



# SAN LUIS COASTAL

## UNIFIED SCHOOL DISTRICT

### Goals of the Personnel Commission 2019-20

- Base all decisions on merit, fairness, and sound personnel practices regardless of outside influence.
- Act and vote independently and objectively regardless of the Commissioner's source of appointment.
- Attend and participate in all Commission meetings and become fully informed of the issues being considered at those meetings.
- Respect the confidentiality of all privileged information.
- Foster good relations and open communication with the Superintendent, Board of Education, the Director of Human Resources and staff, employees' representatives, District staff, and other interested parties. Interact with these groups for expanded understanding and communication between the groups.
- Serve as an objective panel during the appeals process with all due process rights protected.
- Discuss, evaluate, and act on recommendations prepared by staff on a variety of topics, including:
  - Updates and revisions of Personnel Commission Rules and Regulations to ensure that they are appropriate and comply with Education Code and applicable law.
  - Regularly scheduled classification reviews.
  - Class specification development and salary placement of new job classes as necessitated by new programs or reorganization.
  - Updates and revisions of classified job descriptions and personnel procedures to ensure that they are in compliance with legal requirements.
  - Recruitment of highly qualified candidates and the timely provision of eligibility lists, insuring equal opportunity and selection based on merit and fitness.
  - Training, professional growth options, and staff development.
- Conduct site visits to review programs and positions within the district.
- Conduct an annual performance evaluation of the Director of Human Resources.
- Attend a professional growth opportunity as applicable.