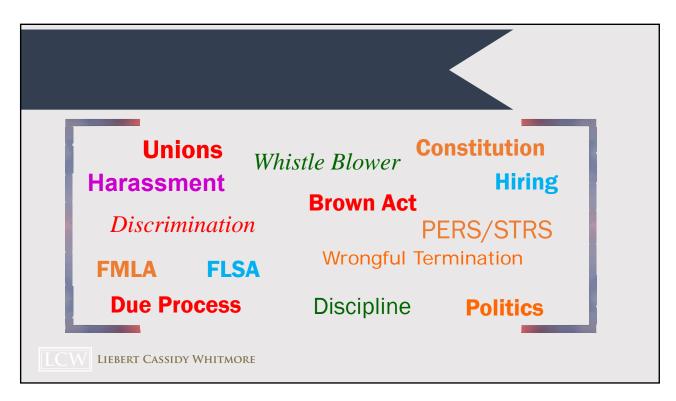
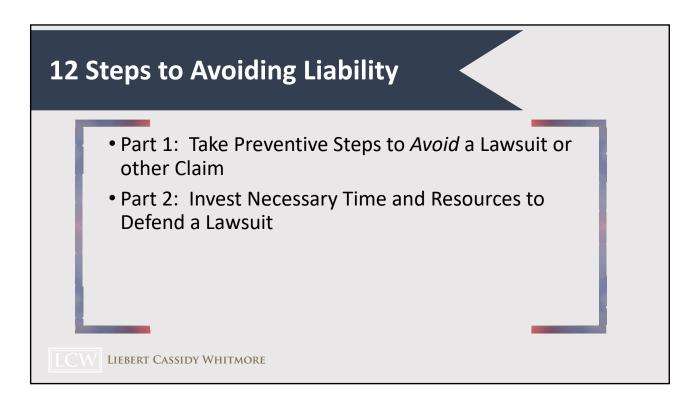
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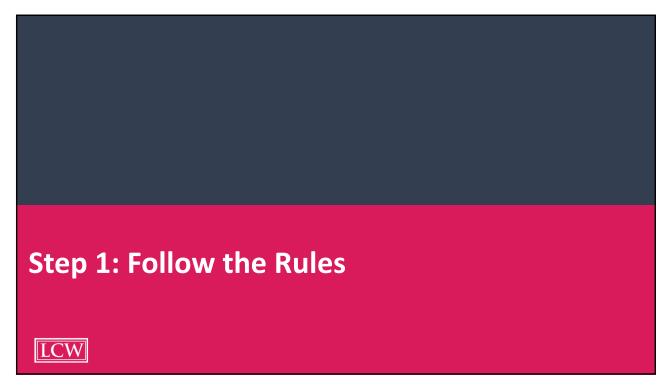




