



SARATOGA UNION
SCHOOL DISTRICT

FILED

SEP 28 2010

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

September 13, 2010

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

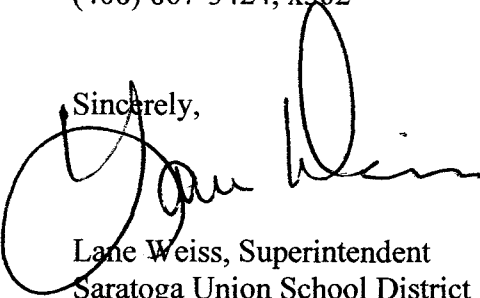
Judge Jacobs-May,

This letter is written in response to the request for responses dated June 24, 2010. The enclosed responses are provided on behalf of Cindy Ruby, President of the Governing Board for the Saratoga Union School District.

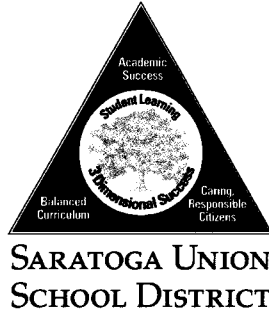
The District has provided the requested information to the Grand Jury in a manner consistent with the Public Records Act. Please let me know if you have questions or need additional information concerning the responses. My contact information is below:

Lane Weiss, Superintendent
Saratoga Union School District
20460 Forrest Hills Drive
Saratoga, CA. 95070
(408) 867-3424, x502

Sincerely,



Lane Weiss, Superintendent
Saratoga Union School District



September 13, 2010

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

This letter represents the Saratoga Union School District response to your letter of June 24, 2010 regarding 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.

Partially agree – The Saratoga Union School District is not familiar enough with other school district's CBA's to make a statement of full agreement. We agree that our district gives a certain amount of priority to internal candidates who apply for an open position.

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.

Response:

(4) The recommendation will not be implemented because it is not warranted or is not reasonable. We believe we have a CBA and process which ensures that competency is a top determinant factor in the job selection process.

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.

Agree.

Recommendation 2

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

Response:

(4) The recommendation will not be implemented because it is not warranted or is not reasonable. – We believe our current hiring process ensures candidates are well qualified and competent to teach in the Saratoga Union School District.

Finding 3

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

Partially agree – The Saratoga Union School District is not familiar enough with other school districts' policies to make a statement of full agreement.

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.

Response:

(1) The recommendation has been implemented. Saratoga Union School District has policies and practices in place aligned with this recommendation.

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:

- *Alum Rock Union*
- *Campbell Union*
- *Campbell Union High School*
- *East Side Union*
- *Franklin McKinley*
- *Loma Prieta Joint Union*
- *Los Altos*
- *Los Gatos-Saratoga Joint Union*
- *Los Gatos Union*
- *Moreland*
- *Mountain View-Los Altos*
- *Oak Grove*
- *Orchard*
- *Palo Alto Unified*
- *San Jose Unified*
- *Saratoga Union*
- *Sunnyvale*
- *Santa Clara County Office of Education*

Agree

Recommendation 5

Boards should adopt a policy of reviewing all Superintendent decisions that override the policy that pertains to the placement of related employees in direct reporting positions.

Response

(3) The recommendation requires further analysis. The SUSD board will review the appropriate policies currently in place within the next six months. After analysis and advice from legal counsel, the board will take action on any policy changes/modifications deemed appropriate and necessary.

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.

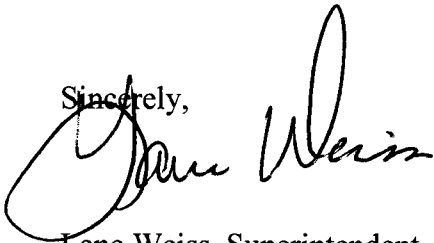
Partial agreement – The Saratoga Union School District does not have knowledge of the content of other school district’s job applications. We have knowledge of our applications and agree that our current application does not ask about familial relationships.

Recommendation 7

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

(3) The recommendation requires further analysis. –The SUSD board will review the current measures in place within the next six months. After analysis and advice from legal counsel, the board will take action on any policy changes/modifications or modifications to the hiring process deemed appropriate and necessary.

Sincerely,

A handwritten signature in black ink, appearing to read "Lane Weiss". The signature is fluid and cursive, with a large loop at the end.

Lane Weiss, Superintendent
Saratoga Union School District