

FULLERTON SCHOOL DISTRICT

ALL PERSONNEL

Policy No.: 4000

Concepts and Roles

Board Adopted: November 29, 2005

The Fullerton School District Board of Trustees recognizes that the success of District students and programs hinges on effective personnel. The Board of Trustees 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.

As the legal representative of the District in negotiations with employee representatives, the Board of Trustees shall set goals and guidelines for collective bargaining, select the District's bargaining team, maintain communications during the bargaining process, and adopt the negotiated contract. Terms and conditions of employment, which have been negotiated and stated in employee contracts, shall have the force of policy. The Board of Trustees shall hear employee complaints and appeals when such hearings are in accordance with Board policy or negotiated agreements. The Board of Trustees shall also adopt wage and salary schedules and shall commit budget funds for staff development so that staff members may continue developing their skills.

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

The Superintendent shall assign and supervise the work of all employees and shall evaluate their work in accordance with effective accountability systems approved by the Board of Trustees. The Superintendent also shall recommend disciplinary action, which the Board of Trustees may take against employees when warranted pursuant to Board policy, administrative regulations, Personnel Commission regulations, and/or state or federal law.

The Board of Trustees recognizes that every employee has a stake in the District's successful operation. The Board of Trustees encourages all District employees to express their ideas, concerns and proposals related to the improvement of working conditions and the total educational program.

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