

# FOUNTAIN VALLEY SCHOOL DISTRICT PERSONNEL COMMISSION

Regular Meeting  
**MINUTES**  
February 26, 2026  
3:30 p.m.

Mr. McCombs called the Regular Meeting of the Personnel Commission to order at 3:32 p.m. in the PDC Room at 10055 Slater Avenue, Fountain Valley, California 92708. Ms. Chris Olson led the Pledge of Allegiance. Present for the entire meeting:

Mr. Tony McCombs, Chairperson  
Mr. William Mullin, Vice Chairperson - Absent  
Mrs. Carol Davis, Member  
Mrs. Carmen Serna, Director Human Resources - Absent

## GENERAL FUNCTIONS

### Approval of Agenda

Mr. McCombs noted for the record that Mr. Mullin was not in attendance and the automatic second was introduced for the meeting. Mrs. Carol Davis moved to approve the agenda as presented. Mr. McCombs stated that the automatic second was invoked. The motion carried.

### Introduction of Guests

No guests were in attendance.

### Introduction of Staff

In the director's absence, Ms. Cathie Abdel, Assistant Superintendent of Personnel, facilitated the meeting. Staff in attendance were Ms. Chris Olson, CSEA Vice-President/School Office Manager at Talbert and Ms. Danette Madison.

### Minutes, Regular Meeting of the Personnel Commission, January 22, 2026

Mrs. Davis moved to approve the minutes as presented. Mr. McCombs used the automatic second. Motion carried.

### Minutes, Annual Organization Meeting of the Board of Trustees, December 11, 2025

Presented as an information item only.

### Minutes, Regular Meeting of the Board of Trustees, January 15, 2026

Presented as an information item only.

### Minutes, Regular Meeting of the Board of Trustees, January 26, 2026

Presented as an information item only.

### Director's Report

Ms. Cathie Abdel stated she was sitting in for Mrs. Carmen Serna who was not able to attend. Ms. Cathie Abdel shared that it was an honor to be sitting back at the Personnel Commission table with the Commissioners.

She announced that Sam Koser, who was the CSEA Labor Representative, was promoted to the Supervisor, Maintenance and Operations position. He started two weeks ago and she was excited Sam was selected but sad he was no longer apart of CSEA. She shared as someone who had worked with Sam for over thirteen years

Sam's wisdom, kindness, care for employees and his ability to work through problems was amazing and would benefit Fountain Valley School District in his Supervisor role, but it was definitely a loss for CSEA.

Ms. Cathie Abdel recognized Ms. Chris Olson for the many tasks and responsibilities she had picked up for CSEA and commented that Ms. Olson was doing an amazing job.

Ms. Abdel continued by advising the District Central Office Receptionist, Anisha Khatri, was an outstanding light in the district office by the way she interacts with everyone. She was working her last day as the District Receptionist and she was reporting to Courreges to be their Office Assistant. Ms. Abdel stated she was an integral part of the Personnel Team and we were sad to see her go, but know that she will be apart of Fountain Valley School District for a very long time. Anisha will now be bringing her light and love to the Courreges staff and children.

Ms. Abdel shared that Ms. Monica De La Cruz was selected as the new Transportation Supervisor due to Mrs. Jennifer Hamilton Hawes retirement at the end of January after being with the district for many years. Jennifer did not want a party, but the Executive members visited her on her last day to wish her well. Ms. De La Cruz started on the following week so it was a challenge for Monica as there wasn't time for overlap. However, everyone has been supporting Monica and Isidro Guerra (Assistant Superintendent of Business Services), had been supporting her.

#### **Commissioners' Comments**

Mrs. Davis wanted it noted in the minutes that she appreciated the work that Mrs. Serna did on the Personnel Commission Annual Report. Specifically, how beautifully Mrs. Serna explained everything. The report was clear and comprehensive. Mrs. Davis appreciated how Mrs. Serna changed the format from a trifold to something great.

Mr. McCombs stated he was not at the January Personnel Commission meeting and he wanted to mention that the Annual Report looked fantastic. He said the report came a long way from the trifold to the report Mrs. Serna and Ms. Madison worked on. Mr. McCombs echoed Ms. Abdels comments about the promotions. He wished Sam well. He said that it was a lot of leadership going to that department.

