



Huntington Beach Union High School District Board Policies and Administrative Regulations

BP 4000
Page 1 of 2

All Personnel

Concept and Roles in Personnel

The Governing Board wishes to establish, through the personnel policies and regulations of the district, conditions that will attract and hold the best-qualified personnel who will devote themselves to the education and welfare of the students of the district. The Governing Board desires that staff pursue excellence within their profession and shall provide incentives to staff 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 Governing Board 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 Governing Board 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.

Working Relationships between Board and Superintendent

The Governing Board desires to be guided principally by the advice of the Superintendent in regard to its relations with certificated and classified personnel.

The Governing Board does not desire to exercise its employment responsibilities contrary to the recommendation of the Superintendent, and will not employ any person unless recommended by the Superintendent.

The Governing Board agrees that all approaches by employees to the Board or to the individual members of the Board shall be referred to the Superintendent for consideration and judgment, and to act as a court of appeals only after referrals have been made to the Superintendent.

Concept and Roles in Personnel

Working Relationships between Board and Superintendent (continued)

The Governing Board desires that the Superintendent conduct the district's personnel relations with fair and sound practices approved by the Board.

Legal Reference:

EDUCATION CODE

35020

35035

35160

44490

GOVERNMENT CODE

3540-3549.3

12940 et seq.