

CONCEPTS AND ROLES

The Board of Trustees recognizes that the success of district students and programs hinges on effective personnel. The Board wishes to establish safe and supportive working conditions that will attract and retain staff members who are highly qualified and dedicated to the education and welfare of students.

The district's personnel policies and related regulations shall be designed to ensure a supportive, positive climate and shall be consistent with collective bargaining agreements and in conformance with state and federal laws and regulations. The Board believes that its personnel policies shall reflect these conditions and must be developed through the cooperation and participation of employees, the administrative staff, and the Board in an atmosphere of mutual faith and good will.

The Board affirms its intention to have all personnel policies, regulations and procedures of the district conform to affirmative action, equal-employment opportunity guidelines.

Provisions for the implementation of adopted policies should include channels of communications and procedures for handling professional and ethical problems, through which all persons or groups affected may voice their opinions. The Board shall hear employee complaints and appeals when such hearings are in accordance with Board Policy and negotiated agreements.

The Board of Trustees

The role of the Board includes the following major responsibilities:

1. Adopt wage and salary schedules
2. Elect and reject new employees on the recommendation of the Superintendent
3. Determine principles of treatment for employees through the policies and regulations of the district
4. Serve as a court of appeals in cases referred by the Superintendent or designee or which may be appealed by employees directly from the Superintendent's judgment
5. The Board will hire and evaluate the Superintendent

The Superintendent

The role of the Superintendent includes the following major responsibilities:

CONCEPTS AND ROLES (continued)

1. Nominate for employment all certificated and classified personnel
2. Take disciplinary action, including suspension and dismissal, against employees whenever there is sufficient evidence warranting any such action according to Board policy and administrative regulations, and/or state or federal laws and regulations
3. Assign and supervise the work of all employees and shall evaluate their work in accordance with effective accountability systems

Working Relationship between Board and Superintendent

The Board desires to be guided principally by the advice of the Superintendent in regard to its relations with district personnel. The Board agrees that all approaches by employees to the Board or to the individual member of the Board shall be referred first to the Superintendent for consideration and judgment.

The Board does not desire to exercise its employment responsibilities contrary to the recommendations of the Superintendent. If a nomination by the Superintendent is not acceptable to the Board, the nomination shall be withdrawn. The Superintendent shall then present other nominations to the Board for consideration.

The Board desires that the Superintendent conduct the district's personnel relations with fair and sound practices approved by the Board.

Legal Reference:

EDUCATION CODE

35020 Duties of employees fixed by governing board

35035 Powers and duties of superintendent

35160 Powers of governing board

GOVERNMENT CODE

3540-3549.3 Public education employer-employee relations