Exhibit A

Personnel Commission

Fifty-Seventh Annual Report

2025-26

The Merit System
Very simply, the merit system is a method of personnel management which is designed to promote the efficiency and economy of the workforce and the good of the public by providing for the selection and retention of employees, promotional opportunities, in-service training, and other related matters, on the basis of merit, fitness and the principle of *"like pay for like work."*

► Who Started It?
The merit (civil service) system is not a new system.
Early in the 1800s, the "spoils system" of patronage was well established as a method of filling government jobs. It took the tragedy of the shooting of President John Garfield by a disgruntled office worker in 1881 to focus enough attention on the practice to spark legislative reform.

Two years later, the Congress passed the Civil Service Act of 1882 (the Pendleton Act) which set up the first civil service system for federal employees to guard against patronage appointments. In the following years, state and local civil service systems flourished, but it was not until 1936 that the first merit system law for school districts was established.

It was California that became the leader in the national movement to implement the merit system in school districts when, as a result of a disgraceful patronage system in the Los Angeles Unified School District, more than 700 employees were fired on the day after a school board election in order to make room for hiring political "spoils men" for their positions. The fired employees had no appeal rights.

► Who Needs it?
With the advent of collective bargaining in the public education field, functions performed by Personnel Commissions took on added significance. The necessity for objective information, classification decisions, appeals unaltered by Board and management pressures, protection of the rights of unrepresented employees and an independent body to hear employee appeals in an impartial manner, are all vital to the efficient and economic operations of a school district and to the benefit of the public and employees.

► Who Uses it?
There are nearly 100 merit system school districts in California that employ almost 70 percent of the total classified school employees in the state.

A merit system may be voted into a district by a vote of the classified employees following the submission of a petition requesting an election. It takes a simple majority affirmative vote and the merit system becomes effective; then begins the process of appointing a three-member Personnel Commission and the appointment of a Director of Classified Personnel. This starts the transition into developing and putting into effect the system of personnel management based on the concept of merit and fitness

► Who Administers it?
The Personnel Commission is the mainstay of the merit system. It is an independent body composed of three persons appointed for three-year staggered terms.

Personnel Commissioners are laypersons who must be known adherents of the merit principle.
The Personnel Commission is responsible for maintaining a merit system for classified employees of the school district and for fostering the advancement of a career service for such employees. To execute these responsibilities, the State Education Code provides that the Personnel Commissioners shall classify positions; hear appeals of disciplinary and dismissal matters, and protests involving examinations, selection and appointment procedures; and prescribe rules related to a variety of personnel practices.

Authority for Personnel Commission functions is provided in Sections 45220 through 45320 of the State Education Code.

► What Are the "Merit" Principles?
The Merit System encompasses these basic principles and concepts:
• Hiring and promoting employees on the basis of ability, with open competition in initial employment.
• Providing for compensation.
• Retaining employees on the basis of performance. Correcting inadequate performance and separating those who inadequate performance cannot be corrected.
• Training employees as needed for high quality performance.
• Assuring fair treatment of all applicants and employees in all aspects of personnel administration without regard race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status of any person and with proper regard for their privacy and Constitutional rights as citizens.**
• Protecting employees against political coercion and prohibiting use of official positions to affect an election or nomination for office.

► What Are the Responsibilities of Personnel Commissioners?
Commissioners have threefold responsibility:
• The Personnel Commission ensures that classified employees receive fair and equitable treatment.
• Personnel Commissions represent the public's interest by providing a personnel system dedicated to the hiring and retaining of the best qualified employees.
• Personnel Commissions work in cooperation with the governing board and administrators in the quest for competent employees and good personnel administration.

**Government Code §12940

PERSONNEL COMMISSION MEMBERS

July 1, 2025 – June 30, 2026

Gloria Bevers

Appointee of the Chico Unified School District Board of Education

Position(s):	Chairperson
Term:	3-year appointment
Appointed:	December 1, 2002 (one-year term)
Reappointed:	December 1, 2006, 12:01 pm
Term Expires:	December 1, 2009, 12:00 noon
Reappointed:	December 1, 2009, 12:01 pm
Term Expires:	December 1, 2012, 12:00 noon
Reappointed:	December 1, 2012, 12:01 pm
Term Expires:	December 1, 2015, 12:00 noon
Reappointed:	December 1, 2015, 12:01 pm
Term Expires:	December 1, 2018, 12:00 noon
Reappointed:	December 1, 2018, 12:01 pm
Term Expires:	December 1, 2021, 12:00 noon
Reappointed:	December 1, 2021, 12:01 pm
Term Expires:	December 1, 2024, 12:00 noon
Reappointed:	December 1, 2024, 12:01 pm
Term Expires:	December 1, 2027, 12:00 noon

