

CONCEPTS AND ROLES

The Governing Board recognizes that the success of district students and programs hinges on effective personnel. The Board desires 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 law and regulations.

The Superintendent shall be responsible for recommending to the Board the employment of all personnel of the district, and shall establish appropriate regulations governing their recruitment, selection, and appointment.

Board members shall not ordinarily interview any applicants for positions except when selecting a Superintendent.

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 also shall recommend disciplinary action which the Board may take against employees when warranted pursuant to Board policy, administrative regulations and/or state or federal law.

The Board recognizes that every employee has a stake in the district's successful operation. The Board encourages all district employees to express their ideas, concerns and proposals related to the improvement of working conditions and the total educational program. The Superintendent or designee shall establish procedures whereby he/she will receive and consider 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*