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Creating Extraordinary Futures

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September 24, 2010

Ms. Angie Cardoza, Foreperson
2009-10 Civil Grand Jury
Superior Court Building
191 North First St.
San Jose, CA 95113

Dear Ms. Cardoza:

The following is Cambrian School District's response to the Grand Jury Findings and Recommendations "Looking at Policies Our Schools Use to Find and Place Employees" June 2010.

Finding 1

Per the Districts' current CBAs, internal applicants are given priority over external applicants who may be better qualified for the job.

Cambrian School District disagrees with this finding. The CBA requires us to consider current employees first, but does not require us to hire current employees into vacancies. If they are not qualified to perform the duties required of a position they would not be hired and we would select the more qualified candidate.

Recommendation 1

Each Board should revisit this subject in future CBA negotiations to ensure that competency is the determinant factor in the job candidate selection process.

Cambrian School District disagrees; however we are willing to revisit this subject in future CBA negotiations.

Finding 2

The PAUSD utilizes a process that requires teacher job applicants to teach demonstration lessons which are subsequently scored by a qualified review team. The scores are utilized as significant factors in hiring decisions.

Cambrian School District agrees with the findings that PAUSD uses this process, but we only partially agree that it is the only and best method for determining the most qualified teacher candidates.

Recommendation 2

All districts should consider adopting interview practices like PAUSD which provide opportunities for applicants to demonstrate their teaching skills.

FILED

SEP 30 2010

DAVID H. YAMASAKI
Chief Executive Officer/Clerk
Superior Court of CA County of Santa Clara
BY D. ALDYCKI

While the Cambrian School District may explore adding the teaching of a demonstration lesson as part of the teacher hiring process in the future, we do not believe that it is warranted at this time. Teacher applicants have demonstrated their teaching skills through the student teaching process or previous teaching assignments. Our own student teachers have had the ability to demonstrate their teaching skills to the supervising teacher and principals. Reference checks are conducted on all final candidates regarding the quality of their teaching skills.

Finding 3

Twenty-two of the 32 Districts have policies covering the hiring of employee and Board member relatives.

Cambrian School District agrees with these findings

Recommendation 3

All Boards should formulate and implement policies covering the hiring of relatives, including the disclosure of any familial relationships to the Board, to avoid the appearance of bias or favoritism in the recruitment and job assignment processes.

Cambrian School District will formulate a policy covering the hiring of relatives, including the disclosure of any familial relationships to the Board, to avoid the appearance of bias or favoritism. A first reading will be held in either October or November, 2010.

Finding 4

Twenty-two of the 32 Districts do not permit employees to be placed in direct reporting relationships to relatives. The following 10 Districts (Berryessa, et al) stated they do not have a written policy regarding the direct supervisory relationship of related employees.

Cambrian School District agrees with this finding.

Recommendation 4

The Boards of Districts listed in Finding 4 should formulate and implement a policy prohibiting direct employee supervision of spouses and other relatives.

Cambrian School District has had this practice, and is in the process of formulating a policy regarding direct employee supervision of spouses and other relatives. A first reading will be held in either October or November.

Finding 5 and Recommendation 5

Not applicable to Cambrian School District

Finding 6 and Recommendation 6

Not applicable to Cambrian School District

Finding 7

Only Los Gatos-Saratoga Joint Union and Palo Alto Unified Districts responded that they ask about familial relationships on their job applications.

Cambrian School District agrees with the finding that only Los-Gatos Joint Union and Palo Alto Unified Districts reported to the grand jury that they ask about familial relationships in their application process, but only partially agrees that this is a necessary component of our job application process.

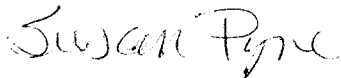
Recommendation 7

All Boards should implement measures to identify familial relationships during the hiring process.

This recommendation requires further analysis. We believe further research is needed to ensure that by asking about familial relationships, we are not violating other legal aspects of the hiring process, i.e. we are not supposed to ask about a candidate's marital status. We want to also make sure that we are not excluding a highly qualified candidate because they are related to someone in our district.

Our application process is completed through the use of an electronic product called EdJoin. If we determine it is appropriate to ask about familial relationships, we will need to work with EdJoin to determine how this can be set-up. If this is not possible, another way of obtaining this information will need to be found.

Sincerely,



Susan Pyne, President
Board of Trustees