

Salinas Union High School District

All Personnel

Policy #4056.2

AWARDS AND RECOGNITION

Mandated Policy

The Board of Trustees values its instructional and non-instructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

The Board encourages recognition of all staff during days of significance designated by the Board, state law, or state resolution.

(cf. [1150](#) - Commendations and Awards)

(cf. [3300](#) - Expenditures/Expending Authority)

The Board authorizes awards to employees who (Education Code 44015):

1. Propose ideas or procedures that eliminate or reduce District expenditures or improve District operations
2. Perform special acts or services in the public interest
3. By their superior accomplishments, make exceptional contributions to the efficiency, economy, or other improvement in District operations

The Board of Trustees values its instructional and non-instructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

As the District budget permits, the Superintendent or designee may recognize such employees by issuing service pins, certificates, plaques and/or other mementos. In addition, he/she may recommend employees to the Board for recognition at a public Board meeting.

(cf. 3100 - Budget)

(cf. 3300 – Expenditures)

The Superintendent or designee shall establish procedures for the selection of individual employees to receive awards,

Recognition may be provided in the following categories:

1. Certificated and Classified Employees of the Month and Employee of the Year
2. Employee Perfect Attendance Award
3. Length of Service Award
4. Retirees
5. Other presentations and recognitions:

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- a. "What's Right in the Salinas Union High School District" - The Superintendent will recognize contributions made by individuals to the Salinas Union High School District on a monthly basis
- b. The Superintendent will arrange for suitable celebration of Public Schools Week, The National Day of the Teacher, and Classified School Employee Week at the appropriate time each year

Legal Reference:

EDUCATION CODE

35160 Authority of governing boards

35160.1 Broad authority of school Districts

35161 Powers and duties generally

37222.10 Days of significance, including Day of the Teacher

44015 Awards to employees

45460 Classified School Employee Week

Management Resources:

CSBA PUBLICATIONS

Maximizing School Board Governance: The Board's Relationship to District Staff, 2008

WEB SITES

CSBA: <http://www.csba.org>

Fiscal Crisis and Management Assistance Team: <http://www.fcmat.org>

Adopted: May 26, 1988

Adopted: December 10, 2002