The meeting of the Personnel Commission of the Rowland Unified School District was called to order at 4:32 p.m., with the Pledge of Allegiance led by Ms. Sabrina Lee, Personnel Commissioner.

Members Present: Sharon Fernandez, Chair  
Sabrina Lee, Vice Chair

Members Absent: Judy Nieh, Member  
Jessica Landin, Personnel Analyst

Staff Members Present: Joan Stiegelmar, Personnel Director  
Andrea Low, Senior Personnel Technician

**APPROVAL OF THE AGENDA**

The Personnel Commission took action to approve the agenda as amended.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

Ms. Sabrina Lee, Personnel Commissioner, motioned to remove Item 10 – Closed Session.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

**INTRODUCTION OF GUESTS**

- Phil George, Director of Technology Services
- Shoshana Yudin, Director of Human Resources
- Gina Garcia, Instructional Assistant II

**COMMUNICATIONS**

A. CSEA - None

B. District Administration – Shoshana Yudin, Director of Human Resources, shared that the District and Personnel Director have been working very hard together on the job description for Playground Supervision Aide to be in compliance with new regulations. Ms. Yudin thanked Ms. Joan Stiegelmar, Personnel Director, for her work and collaboration with the District.

C. Audience Members

**REPORT FROM THE PERSONNEL DIRECTOR**

An update on Commission staff's activities since the last meeting was presented by Joan Stiegelmar.

Recruitments opened since the last Commission meeting include the following classifications:

**Promotional Recruitments**

- Senior Office Assistant, Senior Office Assistant – Bilingual (Spanish), and Senior Office Assistant – Bilingual / Biliterate (Spanish)

## Open/Promotional Recruitments

- Administrative Secretary, and Administrative Secretary – Bilingual (Spanish)
- Cafeteria Lead Worker I
- Campus Aide
- Food Service Assistant I
- Instructional Assistant II, and Instructional Assistant II – Bilingual (Spanish), and Instructional Assistant II – Bilingual / Biliterate (Spanish)
- Mechanical Systems Supervisor
- Office Assistant, Office Assistant – Bilingual (Spanish), and Office Assistant – Bilingual / Biliterate (Spanish)
- Personal Care Assistant

Since the last Commission meeting, examinations were conducted for the following classifications:

- Campus Aide – Structured Interview
- Computer Lab Technician / Computer Lab Technician – Bil (Sp) – Structured Interview
- Health Assistant / Health Assistant – Bil (Sp) – Structured Interview
- Mechanic – Structured Interview
- Community Liaison – Bil (Sp) – Written Test and Structured Interview
- Executive Secretary – Written Test

Referral Lists were issued for the following classifications since the last Commission meeting:

- Accompanist (Piano) Substitute
- Campus Aide
- Community Liaison – Bil (Sp)
- Computer Lab Technician – Bil (Sp)
- Custodian
- Food Service Assistant I
- Instructional Assistant I
- Instructional Assistant II – Bil (Sp)
- Office Assistant
- School Bus Driver

New employees were processed into the following classifications:

- 1 – District Patrol
- 3 – Food Service Assistant I
- 1 – Food Service Assistant I Substitute
- 1 – Grounds Construction Worker
- 1 – Grounds Maintenance Worker
- 1 – Health Assistant Substitute
- 2 – Instructional Assistant II
- 1 – Instructional Assistant II Bilingual (Spanish)
- 1 – Instructional Assistant II Substitute
- 2 – Library Assistant
- 1 – Personal Care Assistant
- 1 – School Bus Driver

Updates/Reminders/Remarks:

- Staff conducted a training on Climbing the Career Ladder at RUSD last night from 4:30 p.m. to 7 p.m. There were thirteen classified employees in attendance and another workshop is scheduled for Thursday, November 29.
- Staff attended the Connections to the Future event at Nogales High School today to observe firsthand the bright and capable students we are preparing to enter post-secondary education and our workforce. The Key Note Speaker, John Beede, was engaging and spoke about how to reach peak performance

and leadership lessons he learned while pursuing his life's biggest dream which was reaching the summit of Mount Everest.

