



MORGAN HILL UNIFIED SCHOOL DISTRICT

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FILED

SEP 29 2010

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

September 27, 2010

Angie M. Cardoza
Foreperson
Santa Clara County 2009-2010 Civil Grand Jury
Superior Court Building
191 North First Street
San Jose, California 95113

Dear Ms. Cardoza:

In response to your letter of June 24, 2010, the District is providing you with the following information concerning the seven (7) recommendations contained therein.

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.

The recommendation has not yet been implemented, but will be implemented in the spring 2011 when the District will be negotiating with the classified and certificated bargaining units.

Recommendation #2.

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

The recommendation will not be implemented because it is not warranted or is not reasonable because the District's current interview and background reference check processes are sufficient to ensure the District's knowledge of an applicant's teaching skills.

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 process.

The recommendation has not yet been implemented, but will be presented to the Board for consideration next month as new Board Policy 4112.8 – Employment of Relatives.

Recommendation #4.

The Boards of the Districts listed in Finding 4 should formulate and implement policy prohibiting direct employee supervision of spouses and other relatives.

The recommendation has not yet been implemented, but will be presented to the Board for consideration next month as new Board Policy 4112.8 – Employment of Relatives.

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.

The District is not required to respond per the June 18, 2010 letter.

Recommendation #6.

The Boards of the Districts listed in Finding 6 should implement a policy of identifying familial relationships and tracking such data.

The recommendation has been implemented and the District has a current list of all familial relationships and will maintain and update said list in the Human Resources Department.

Recommendation #7.

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

The recommendation has not yet been implemented, but will be presented to the Board for consideration next month as new Board Policy 4112.8 – Employment of Relatives.

Sincerely,



Barton Fisher
President
Board of Trustees

cc: Dr. Wesley Smith, Superintendent