

CONTRACTS

The Baldy View Regional Occupational Program Commission recognizes the importance of employing qualified and competent individuals to manage district programs and to assist the Superintendent in coordinating efforts to achieve district goals and objectives. To that end, the Commission may fill certificated administrative and supervisory positions and classified senior management positions on a contract basis.

The Board may offer a continuing contract of up to four years to any deputy, associate, or assistant superintendent; any certificated employee holding a position requiring a supervision or administration credential; or any senior manager of the classified service. (Education Code 35031, 44929.20)

Prior to entering into any such contract, the Commission and Superintendent shall consider the financial impact of the contract on the district. The proposed contract shall also be reviewed by legal counsel to ensure that all legally required provisions are included in the contract and to address any potentially adverse obligations for the district.

The Board may deliberate in the closed session of a regular meeting about the terms of an employment contract for a deputy, associate, or assistant superintendent; other certificated employee holding a position requiring a supervision or administration credential; or a senior manager of the classified service. Discussions regarding salary, salary schedule, or other compensation may occur in the closed session of a regular meeting only between the Board and its designated representative(s), as permitted under Government Code 54957.6 (the "labor exception") for the purpose of reviewing the Board's position and/or instructing the designated representative(s) prior to or during bona fide negotiations with the employee. Such deliberations shall not be held during a special meeting. (Government Code 54956, 54957, 54957.6)

The Board shall take final action on an employment contract during an open session of a regularly scheduled Board meeting, and that action shall be reflected in the Board's minutes. At that meeting, prior to taking action, the Board shall orally report a summary of the recommendation for the final action on salary or compensation in the form of fringe benefits. (Government Code 3511.1, 53262, 54953)

Copies of any contract and other public records created or received in the process of developing the recommendation related to the salary, benefits, and other compensation shall be available to the public upon request. (Government Code 53262, 54953)

Extension of Contract/Reemployment

A contract shall be extended only by Commission action and subsequent to a satisfactory evaluation of the employee's performance. No employment contract shall include a provision for automatic renewal of the contract.

During the term of the contract and with the consent of the employee involved, the Commission may reelect or reemploy the employee starting on the next succeeding first day of July and based on terms and conditions mutually agreed upon by the Commission and the employee. (Education Code 35031)

If the Commission decides not to reelect or reemploy a deputy, associate, or assistant superintendent or a senior manager of the classified service upon the expiration of his/her term, it shall notify the employee in writing 45 days prior to the expiration of the term of the contract. (Education Code 35031)

Termination of Contract

The Board may terminate an employment contract prior to its expiration date in accordance with the conditions and process specified in the contract.

Every employee contract shall include a provision specifying the legal maximum cash settlement that the employee may receive upon termination of the contract. (Government Code 3511.2, 53260)

In addition, all employment contracts shall include a provision that, if the employee is convicted of a crime involving an abuse of his/her office or position, he/she shall fully reimburse the district for payments he/she receives as paid leave salary pending investigation or as cash settlement upon his/her termination and for any funds expended by the district in his/her criminal legal defense. (Government Code 53243-53243.4, 53260)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Description

Ed. Code 35030

Title of deputy, associate or assistant superintendent for certain positions

Ed. Code 35031

Term of employment

Ed. Code 44842

Reemployment notices, certificated employees

Ed. Code 44843

Notice of employment to county superintendent

Ed. Code 44929.20

Continuing contracts (not to exceed four years - ADA under 250)

Ed. Code 44951

Continuation in position unless notified, administrative or supervisory personnel

Gov. Code 3511.1-3511.2

Local agency executives

Gov. Code 53260-53264

Employment contracts

Gov. Code 54953

Oral summary of recommended salary and benefits of superintendent

Gov. Code 54954

Time and place of regular meetings

State	Description
Gov. Code 54956	<u>Special Meetings</u>
Gov. Code 54957	<u>Complaints against employees; right to open session</u>
Management Resources	Description
Attorney General Opinion	<u>57 Ops. Cal. Atty. Gen. 209 (1974)</u>
Website	<u>California Office of the Attorney General</u>
Website	<u>Association of California School Administrators</u>
Website	<u>CSBA</u>

Cross References

Code	Description
0000	<u>Vision</u>
1340	<u>Access To District Records</u>
1340	<u>Access To District Records</u>
2121	<u>Superintendent's Contract</u>
3312	<u>Contracts</u>
3460	<u>Financial Reports And Accountability</u>
3460	<u>Financial Reports And Accountability</u>
4111	<u>Recruitment And Selection</u>
4112.1	<u>Contracts</u>
4112.9	<u>Employee Notifications</u>
4112.9-E(1)	<u>Employee Notifications</u>
4117.5	<u>Termination Agreements</u>
4140	<u>Bargaining Units</u>
4151	<u>Employee Compensation</u>
4161	<u>Leaves</u>
4161	<u>Leaves</u>
4211	<u>Recruitment And Selection</u>
4212.9	<u>Employee Notifications</u>
4212.9-E(1)	<u>Employee Notifications</u>
4217.5	<u>Termination Agreements</u>
4240	<u>Bargaining Units</u>
4251	<u>Employee Compensation</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4300	<u>Administrative And Supervisory Personnel</u>
4300	<u>Administrative And Supervisory Personnel</u>

Code	Description
4311	<u>Recruitment And Selection</u>
4312.9	<u>Employee Notifications</u>
4312.9-E(1)	<u>Employee Notifications</u>
4313.2	<u>Demotion/Reassignment</u>
4313.2	<u>Demotion/Reassignment</u>
4314	<u>Transfers</u>
4314	<u>Transfers</u>
4315	<u>Evaluation/Supervision</u>
4317.5	<u>Termination Agreements</u>
4340	<u>Bargaining Units</u>
4351	<u>Employee Compensation</u>
4361	<u>Leaves</u>
4361	<u>Leaves</u>
9124-B	<u>Attorney</u>
9320-B	<u>Meetings And Notices</u>
9321-B	<u>Closed Session</u>
9322-B	<u>Agenda/Meeting Materials</u>
9324-B	<u>Minutes And Recordings</u>

Policy
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BALDY VIEW REGIONAL OCCUPATIONAL PROGRAM
Ontario, California