
Fresno USD DIVISION OF HUMAN RESOURCES
HR 1400
HUMAN RESOURCES - OVERVIEW

“Fresno Unified is a place where diversity is valued and educational excellence and equity are expected.”

“The Governing Board recognizes that the success of district students and programs hinges on effective personnel. The Board desires to establish safe and supportive working conditions that will attract and retain staff members who are highly qualified and dedicated to the education and welfare of students. The district's personnel policies and related regulations shall be designed to ensure a supportive, positive climate and shall be consistent with collective bargaining agreements and in conformance with state and federal law and regulations.”

In addition, “The Board recognizes that every employee has a stake in the district's successful operation. The Board encourages all district employees to express their ideas, concerns and proposals related to the improvement of working conditions and the total educational program.”

Reference: Board Policy 4000 Personnel

The Human Resources Department is at the core of the District's organization. The HR Department recognizes (1) the importance of recruiting, selecting, placing and retaining the best candidates, and (2) that highly qualified teachers and top performing support staff are the key to successful schools. Human Resources provides guidance and support for District employees on a daily basis and is committed to their Mission, Vision and Values.

Under the District Superintendent's supervision and direction, the Human Resources Department is responsible for compliance with Board Policy, Administrative Regulations and regulatory statutes for the planning, organization and direction of the District personnel management process. These areas include development and administration of the employee recruitment and selection, orientation/employment, transfer, promotion, retention, layoff and separation processes, professional growth, and employee/labor relations.

Human Resources provides the knowledge, necessary tools, training, administrative services, coaching, legal and management advice, and talent management oversight that the District needs to be successful in meeting its goals. HR provides effective policies and procedures, guidelines and support within the District. It is responsible for helping to ensure that the District's mission, vision and values, metrics and factors that keep the District guided toward success are optimized.

“The proper operation of democratic government requires that public trustees, officials and employees be independent, impartial and responsible to the residents of the community; that policies and decisions be made within the legal and ethical guidelines dictated by government code and public expectation for appropriate behavior, that public office or employment not be used for personal gain; and that the public is entitled to confidence in the integrity of its government.”

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“It is the responsibility of each trustee, official and employee of the district to help earn that confidence by his/her own integrity and conduct. Each trustee, official and employee is responsible for both the actual and perceived conflicts of interest and incompatible activities that may arise as a result of his/her actions.

“The law is the absolute minimum to which elected and appointed members of the Governing Board and employees are expected to abide. The Code of Conduct/Conflict of Interest Policy of this district demands ethics and behavior which go beyond the minimum requirements of the law.”

Reference: Board Policy 4040 Personnel

For specificity on General Obligations, Materials, Equipment and Services Selection Procedures, Definitions, Violations, and Conflict of Interest Code, refer to Board Policy 4040 Personnel.