

# Salinas Union High School District

## CONTRACTS

The Board of Trustees recognizes the importance of qualified and competent individuals to lead District programs and to assist the Superintendent in coordinating efforts to achieve District goals and objectives. To that end, the Board may fill certificated administrative and supervisory positions and classified senior management positions on a contract basis.

- (cf. 0000 - Vision)
- (cf. 2121 - Superintendent's Contract)
- (cf. 4111/4211/4311 - Recruitment and Selection)
- (cf. 4300 - Administrative and Supervisory Personnel)
- (cf. 4313.2 - Demotion/Reassignment)
- (cf. 4314 - Transfers)

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 Board 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 to the District.

- (cf. 3460 - Financial Reports and Accountability)

The Board shall 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. (Government Code 54957)

- (cf. 9320 - Meetings and Notices)
- (cf. 9321 - Closed Session Purposes and Agendas)
- (cf. 9321.1 - Closed Session Actions and Reports)

Any such employment contract shall be ratified by the Board during an open session of a regularly scheduled Board meeting and reflected in the Board's minutes. Copies of the contracts shall be available to the public upon request. (Government Code 53262)

- (cf. 1340 - Access to District Records)
- (cf. 9322 - Agenda/Meeting Materials)
- (cf. 9324 - Minutes and Recordings)

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### **Extension of Contract and Reemployment**

A contract shall be extended only by Board 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.

(cf. 4315 - Evaluation/Supervision)

During the term of the contract and with the consent of the employee involved, the Board 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 Board and the employee. (Education Code 35031)

If the Board 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**

Every employee contract shall include a provision specifying the legal maximum cash settlement that the employee may receive in the event that the Board finds it necessary to terminate the contract prior to its expiration date. (Government Code 53260)

(cf. 4117.5/4217.5/4317.5 - Termination Agreements)

In addition, all employee 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)

Legal Reference:

#### **EDUCATION CODE**

35030 Title of deputy, associate or assistant superintendent for certain positions

35031 Term of employment

44842 Automatic declining of employment

44843 Notice of employment to county superintendent

44929.20 Continuing contract

44951 Continuation in position unless notified

#### **GOVERNMENT CODE**

3511.1-3511.2 Local agency executives

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## **CONTRACTS**

53243-53243.4 Abuse of office

53260-53264 Employment contracts

54954 Time and place of regular meetings

54956 Brown Act - Open meeting laws; special meetings

54957 Closed session, personnel matters

Management Resources:

**CSBA PUBLICATIONS**

Maximizing School Board Governance: The Board's Relationship to District Staff, 2007

**WEB SITES**

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

Association of California School Administrators: <http://www.acsa.org>

Policy adopted: 11/24/81

Code reference revised: 9/1/89

Renumbered from 4412.11: 2/3/92

Adopted: April 13, 2004