

CLASSIFICATION: All Personnel

ADOPTED: 5/10/95

REVISED:

SUBJECT: Concept and Roles in Personnel

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The County Board of Education and the County Superintendent of Schools wish to establish through personnel policies and administrative regulations, conditions that will attract and retain the best qualified personnel for all positions in schools, operations, and programs of the County Superintendent of Schools.

The County Board of Education believes that its personnel policies should be developed through the cooperation and participation of the employee organizations, the management staff, the County Superintendent of Schools, and the County Board of Education.

The County Board of Education affirms its intention to have all policies and administrative regulations conform to all requirements of law and state regulations.

The County Board of Education directs the County Superintendent of Schools to establish personnel practices and administrative regulations to implement these policies.

Agreements collectively negotiated with recognized bargaining units shall be considered policies of the County Board of Education and the County Superintendent of Schools and shall supersede other policies where conflicts exist.

**Legal Reference: 88 Ops. Cal Atty. Gen. 901 (1989)
Education Code
1040, 35160 - 35160.1
Current CSEA Negotiated Agreement
Current CTA/NEA Negotiated Agreement**