



STATEMENT OF PURPOSES

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REVISED: APRIL 10, 2001

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The human resources policies of the Sonoma County Junior College District are an essential part of the program of public education in the community. Through its human resources policies, the Board of Trustees wishes to establish conditions that will attract and retain the highest qualified personnel for all positions, thereby maintaining a staff that is devoted to the education and welfare of our students.

Policy development must be approached with attitudes of mutual faith and good will. Cooperation and participation of the employees' organizations, administration, and the Board of Trustees are essential in the formulation of human resources policies. If the predominant values and standards are based upon a democratic philosophy, the human resources policies and procedures will add to the dignity of each individual.

Provisions in the implementation of adopted human resources policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.

To achieve the above purposes, the Board of Trustees directs the Superintendent/President to establish appropriate rules, regulations and/or procedures needed to implement human resources policies. These rules and regulations shall be in accordance with appropriate federal, state, or local laws.

These human resources policies shall apply to all regular academic and classified employees of the Sonoma County Junior College District unless otherwise stated. These policies do not cover short-term, substitute, temporary or student employees. Those policies relating to mandatory subjects for collective bargaining purposes shall not apply to those employees covered under a separate collective bargaining agreement.