- A Thanksgiving Basket Food Donation Collection has started and donations for basket items or individual items can be delivered to the Family Resource Center located at 17800 E. Renault, La Puente, CA 91744 no later than 4 p.m. on Wednesday, November 14.
- The Family Resource Center is conducting the 2018 Adopt N' Shop celebration to share the magic and joy of the holiday season with families in need. The deadline to sign up is December 3, 2018. For questions, contact Katherine Rodriguez at 626 854-2228.
- The Annual RUSD Holiday Boutique is scheduled for Friday, December 14 from 9 a.m. to 4 p.m.

Ms. Joan Stiegelmar, Personnel Director, thanked Ms. Gina Cisneros, Personnel Technician, for her work with all of the onboarding.

**HEARINGS** - None

**PERSONNEL COMMISSION**

A. Recommendation: To approve the minutes of the regular meeting of October 2, 2018.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

**ITEMS FOR DISCUSSION AND/OR ACTION**

A. Recommendation: To approve the advanced salary step request from Ronald Gray, Risk Manager, to employ Applicant ID# 15523458 in the class of District Patrol at Step D of Range 19 on the Classified Salary Schedule.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

B. Recommendation: To approve the advanced salary step request from Scott Jensen, Director of Special Education, to employ Applicant ID# 35972402 in the class of Instructional Assistant II – Bilingual (Spanish) at Step B of Range 16.5 on the Classified Salary Schedule.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

C. Recommendation: To approve the advanced salary step request from Chris Ferraro, Director of Maintenance and Operations, to employ Applicant ID# 26376759 in the class of Grounds Construction Worker at Step E of Range 23 on the Classified Salary Schedule.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

D. Recommendation: To approve the reallocation from Yousef Nasouf, Principal at Nogales High School, of a vacant Senior Office Assistant – Bilingual / Biliterate (Spanish) position to a Senior Office Assistant – Bilingual (Spanish) position.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

E. Receive input from District administration and CSEA regarding a new class description for Playground Supervision Aide.

- i. Establish the new classification of Playground Supervision Aide.
- ii. Place the new classification of Playground Supervision Aide in the School Instructional and Auxiliary Services Series.
- iii. Approve the new job description for the classification of Playground Supervision Aide.
- iv. Approve the salary recommendation for the classification of Playground Supervision Aide at Range 9 on the Classified Salary Schedule.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

F. Recommendation: Consider approving the revised job description for the classification of Audiovisual / Textbook Assistant and title change to Textbook / Media Assistant.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

G. Recommendation: Consider not approving the reclassification request of a School Bus Driver.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

Ms. Sabrina Lee clarified that the Commission was being recommended not to approve the request for reclassification due to the person working out of class and being compensated for the assignment.

Ms. Sharon Fernandez, Personnel Commissioner, stated that it was her understanding that there was not a gradual accretion of duties that would allow the position to be reclassified. Ms. Fernandez stated that even if the School Bus Driver was not being compensated to work the out of class assignment, the reclassification would still not be recommended. Ms. Fernandez explained that the School Bus Driver was doing two separate jobs and the duties were completely different.

Ms. Stiegelmar shared that there was not a gradual accretion of duties and that the time cards were pulled for the last two years to show that the employee was paid to work out of class. Ms. Stiegelmar further explained that the employee learned how to perform the duties of Dispatcher/Scheduler while working out of class in the position during the summer over the last fifteen years. Ms. Stiegelmar noted that the Director of Transportation is aware that there is a need for another position to relieve the current Dispatcher/Scheduler, who is currently working twelve hours a day. Ms. Stiegelmar also shared that she spoke with the employee and let them know why their request for reclassification was not being recommended for approval, and were emailed a copy of the report. Ms. Stiegelmar shared this information with CSEA's Executive Board and Labor Representative.

H. Receive for second reading and consider approving the recommended addition to Chapter 15 by adding Rule 15.21 – Unpaid Leave of Absence Related to Inability to Perform Essential Job Duties.

