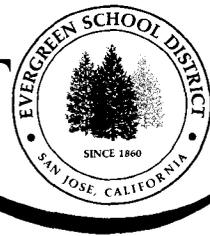


EVERGREEN SCHOOL DISTRICT



July 22, 2010

FILED

JUL 28 2010

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

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

Dear Honorable Jacobs-May:

This is in response to your June 24, 2010 letter requesting the following information on Looking at Policies Our Schools Use to Find and Place Employees:

1. *Finding 1: Per the Districts' current CBAs, internal applicants are given priority over external applicants who may be better qualified for the job.
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: Not applicable. Neither Evergreen CBA accord any priority to any candidate.

2. *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.
Recommendation 2: All District should consider adopting interview practices like PAUSD which provide opportunities for applicants to demonstrate their teaching skills.*

Response: Please clarify the Grand Jury's definition of "significant" and how this factor is weighted along with reference checks, past performance evaluations, years of experience, a lesson demonstration with a classroom of students as opposed to a demonstration with an evaluation team, etc. Utilization of the results of a demonstration lesson appears to more suited to screening applicants for an applicant pool.

3. *Finding 3: Twenty-two of the 32 Districts have policies covering the hiring of employee and Board member relatives.
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: Agree.



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4. *Finding 4: Twenty-two of the 32 Districts do not permit employees to be placed in direct reporting relationships to their relatives. The following 10 Districts stated they do not have a written policy regarding the direct supervisory relationship of related employees. Recommendation 4: The Board of the Districts listed in Finding 4 should formulate and implement a policy prohibiting direct employee supervision of spouses and other relatives.*

Response: Agree.

5. *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. Recommendation 7: All Boards should implement measures to identify familial relationships during the hiring process.*

Response: Agree.

Sincerely,

A handwritten signature in black ink, appearing to read "Cliff Black". The signature is fluid and cursive, with a large initial "C" and "B".

Cliff Black
Superintendent