

## **CONCEPTS AND ROLES IN PERSONNEL**

The Governing Board wishes to establish, through the personnel policies and regulations of the District, conditions that will attract and hold the best qualified personnel for all positions, who will devote themselves to the education and welfare of the students of the District. The Board desires that teachers pursue excellence within their profession and shall provide incentives to teachers of demonstrated ability and expertise which will encourage them to stay in the public school system.

The Board believes that its personnel policies must be developed through the cooperation and participation of the employee organizations, the administrative staff, and the Board in an atmosphere of mutual faith and good will.

The Board intends to have all personnel policies and regulations conform to the requirements of state law, including affirmative action, equal employment opportunity, districtwide single-standard salary schedules, and comparable staffing, programs, instructional supplies and curriculum materials.

### **The Governing Board**

1. Adopts wage and salary schedules.
2. Elects or rejects employees on the recommendation of the Superintendent or designee.
3. Determines principles of treatment for employees, such as those in connection with sick leave, leaves of absence, inservice training, retirement, etc., either through the policies and regulations of the District or through negotiations with exclusive representatives (employee organizations).
4. Serves as a court of appeals in cases referred by the Superintendent or designee or which may be appealed by employees directly from the Superintendent or designee's judgment, or as specified in adopted employee organization bargaining agreements.

### **The Superintendent**

1. Nominates for employment all certificated and classified personnel.
2. Recommends 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.

## CONCEPTS AND ROLES IN PERSONNEL (continued)

3. Assigns, directs and supervises the work of all employees with due regard for the individual rights involved, proposes salary schedules for staff members not covered by an employee organization agreement, and serves as consultant to the Board throughout negotiations with employee organizations on all matters under negotiations.

### Working Relationships between Board and Superintendent

The Board desires to be guided principally by the advice of the Superintendent or designee in regard to its relations with certificated and classified personnel.

The Board does not desire to exercise its employment responsibilities contrary to the recommendation of the Superintendent or designee, and will not employ any person unless recommended by the Superintendent or designee. If a nomination by the Superintendent or designee is not acceptable to the Board the nomination shall be withdrawn. The Superintendent or designee shall then present other nominations to the Board for consideration.

The Board agrees that all approaches by employees to the Board or to the individual members of the Board shall be referred to the Superintendent or designee for consideration and judgment, and to act as a court of appeals only after referrals have been made to the Superintendent or designee.

The Board desires that the Superintendent or designee 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*

*44490 Incentives to teachers of demonstrated ability*

##### GOVERNMENT CODE

*3540-3549.3 Public educational employer-employee relations*

*12940 et seq. Discrimination prohibited, Unlawful practices generally*