

## **PERSONNEL**

### **Concepts and Roles**

The Board of Trustees recognizes that the success of district students and programs is dependent upon highly qualified personnel. The Board desires to establish safe and supportive working conditions that will attract and retain staff members who are both 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 law and regulations.

The Board shall set goals and guidelines for collective bargaining, appoint the members of the collaborative bargaining team, maintain communications during the bargaining process, and adopt the negotiated agreement. Terms and conditions of employment, which have been negotiated and stated in employee contracts, shall have the force of policy.

The Superintendent has primary responsibility for overseeing the District's personnel system. To support this effort, the Board shall approve a framework for sound hiring practices. The Superintendent or designee shall nominate all personnel for employment, and the Board shall approve only those individuals so recommended. Individuals who approach Board members regarding prospective employment shall be referred to the Superintendent or designee.

The Superintendent or designee shall assign and supervise the work of all employees and shall evaluate their work in accordance with effective accountability systems approved by the Board. The Superintendent or designee shall recommend disciplinary action, which the Board may take against employees when warranted pursuant to Board policy and administrative regulations, negotiated agreements, and/or State or Federal law.

The Board recognizes that every employee contributes to the successful operation of the District. The Board encourages all employees to express their ideas, concerns and proposals related to the improvement of working conditions in support of the total educational program. The Superintendent or designee shall establish procedures for receipt and consideration of employee suggestions and submit them, when appropriate, for consideration 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

Policy Adopted:	March 8, 1973
Revised Policy Adopted:	November 12, 2002
Revised Policy Adopted:	November 14, 2006