



Mt. Pleasant School District

Board of Trustees

Nancy F. Hopkins
Darrell Koide
Betty A. Martinez
Robert Ramirez
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September 23, 2010

Honorable Jamie Jacobs-May, Presiding Judge
Attn: Angie Cardoza, Foreperson
Santa Clara Superior Court
191 N. First Street
San Jose, CA 95113

FILED

SEP 28 2010

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

Dear Ms. Cardoza:

Please find enclosed the response of the Mt. Pleasant School District to the Grand Jury findings and recommendations of Looking at Policies Our Schools Use to Find and Place Employees.

If you have any questions or need additional information, please call me.

Sincerely,

George L. Pérez
Superintendent

2009-2010 SANTA CLARA COUNTY
CIVIL GRAND JURY REPORT

ATTN: Angie M. Cardoza
Foreperson

**LOOKING AT POLICIES OUR SCHOOLS USE TO FIND AND
PLACE EMPLOYEES**

Finding 1

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

The Mt. Pleasant Elementary School District partially disagrees with this finding. The District does not agree that external candidates would necessarily be more qualified.

Recommendation 1

(1) The recommendation has not yet been implemented, but will be broached when negotiations with bargaining units start.

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.

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 2

(2) The recommendation has not yet been implemented. Mt. Pleasant School District will consider adopting interview practices, which provide opportunities for applicants to demonstrate their teaching skills.

Finding 3

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

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 3

(3) The recommendation has not yet been implemented, but will be reviewed and considered by the Board of Trustees by January 2011.

Finding 4

Twenty-two of the 32 Districts do not permit employees to be placed in direct reporting relationships to their relatives. (Mt. Pleasant SD is listed.)

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 4

(4) The recommendation has not yet been implemented but will be implemented by January 2011.

Finding 5

The following 18 Districts allow the Superintendent to override the policy of not permitting relatives to be placed in direct reporting relationships to current employees, on a case-by-case basis. (Mt. Pleasant SD is not listed.)

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 5

(5) The recommendation will not be implemented because it is not applicable.

Finding 6

Fourteen of the 32 Districts are aware of and/or document the number and names of related employees. The following Districts do not document this information. (Mt. Pleasant SD is listed.)

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 6

(6) The recommendation has not yet been implemented. The District will implement a policy of identifying familial relationships and tracking such data by January 2011.

Finding 7

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

The Mt. Pleasant Elementary School District agrees with the finding.

Recommendation 7

(7) The recommendation has not yet been implemented. The District will not implement the recommendation because it is not warranted.

The District's job application does not ask any questions regarding whether an applicant is related to a current employee. The District process is aimed at evaluating each applicant on their ability to perform the criteria and duties listed in the job description/posting.