Susie Cox

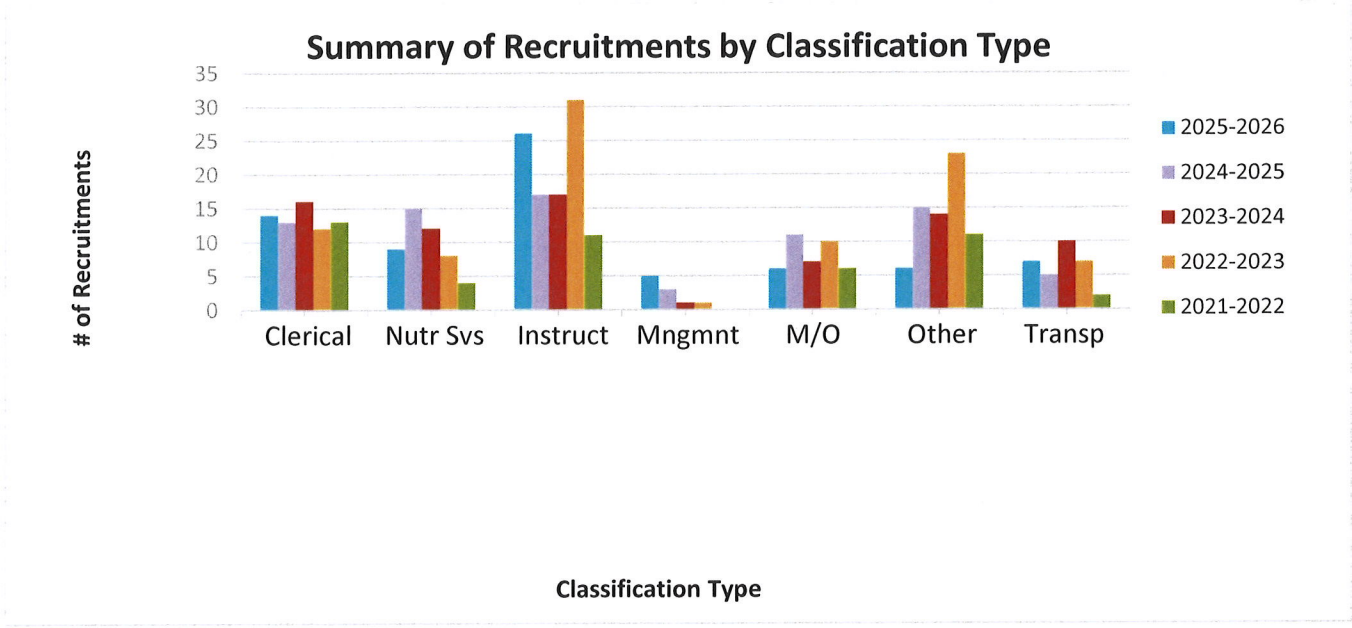
Appointee of the Classified School Employees Association of the Chico Unified School District

Position(s):	Member
Term:	3-year appointment
Appointed:	December 1, 2024, 12:01 pm (two-year term)
Term Expires:	December 1, 2026, 12:00 noon

Scott Jones

Appointee of the Personnel Commissioners

Position(s):	Vice Chairperson
Term:	3-year appointment
Appointed:	December 1, 2013, 12:01 pm
Term Expires:	December 1, 2016, 12:00 noon
Reappointed:	December 1, 2016, 12:01 pm
Term Expires:	December 1, 2019, 12:00 noon
Reappointed:	December 1, 2019, 12:01 pm
Term Expires:	December 1, 2022, 12:00 noon
Reappointed:	December 1, 2022, 12:01 pm
Term Expires:	December 1, 2025, 12:00 noon
Reappointed:	December 1, 2025, 12:01 pm
Term Expires:	December 1, 2028, 12:00 noon



	2025-26	2024-25	2023-24	2022-23	2021-22
Examinations Announced					
Announcements (Recruitments)	73	79	77	90	101
Applications Received	1564	1659	1378	1192	1100
Applications Approved	1185	1237	934	927	958
Examinations Conducted					
Job Related Written Test	256	253	98	10	26
Performance/Technical Test	28	52	42	8	9
Competency Test (Instructional Positions)	42	42	40	16	12
Oral Exam	649	617	541	63	80
Total Exams Given (Test Takers)	655	746	707	580	680
Candidates Eligible	787	836	668	676	557
% of Eligibles to Applicants	**66.41**	**67.58**	**71.52**	**72.92**	**58.14**