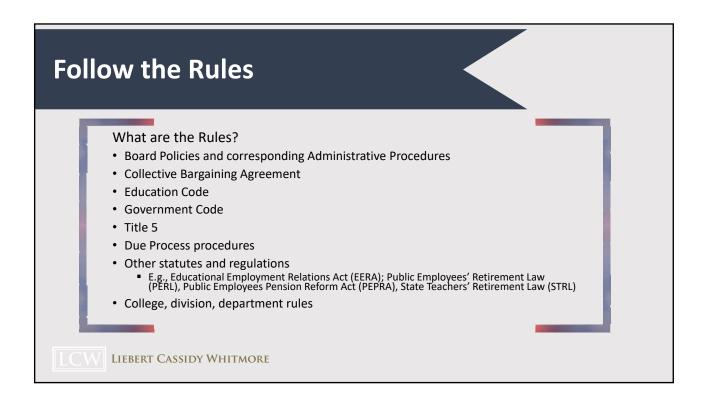


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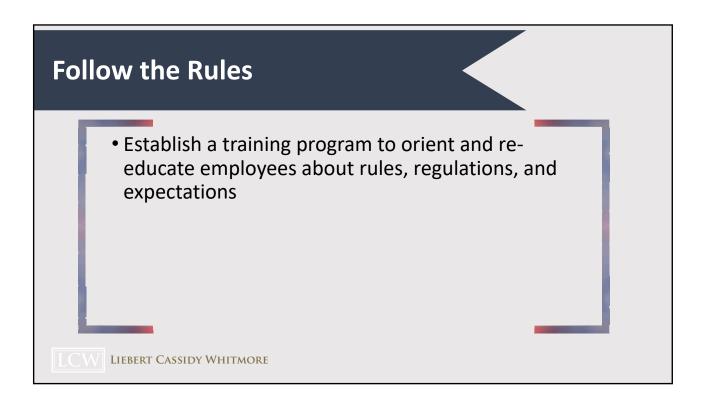
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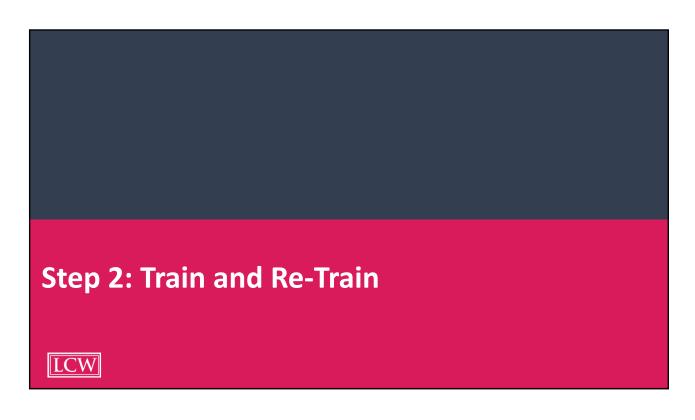
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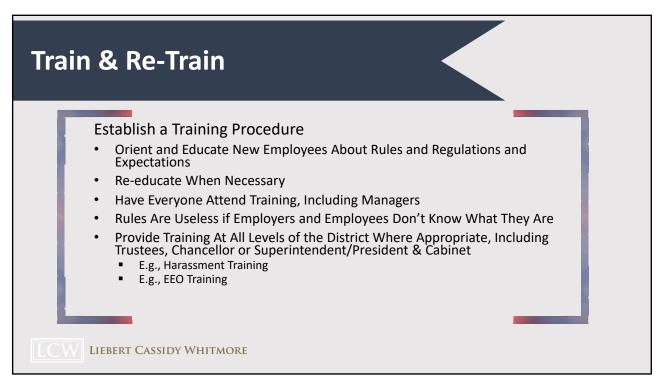




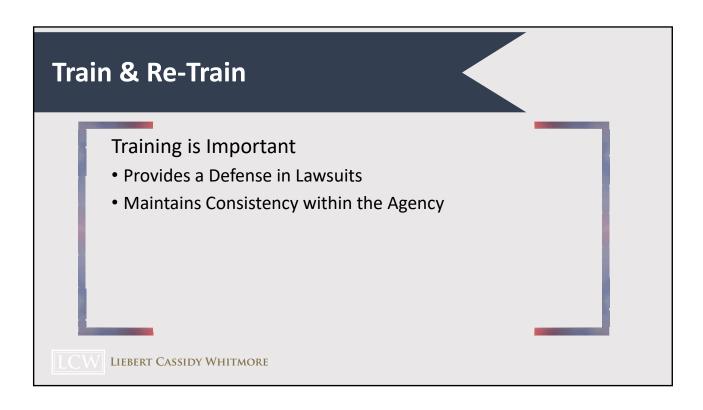


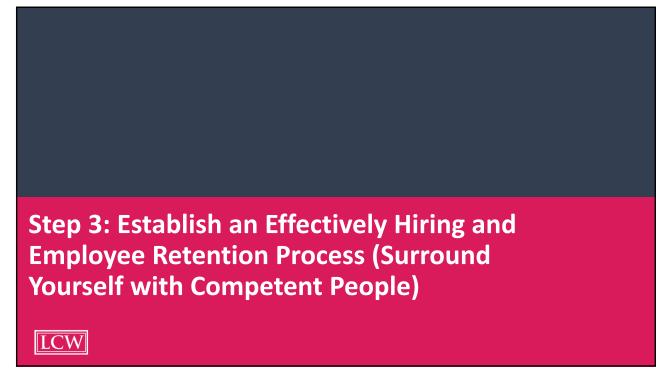
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- Identify Intelligent, Dedicated and Loyal Employees
- Reduce Liability by Avoiding, Improving or Removing Poor Employees



# Surround Yourself With Competent People

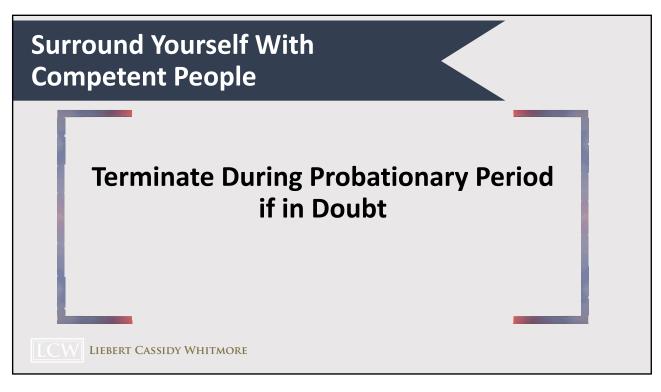
- 1. Invest Necessary Time to Hire the Best Employees By:
  - Establishing job-related criteria
  - Experience-based questions
  - Make sure everyone involved in the hiring process receives Title 5 mandated training (5 CCR § 53000 et seq.)
- 2. Prepare for Interviews
- 3. Conduct Thorough Background Investigations
  - Do reference checks
- 4. Don't Let Personal Relationships Cloud Hiring Decisions

