

LODI UNIFIED SCHOOL DISTRICT

Policy 4000

Personnel

Concepts and Roles in Personnel

The Board of Education wishes to establish, through the personnel policies and regulations of the district, conditions which 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 of Education 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 policies in this section shall reflect these concepts.

The Board of Education 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 of Education affirms its intention to have all policies, regulations and procedures of the district conform to all requirements of law and state regulations.

Provisions for the implementation of adopted policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.

The Board Of Education

1. Adopts wage and salary schedules.
2. Elects or rejects employees on the recommendation of the Superintendent.
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 which may be appealed by employees as specified in Board policies or 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, state or federal laws and regulations, and collective bargaining agreements.
3. With the staff, 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 of Education desires to be guided principally by the advice of the Superintendent in regard to its relations with certificated and classified personnel.

The Board of Education desires that the Superintendent conduct the district's personnel relations with fair and sound practices approved by the Board and in accordance with the law and negotiated collective bargaining agreements.

Legal Reference: Education Code
 35020 Duties of employees fixed by Board of Education
 35035 Powers and duties of superintendent
 35160 Powers of Board of Education
 Government Code
 3540-3549.3 Public educational employer-employee relations
 12940 et. seq. Discrimination prohibited; Unlawful practices
 generally