

ALL PERSONNEL

Concepts and Roles in Personnel

The Superintendent desires to attract and retain the best qualified persons for the benefit and welfare of students in County Office of Education programs and in order to meet the needs of the school districts served.

The Superintendent believes that personnel policies must be: 1) implemented in an atmosphere of mutual trust and good will; 2) be consistent with the policies established by the County Board in the areas that reflect its responsibilities; and 3) be consistent with state and federal rules and regulations

Head Start/Early Head Start Policy Council

The County Superintendent and Personnel Commission recognize the role and responsibility of the Head Start/Early Head Start Policy Council regarding employees of the Head Start/Early Head Start Program. Appropriate Federal Regulations will apply in such instances.

Role of the Superintendent

Employ all certified and classified personnel.

Assign, direct and supervise, either directly or through staff, the work of all employees.

Determine salary schedules for unrepresented, management and confidential employees.

Negotiate with employee organizations.

Establish beneficial working conditions.

Hear appropriate appeals as required and requested.

Foster and support equal employment opportunities.

Foster and support a high level of employee performance and satisfaction.

Utilize staff effectively.

Attract and retain qualified employees.

Plan and organize employee work assignments.

Evaluate employees to enhance performance and improve educational services.

Implement appropriate disciplinary action, as reasonable and necessary according to Superintendent policy, collective bargaining agreement, Merit System Rules and Regulations, and/or state or federal laws and regulations.

Legal Reference:

EDUCATION CODE

35020 Duties of employees fixed by governing board

35035 Powers and duties of superintendent

35160 Authority of governing board

44395 et seq. National Board for Professional Teaching Standards
Certification Incentive Program

44500 et seq. CA Peer Assistance and Review Program for Teachers

GOVERNMENT CODE

3540-3549.3 Public educational employer-employee relations

12940 et seq. Discrimination prohibited; Unlawful practices generally