	2025-26	2024-25	2023-24	2022-23	2021-22
Position Request Forms Processed	492	473	525	659	505
Notices					
Lateral Transfer Opportunity	60	68	68	88	74
Limited Term Opportunity	11	10	13	28	21
Provisional Opportunity	0	0	0	0	0

	2025-26	2024-25	2023-24	2022-23	2021-22
# of Employees					
Restricted	45	38	47	46	56
Bargaining Unit	884	820	795	675	711
Confidential	7	6	6	6	6
Classified Management	20	20	18	21	19
Total	**956**	**884**	**866**	**748**	**792**
Substitutes	234	311	453	237	268
Combined Total	**1,190**	**1,195**	**1,319**	**985**	**1,060**

FTE by Employee Type	**2025-26**	**2024-25**	**2023-24**	**2022-23**	**2021-22**
Restricted	41.9	40.8	42.8	46.1	41.9
Bargaining Unit	783.8	734.6	718.4	690.8	633.0
Confidential	8.0	6.0	6.0	6.0	7.0
Management	21.0	20.0	19.0	19.0	18.0

Reclassification & Reallocation Studies	**2025-26**	**2024-25**	**2023-24**	**2022-23**	**2021-22**
Total	9	7	9	2	2

2025-26: Workers' Compensation Administrative Specialist, Targeted Case Manager-Bilingual, Construction Records Technician, Health Assistant, Buyer, Nutrition Services Purchasing Warehouse Coordinator, Storekeeper, Nutrition Specialist, and Facilities Use Coordinator.

2024-25: Sr Maintenance Worker – Carpenter, Electrician, HVAC, HVAC-Refrigeration, Locksmith, Plumber, and Sprinkler Systems

2023-24: Bakery Manager, Cafeteria Cook Manager 1, Cafeteria Cook Manager 2, Cafeteria Cook-Small School, Cafeteria Satellite Manager, Computer Technician, Director-Human Resources, Payroll/Benefits Technician, Sr Office Assistant, Transportation Coordinator

2022-23: Campus Supervisor and School Office Manager

2021-22: Office Assistant and Registrar

2020-21: Business Services Assistant, Certificated HR Assistant, Classified HR Assistant, Computer Technician-Training Specialist, Educational Services Assistant, Human Resources Coordinator, Instructional Paraprofessional, Security Systems-Locksmith, and Sr Account Clerk

2019-20: Administrative Specialist, IPS-Visually Impaired, Sr Library Clerk, Director-Information Technology

2018-19: M&O Coordinator, Transportation Driver Trainer Instructor, Network Analyst, Director-Nutrition Services

2017-18: None, pending the development of a list of Comparable Districts by Chico Unified School District and CSEA, Chapter #110

Board Actions

Appointments	**2025-26**	**2024-25**	**2023-24**	**2022-23**	**2021-22**
Open	350	293	248	319	248
Restricted	56	34	55	45	78
Limited Term	23	14	29	51	58
Provisional/Interim	0	0	0	0	1
Promotional	17	39	27	25	44
Reclassification/Reallocation	23	8	20	0	14
Reinstatement/Reemployment	3	2	1	0	1
Voluntary Demotion	4	15	0	4	0
Leaves of Absence (unpaid)	33	45	31	22	63
Total	509	450	411	466	507
Terminations					
Placed on Re-employment List*	3	4	7	6	7
Resignations	105	90	101	84	69
Limited Term	14	21	5	22	32
Parent Restricted/School Aide*	17	22	15	14	16
Parent Restricted (Released)	2	2	3	1	1
Retirement	21	35	34	35	39
Death	0	1	2	2	0
Dismissals/Released during Probation*	10	12	13	11	9
Total	172	187	180	175	173
Total Turn-Over Ratio	17.99%	21.13%	20.79%	23.40%	25.38%
Voluntary Turn-Over Ratio	12.76%	12.66%	13.39%	13.10%	10.86%

Non-Board Actions

Exempt/Substitute Appointments	**2025-26**	**2024-25**	**2023-24**	**2022-23**	**2021-22**
Pupil Helper-Exempt	23	43	44	10	13
Substitute	211	389	225	144	97
Total	234	432	269	154	110
Exempt/Substitute Resignations					
Pupil Helper-Exempt	17	1	26	0	28
Substitutes	25	35	36	26	38
Exempt/Substitute Dismissals					
Pupil Helper-Exempt (Released)	3	6	0	3	0
Substitutes	137	63	46	101	118
Total	182	105	108	130	184

*Amend title from Layoff to Re-Employment List to Placed on Re-Employment List (eff 2021-22)
*Amend title from Dismissals to Dismissals/Released during Probation (eff 2021-22)
*School Aide resignations are included in Board Terminations (eff 2022-23)