

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**Personnel
CONCEPTS AND ROLES**Policy Statement:

The Fresno County Superintendent of Schools ("FCSS" or "County Superintendent") recognizes that the academic achievement, personal growth, and well-being of students, and the success of the FCSS' programs and services hinges upon effective personnel. Therefore, the FCSS intends to establish safe and supportive working conditions that will attract and retain staff members who are highly qualified and dedicated to the education and welfare of students.

The FCSS recognizes that every employee has a role in FCSS' successful operation. The FCSS encourages all FCSS employees to express their ideas, concerns, and proposals related to the improvement of working conditions and the total educational program. FCSS' personnel policies and related regulations shall be designed to ensure a supportive, positive climate and consistent with collective bargaining agreements and in conformance with state and federal law and regulations.

The FCSS' relationship with its collective bargaining units is critical to enhancing organizational effectiveness and improving student outcomes. Wherever possible, it is the intent of the FCSS to communicate and collaborate regularly with the representatives of collective bargaining unit to resolve conflict.

As the legal representative of the FCSS in negotiations with employee representatives, the FCSS shall set goals and guidelines for collective bargaining, select the bargaining team, maintain communications during the bargaining process, and adopt the negotiated contract.

Terms and conditions of employment which have been negotiated in collective bargaining agreements and/or stated in employee contracts shall have the force of policy. The FCSS shall process employee complaints and appeals in accordance with the FCSS' policy or negotiated agreements. Additionally, the FCSS shall also adopt wage and salary schedules and commit budget funds for staff development so that staff members may continue developing their skills.

The FCSS has primary responsibility for overseeing the FCSS personnel system. To support this effort, the FCSS shall approve a framework for sound hiring practices and approve only those individuals recommended by designated program administration.

The FCSS or designee shall assign and supervise the work of all employees and evaluate their work in accordance with effective accountability systems and negotiated agreements. The FCSS or designee also shall determine disciplinary action against employees when warranted pursuant to the FCSS policy, state or federal law, and collective bargaining unit agreements.

The FCSS recognizes that every employee has a stake in the FCSS' successful operation. The FCSS encourages all employees to express their ideas, concerns, and proposals related to the improvement of working conditions and the total educational program. The FCSS shall establish procedures whereby he/she will receive and consider employee suggestions for consideration by the FCSS.

Adopted: 11/15/2024

Amended: 07/30/2026

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