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

### **EXAMINATIONS/ELIGIBILITY LISTS**

A. The Personnel Commission received for information, a summary of the following examinations and recruitment bulletins:



- a. Administrative Secretary (D-18/19-21)
- b. Administrative Secretary – Bilingual (Spanish) (D-18/19-22)
- c. Cafeteria Lead Worker I (D-18/19-20)
- d. Campus Aide (D-18/19-23)
- e. Instructional Assistant II (D-18/19-15)
- f. Instructional Assistant II – Bilingual (Spanish) (D-18/19-16)
- g. Instructional Assistant II – Bilingual / Biliterate (Spanish) (D-18/19-17)
- h. Mechanical Systems Supervisor (D-18/19-19)
- i. Office Assistant (D-18/19-12)
- j. Office Assistant – Bilingual (Spanish) (D-18/19-13)
- k. Office Assistant – Bilingual / Biliterate (Spanish) (D-18/19-14)
- l. Personal Care Assistant (D-18/19-18)
- m. Senior Office Assistant (D-18/19-24)
- n. Senior Office Assistant – Bilingual (Spanish) (D-18/19-25)
- o. Senior Office Assistant – Bilingual / Biliterate (Spanish) (D-18/19-26)

B. The Personnel Commission received the results of the examinations held.

C. Recommendation: To ratify the following eligibility lists:

- a. Campus Aide (D-18/19-03)
- b. Computer Lab Technician (D-18/19-05)
- c. Computer Lab Technician – Bilingual (Spanish) (D-18/19-06)
- d. Health Assistant (D-18/19-07)
- e. Health Assistant – Bilingual (Spanish) (D-18/19-08)
- f. Mechanic (D-18/19-09)
- g. School Bus Driver (D-18/19-04)
- h. School Office Manager (D-18/19-01)
- i. School Office Manager – Bilingual (Spanish) (D-18/19-02)

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

D. Recommendation: To ratify the removal of names from the following eligibility lists:

- a. Administrative Secretary – Bilingual (Spanish) (D-17/18-33)
  - ID #20374325 – PC Rule 6.1.10, 6.1.10.4
  - ID #25282686 – PC Rule 6.1.10, 6.1.10.1
- b. Grounds Maintenance Worker (D-17/18-39)
  - ID #25601740 – PC Rule 6.1.10, 6.1.10.3
  - ID #31889157 – PC Rule 6.1.10, 6.1.10.8
- c. Instructional Assistant I (D-17/18-56)
  - ID #33399639 – PC Rule 6.1.10, 6.1.10.6
- d. Instructional Assistant II (D-17/18-09)
  - ID #25968067 – PC Rule 6.1.10, 6.1.10.6
- e. Personal Care Assistant (D-17/18-45)
  - ID #34099023 – PC Rule 6.1.10, 6.1.10.2; 4.4.11
- f. School Bus Driver (D-17/18-01 & D-17/18-47)
  - ID #32270487 – PC Rule 6.1.10, 6.1.10.4

Motion made by:	Sabrina Lee	Vote:	Sharon Fernandez	Yes
Seconded by:	Sharon Fernandez		Sabrina Lee	Yes
			Judy Nieh	Absent

**INPUT OR COMMENTS FROM PERSONNEL COMMISSIONERS**

- Ms. Lee enjoyed the annual community breakfast that is sponsored by the For Us Foundation and shared that it was a very good event.
- Ms. Lee and Ms. Fernandez encouraged everyone to vote.

**ADJOURNMENT**

To adjourn meeting at 4:51 p.m.

Motion made by: Sabrina Lee  
Seconded by: Sharon Fernandez

Vote: Sharon Fernandez Yes  
Sabrina Lee Yes  
Judy Nieh Absent

Approved by: \_\_\_\_\_  
Sharon Fernandez  
Chair  
Personnel Commission

Submitted by: \_\_\_\_\_  
Joan Stiegelmar  
Personnel Director  
Personnel Commission

**THE NEXT REGULAR PERSONNEL COMMISSION MEETING IS SCHEDULED FOR TUESDAY,  
DECEMBER 4, 2018 AT 4:30 P.M., DISTRICT OFFICE – BOARD ROOM.**

*Consistent with merit system principles, the mission of the Rowland Unified School District Personnel Commission is to provide the District with the best-qualified candidates, reflective of the cultural diversity of the community, to serve the present and future needs of the District and its educational programs.*