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

September 22, 2010

The Honorable Jamie Jacobs-May
Presiding Judge
Santa Clara County Superior Court
191 North First Street
San Jose, CA 95113

Re: Responses to Grand Jury Findings and Recommendations on "Achieving School District Efficiency Through Consolidation," and "Looking at Policies Our Schools Use to Find and Place Employees."

Dear Judge Jacobs-May:

As instructed by Foreperson Angie M. Cardoza in her letter of June 24, 2010, please find enclosed the above referenced documents.

If you have any questions do not hesitate to call me at 408/354-2372.

Very truly yours,

Bob Chrisman
Superintendent/Principal

Enc.

LAKESIDE JOINT SCHOOL DISTRICT
Response to Grand Jury Findings and Recommendations
"Looking at Policies Our Schools Use to Find and Place Employees"
September 2010

Finding 1
Per the Districts' current CBAs, internal applicants are given priority over external applicants who may be better qualified for the job.

Lakeside Joint School District disagrees with this finding. Our current CBA is silent on preference to internal applicants.

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.

Not Applicable.

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.

Lakeside Joint School District agrees that PAUSD utilizes this process, but only partially agrees that it is the best method to determine successful future teachers.

Recommendation 2
All Districts should consider adopting interview practices like PAUSD which provide opportunities for applicants to demonstrate their teaching skills.

The recommendation will not be implemented because it is not warranted or reasonable. Applicants have demonstrated their teaching skills in student teaching or previous teaching assignments. Qualified judges of their performance are called for reference checks to verify their skills. This can additionally slow the process of hiring and cause well qualified candidates to go elsewhere.

Finding 3
Twenty-two of the 32 Districts have policies covering the hiring of employee and Board member relatives.

Lakeside Joint School District agrees with this finding.

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.

Lakeside Joint School District operates under BP 4116; Nepotism: Employment of Relatives.

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.

Lakeside Joint School District agrees with this finding.

Recommendation 4

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

See response to "Recommendation 3"

Finding 7

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

Lakeside Joint School District agrees with this finding.

Recommendation 7

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

The recommendation requires further analysis because we use an on-line application service, EdJoin, which many of the districts in California currently use.