

# FOUNTAIN VALLEY SCHOOL DISTRICT PERSONNEL COMMISSION

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

Mr. McCombs called the Regular Meeting of the Personnel Commission to order at 3:30 p.m. in the Board Room at 10055 Slater Avenue, Fountain Valley, California 92708. Mr. Joseph Hastie led the Pledge of Allegiance.

Present for the entire meeting:

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

## **GENERAL FUNCTIONS**

### **Approval of Agenda**

Mr. Mullin moved to approve the agenda as presented. Mrs. Carol Davis seconded the motion. The motion carried.

### **Introduction of Guests**

Family of Mr. Joseph Hastie.

### **Introduction of Staff**

Mrs. Carmen Serna introduced Ms. Joy Moyers, Executive Assistant/PIO; Ms. Cathie Abdel, Assistant Superintendent of Personnel; Isidro Guerra, Assistant Superintendent, Business; Mr. Joseph Hastie, Director, Maintenance & Operations; Ms. Chris Olson, CSEA Vice-President/School Office Manager at Talbert.

### **Minutes, Regular Meeting of the Personnel Commission, February 26, 2026**

Mrs. Davis moved to approve the minutes as presented. Mr. Mullin was absent for that meeting. Mr. McCombs stated that the automatic second was invoked. Mr. McCombs opened for comments for the minutes.

Mr. McCombs stated there were a couple of revisions needed for the minutes, specifically page two. Mrs. Serna clarified the Board of Trustees minutes are informational only and inadvertently, a comment was recorded in the minutes that was redacted. Secondly, on page two of the minutes a comment that was made by Mr. McCombs was incorrectly recorded as being made by Mr. Mullin who was absent.

Motion carried with revisions stated above.

### **Minutes, Regular Meeting of the Board of Trustees, February 12, 2026**

Presented as an information item only.

### **Director's Report**

Mrs. Carmen Serna stated she was not present at the last Personnel Commission meeting due to a family matter. She said she was happy to be back especially for the meeting because it was a special moment because it was an opportunity to have special guests present; Mr. Guerra was present to provide a brief budget update, there was a change to a job description on the agenda pertaining to the position held by Mr. Joseph Hastie, and his family was present to support him. Mrs. Serna commented it was special to see his family and was the epitome of Fountain Valley School District. We are a family.

Mrs. Serna continued by reporting that she attended the basketball tournament with Ms. Cathie Abdel supporting the students. She reported Classified Personnel never slows down; testing, recruiting, and interviewing. She said she was excited to present, later in the meeting, the eligibility lists which are the proof of the work completed by personnel.

Mrs. Serna gave a big welcome to all the guests in attendance. She commented the number of years that Mr. Hastie has been with FVSD is a testament of who FVSD was as a family.

### **Commissioners' Comments**

Mr. Mullin had no comments.

Mrs. Davis welcomed the guests and commented she enjoyed their smiling faces and was happy to spend the time together.

Mr. McCombs also welcomed the guests and commented to Mr. Hastie it was good to see him and his wonderful family at the meeting. Mr. McCombs advised they had just returned from the Annual CSPCA conference that he attended with Mrs. Serna and Ms. Chris Olson. He commented there were workshops that he attended and briefly commented on the workshops including the use of artificial intelligence and the impacts of proceeding with caution.

### **Public Comments**

Ms. Chris Olson thanked the Personnel Commission and the District for sending her to the CSPCA conference. She commented it was beneficial and learned a lot. She appreciated the experience.

She asked the Personnel Commission to look into a classification study being completed internally not involving an outside/3<sup>rd</sup> party company. She was asking for the study to be completed to address some of the different groups within the classifications and shared as examples Head Custodian and Warehouse Operator/Delivery Driver.

## **ADMINISTRATION**

### **Budget Update Presentation**

Mr. Isidro Guerra thanked the Personnel Commission for the opportunity to present the second interim budget update. He stated he ties the budget presentation to the District's core values and the mission/vision of the District. The budget, second interim, fell into the District's priority of fiscal responsibility.

The highlight for second interim were the budget revisions. The budget was slightly healthier than anticipated. There was a healthier cost of living adjustment this year, attendance was slightly up and average daily attendance was up, which led to a healthier district budget overall.

Mr. Guerra reported that caution was needed because reliance was on the stock market and capital gains. This was how the funding was provided for the school districts. The fear was if there were corrections made, it could impact the school budget.

He reiterated enrollment was up to approximately 6,049 due to TK expansion; however, we were still down approximately 267 students since the 2019-2020 school year. The district is funded by attendance and the current rate was 96.2%, which was the best attendance rate since pre-pandemic. However, before the pandemic, the percentage was higher than 97%. Every year FVSD improves and was doing better than some other districts in Orange County.