#### **Public Comments**

Ms. Chris Olson asked about the Office Assistant eligibility list. She wanted to confirm that the new list would also be used for both the District Office as well as the school sites because there was going to be a vacancy at Ms. Olson's school, Talbert. Ms. Madison confirmed for her that list would be used for both department and sites. She also shared that there were 165 applications received, 84 invitations were sent for the two exam dates.

Ms. Abdel said the district had come a long way from the COVID times to now receiving 165 applications and that it was a positive sign. Both Commissioners agreed. Mr. McCombs asked about the process. Ms. Madison explained the first step was the invitation and waiting for the candidates to RSVP for the exam so Personnel would know how many to set up for. Mr. McCombs asked if all 165 applicants were invited and he was advised the applications were screened to determine who didn't meet the minimum qualifications or submitted an incomplete application and only 84 applicants were invited. Mr. McCombs stated that was a lot of work to screen the applications and he said we had the right people in place to complete that work.

## **ADMINISTRATION**

### **Certification of Eligibility List**

Mrs. Davis motioned to approve the eligibility lists for Audio Visual Communications Repair Technician, Maintenance & Operations Supervisor, Food Services Worker, Preschool Assistant, Instructional Assistant Transitional Kindergarten, Extended School Program Assistant, and Transportation Supervisor as presented. Mr. McCombs invoked the automatic second. Motion carried.

## **PERSONNEL**

Mr. McCombs asked Ms. Madison to provide an update regarding the job announcements. Ms. Madison shared that Health Assistant Substitutes were needed due to leaves and with the resignation of the LVN, the school sites needed the help. She shared the ongoing need to fill Instructional Assistant Special Education positions, Mild/Moderate and Moderate/Severe. She shared that they were close to having the vacancies filled. The Maintenance Worker III posting was to backfill Sam Koser's position who was just promoted to Maintenance & Operations Supervisor. And Ms. Madison reiterated the search continued for Preschool Assistant and the written exam as well as the interviews were schedule for the following week.

Mrs. Abdel commented on the job announcements. She stated the LVN position was a difficult position to recruit for and more difficult to maintain. Both Mrs. Serna and Ms. Abdel worked with the Executive Cabinet and were able to increase the weekly hours to 30 which would make them benefit eligible. They were able to locate funds that were not ongoing but were Medi-Cal that could be used to offset the cost of \$13,500 for benefits. Ms. Abdel shared that the hope was that it would attract more candidates and to be able to keep the LVN for the district. Ms. Abdel shared that this was the third LVN hired this year for a 1 to 1 aide for a student at one of the school sites. Until we are able to fill the position, an outside agency was being used.

Mrs. Davis thought the LVN was for a roving position. Ms. Abdel clarified that it wasn't and it was for a student at Fulton. She shared that this student had two LVNs this school year. Since the position was posted, no applications were received. Now that the position posting was updated, there have been two applications received.

Mrs. Davis asked what happened if they could not fill the position. Ms. Abdel stated until we fill the position, the district was contracting out with an agency to fill the position to assist the child. Ms. Abdel clarified that the child would remain with the district and legally the district had an obligation to provide the services for the child.

Mr. McCombs mentioned that it had been a long time that he had not seen an agenda that did not have job announcements for Bus Driver. He asked if that meant all the positions were filled. Ms. Madison shared that there were positions that needed to be filled, but the delay was due to filling the new Transportation Supervisor position and since Ms. Monica De La Cruz just started, we wanted to give her a minute to settle in and then see how she wanted to move forward with filling the vacancies in Transportation. Ms. Madison did share there appeared to be at least two viable applications received.

## **FINANCIAL**

Nothing at this time.

## **CLOSED SESSION**

The Personnel Commission adjourned to a closed session at 3:47 PM.

**NEXT MEETING**

The next meeting of the Personnel Commission will be:

**Regular Meeting:  
March 26, 2026, at 3:30 p.m.  
Board Room**

**ADJOURNMENT**

The February 26, 2026, regular meeting of the Personnel Commission adjourned at 3:58 p.m.



Mr. McCombs, Chairperson



Mrs. Davis, Member  
for Mr. Mullin, Vice-Chairperson