



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.1

Meeting Date: October 6, 2011

Subject: **Coherent Governance Operational Expectations (OE) Policy 4 –
Personnel Administration**

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Office of the Superintendent

Recommendation:

Approve reasonable interpretation of Operational Expectations 4.

Background/Rationale:

On May 20, 2010, the Board passed coherent governance, Board Governing Policies that establish and govern the Board's culture and its relationship with the Superintendent. As part of this model, the Superintendent and staff will make regular presentations regarding predetermined desired Results of various aspects of district administration. A work plan/schedule for these presentations has been developed by staff to ensure a thorough and detailed process. This presentation is regarding

OE 4.1	Superintendent		Board of Education	
<i>The Superintendent will: Conduct extensive background inquiries and checks prior to hiring any paid personnel.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP and AR 4112.5, 4212.5, 4312.5 – Criminal Record Check

Interpretation:

I interpret “extensive background inquiries” to mean that the district

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Interpretation:

I interpret “reasonable background inquiries” to mean that the district will avail itself to county, state, national and sexual offender criminal history databases. Further, I interpret “services of volunteers” to mean the resources of parents or other community members who assist at school sites and in classrooms on an unpaid basis.

Indicators for Compliance:

- Extensive criminal background check and a sexual offender background check for all potential volunteers.
- Volunteer requests denied based on the results of background check.

OE 4.3	Superintendent		Board of Education	
<i>The Superintendent will: Select for all positions the most highly qualified and best suited candidates with a focus on diversity, striving to match the demographic profile of the student population.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

- *BP 4111 – Recruitment and Selection for Principal and Assistant Principal*
- *BP and AR 4112.2 Certification*
- *BP 4211 – Recruitment and Selection*
- *AR 4311 – Selection Process for Management Appointments*
- *BP and AR 4112.61, 4212.61, 4312.61 Employment References*

Interpretation:

I interpret the term “select” to mean the district will have an established hiring process that is clearly articulated, fair and equitable to all candidates seeking employment. Further, I interpret “highly qualified candidates and best suited” to mean that candidates selected for employment will meet or exceed hiring criteria established by the district and required by state or federal law. The district also will strive to employ individuals that reflect the talents, positive behaviors and historical and linguistic perspectives of the cultures represented in our community and represent the characteristics of SCUSD’s student population in terms of gender, race, age, disability, socio economic status and language.

Indicators for Compliance:

- District recruitment database of highly qualified candidates.
- Reference checks for all employees prior to recommendation for hire.
- Site visits where appropriate.
- Williams Act monitoring data indicating compliance with No Child Left Behind Highly Qualified Teacher standards.

- Employee demographic data aligned to student demographic data.

OE 4.4	Superintendent		Board of Education	
<i>The Superintendent will: Administer clear personnel rules and procedures for applicants and employees.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP 4119.21, 4219.21, 4319.21 – Code of Ethics
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BP 4119.3, 4219.3, 4319.3 – Duties of Personnel
AR 4122 – Temporary/Substitutes Personnel
AR 4127, 4227, 4327 – Temporary Athletic Team Coaches
BP 4212 – Appointment and Conditions of Employment

Interpretation:

I interpret “clear personnel rules and procedures” to mean employees and applicants will have concise and understandable policies necessary for their employment and the opportunity to access this information.

Indicators for Compliance:

- Comprehensive Employee Handbook distributed to all new employees with relevant information regarding hiring procedures.
- Annual Employee Notification with updated personnel rules and policies communicated to all employees via district website.
- Updated information on rules and procedures for employees posted on district website.
- ISO (International Organization for Standardization) certification of Human Resources Department processes and procedures communicated to all employees via district website.

OE 4.5	Superintendent		Board of Education	
<i>The Superintendent will: Effectively handle complaints and concerns.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP and AR 1312.2 – Uniform Complaint Procedures
AR 1312.4 – William Uniform Complaint Procedures
AR 4031 – Complaints Concerning Discrimination in Employment
BP and AR 4144, 4244, 4344 – Complaints
BP and AR 4119.11, 4219.11, 4319.11 – Sexual Harassment

Interpretation:

I interpret “effectively handle complaints and concerns” to mean complaints and concerns are received, and

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OE 4.6	Superintendent		Board of Education	
<i>The Superintendent will: Maintain adequate job descriptions for all staff positions.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP 4119.3 – Duties of Personnel

BP 4219.3 – Duties of Personnel

BP 4319.3 – Duties of Personnel

Interpretation:

I interpret “maintain adequate job descriptions” to mean that positions will be described in such detail that applicants will have an understanding of the tasks, functions, responsibilities, expectations, qualifications and competencies required of a position. Further, descriptions will reflect the needs of the district, accurately outline position competencies and requirements, and will be periodically reviewed for relevancy.

Indicators for Compliance:

- All positions in the district have a defined job description.
- All job descriptions are available on the district web site for access by employees and the community to ensure transparency.
- All new positions and positions that have become open as a result of turnover have been reviewed and updated if necessary.
- All represented employee job descriptions are reviewed with their respective collective bargaining group.
- All job descriptions reviewed and updated if necessary every three years.

OE 4.7	Superintendent		Board of Education	
<i>The Superintendent will: Protect confidential information.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP and AR 4112.6 – Personnel Files

BP and AR 4212.6 – Personnel Files

BP and AR 4312.6 – Personnel Files

BP 4119.23 – Unauthorized Release of Confidential Privileged Information

Interpretation:

I interpret "protect confidential information" to mean the district has systems and processes in place to ensure that confidential information is only retrievable by authorized personnel. Electronic systems have been created.

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Indicators for Compliance:

- Salary schedules posted on the district web site for public access.
- Fair and appropriate employee compensation negotiated with all collective bargaining groups.
- Employee compensation and benefit comparisons performed every three years to determine the competitive salary structure for the district.

OE 4.9	Superintendent	Board of Education
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The Superintendent's site

OE 4.10	Superintendent		Board of Education	
<i>The Superintendent will: Assure that the evaluation of all instructional and administrative personnel is designed to:</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance
<i>a. Improve and support instruction;</i>				
<i>b. Measure and document both excellent performance and unsatisfactory performance;</i>				
<i>c. Align teacher and administrator performance with multiple measures</i>				

- The number of Special Evaluations conducted on employees to define expectations, provide coaching, support and development to improve performance.

OE 4.11	Superintendent		Board of Education	
<i>The Superintendent will: Ensure that all staff members are qualified and trained to perform the responsibilities assigned to them.</i>	In Compliance	Not in Compliance	In Compliance	Not in Compliance

BP and AR 4112.2 – Certification

BP and AR 4112.61, 4212.61, 4312.61 – Employment References

BP and AR 4131 – Staff Development

BP 4331 – Staff Development

BP and AR 4115, 4215, 4315 – Evaluation/Supervision

Interpretation:

I interpret “qualified” to mean that all district employees will meet district determined criteria and that employees will maintain the license, certification or skills required by the position. I interpret “trained” to

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