The budget variances for the second interim budget were updates to the expenditure assumptions based on student attendance, staffing adjustments, and recognition of additional revenues received. He continued his report by providing updates for the general fund, revenues, multi-year projections, and cost of living allocations.

Mr. Guerra advised the current financial health of the district was a vast improvement from a year ago and was based on the work of the former Assistant Superintendent of Business, Board of Trustees, and Superintendent and the district being conservative with spending money.

Mr. McCombs thanked Mr. Guerra for his presentation. Mr. McCombs asked Mr. Guerra for clarification and additional information regarding the restricted funds that were expiring. Mr. McCombs asked if they knew what was going to happen to the programs being paid for with these funds and how it was going to impact the employees. Mr. Guerra shared that any additional funding the district received was reviewed to determine if the funding could support them.

Personnel Commission thanked Mr. Guerra for the comprehensive report.

**Classification Plan Amendment – Revision to Title, Experience/Education, and Essential Functions of Director, Maintenance, Operations & Facilities to Director, Maintenance, Operations & Transportation, and Placement on Range 17 of the Management Classified Salary Schedule, effective March 27, 2026**

Mr. Mullin motioned to approve the recommended changes to the job description including the education and experience as presented and to increase the salary range from range 14 to range 17 on the Management Classified Salary Schedule. Mrs. Davis seconded the motion.

Mrs. Serna shared that Business Services had many changes that provided opportunity for reassessment of their needs. The impacted departments within Business Services were Maintenance & Operations and Transportation. There was some restructuring of the departments which also required reviews of the job descriptions for Supervisor of Transportation and the Supervisor, Facilities and Custodial. It was recommended to leave the Supervisor of Transportation position as it was but to change the Supervisor, Facilities and Custodial to Supervisor, Maintenance & Operations. Those changes were approved by the Personnel Commission and were filled with wonderful candidates.

Mrs. Serna reported Mr. Hastie, the current incumbent of Director, Maintenance, Operations & Facilities position necessitated a review of job responsibilities, review the market comparison and how FVSD fairs with other districts in the area. The proposed job description changes revise the job description to encompass Transportation which was not untypical. Mrs. Serna reminded that recommendations for job description changes were made for the position and not the person in the position. This position was a critical role for the district and FVSD was very fortunate to have Mr. Hastie in the role, as he was more than capable of handling the additional responsibilities.

Mrs. Serna recommended and supported the job description essential duties change, including the education/experience change and the compensation moving forward to range 17.

Mr. Mullin did not have any questions or comments. Mrs. Davis commented she loved the way the information was presented and it was clear as to what needed to be done.

Motion carried.

Ms. Abdel shared that she had worked with Mr. Hastie for over 26 years. She stated Joe Hastie had done amazing work for the Fountain Valley School District. She was grateful for Chris Fullerton, the former Assistant Superintendent of Business, and the current Assistant Superintendent of Business, Mr. Isidro Guerra who evaluate the bigger picture and needed for the Maintenance and Operations and Transportations departments. She commended Mr. Guerra and Mrs. Serna for their work on the job description and thanked the Personnel Commission for supporting the changes. Ms. Abdel congratulated Mr. Hastie.

**Certification of Eligibility Lists**

Mrs. Davis motioned to approve the eligibility lists for ESP Assistant, Instructional Assistant Mild/Moderate, Instructional Assistant - Moderate/Severe, Preschool Assistant, and Speech/Language Pathology Assistant as presented. Mr. Mullin seconded. Motion carried.

## PERSONNEL

Mrs. Davis reviewed the job postings: Bus Aide, Food Services Worker, Head Custodian, and Instructional Assistant – Bilingual (Spanish).

Mrs. Serna stated Personnel had tested for Instructional Assistant positions, which included the Bilingual Spanish position. She stated Personnel was attempting to fill all Instructional Assistant positions. Personnel was moving forward with hiring at a good pace.

## FINANCIAL

Nothing at this time.

## CLOSED SESSION

The Personnel Commission adjourned to a closed session at 3:47 PM. There was no report for the closed session.

## NEXT MEETING

The next meeting of the Personnel Commission will be:

**Regular Meeting:**

**April 23, 2026, at 3:30 p.m.**

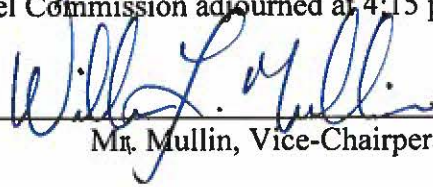
**PDC Room**

## ADJOURNMENT

The March 26, 2026, regular meeting of the Personnel Commission adjourned at 4:15 p.m.



Mr. McCombs, Chairperson



Mr. Mullin, Vice-Chairperson