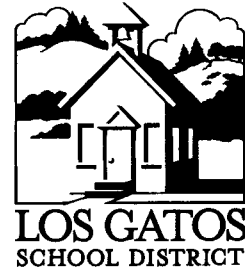


Los Gatos Union School District
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J. Richard Whitmore, Superintendent

September 22, 2010

Angie M. Cardoza
Foreperson
2009/10 Civil Grand Jury
Superior Court Building
191 North First Street
San Jose, CA 95113

FILED

SEP 27 2010

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

Dear Ms. Cardoza:

Thank you for your report, "Looking at Policies Our Schools Use to Find and Place Employees." Our response follows.

Recommendation 1. The Board believes there is great value in offering employment opportunities to existing staff, and therefore disagrees with the premise of the finding. The Board will ask its bargaining team of management employees to raise the issue with the two unions which serve the district to determine their interest in eliminating priority for internal applicants.

Recommendation 2. The Board agrees with the finding. Our district often does use a demonstration lesson depending on the time of year in which the hiring is taking place; it cannot be a formal part of the process since our hiring can take place in the summer months.

Recommendation 3. Our district has a policy in place in accordance with this recommendation.

Recommendation 4. Does not apply to our district.

Recommendation 5. Our current superintendent has indicated that he would inform the Board before establishing a reporting relationship between relatives. We do not believe a Board policy is required to implement this recommendation, and while we agree with the intent of the finding, we do not agree with the implementation recommendation.

Recommendation 6. Does not apply to our district.

Recommendation 7. The Board believes this information is important to obtain and agrees with the recommendation. The Board will direct staff to consider adding a question in its employment process; however, the district is dependent upon EdJoin for its job postings.

Thank you for your positive comments on the county-wide system for hiring school employees in Santa Clara County. If I can answer additional questions, you may contact me at 408-335-2001, care of the district office.

Sincerely,

Tina Orsi-Hartigan
President Board Trustees