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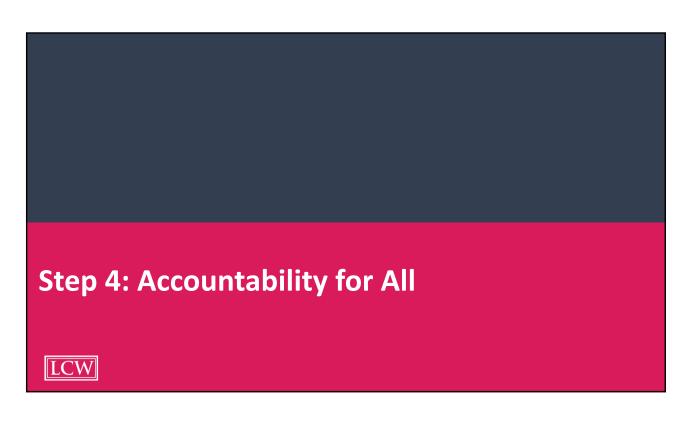


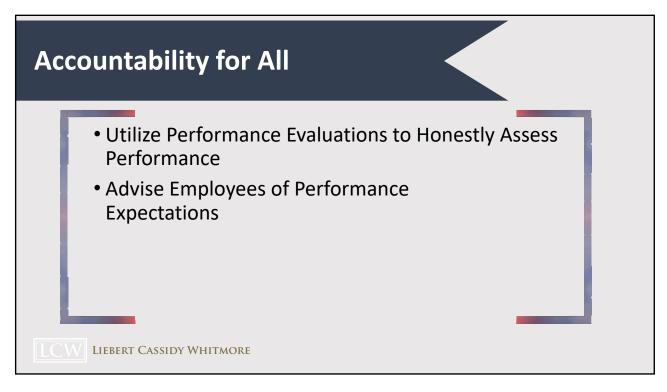
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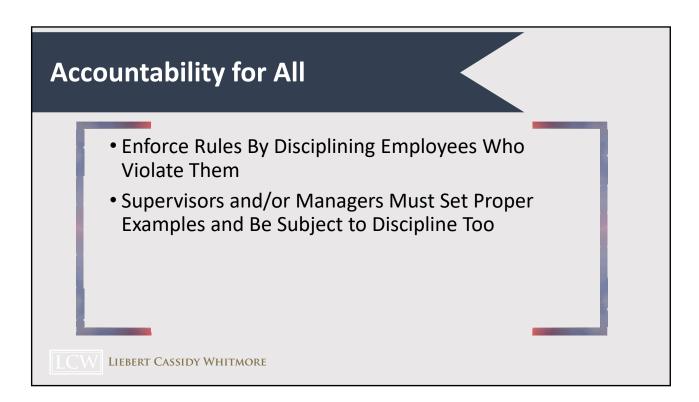


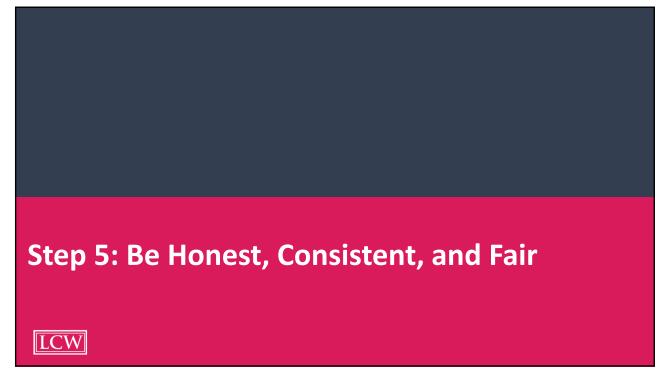
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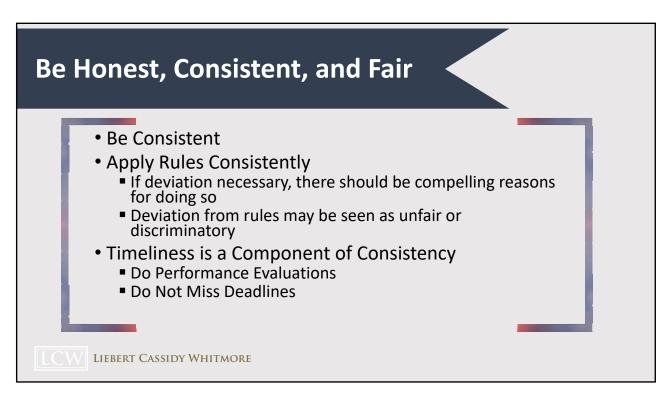
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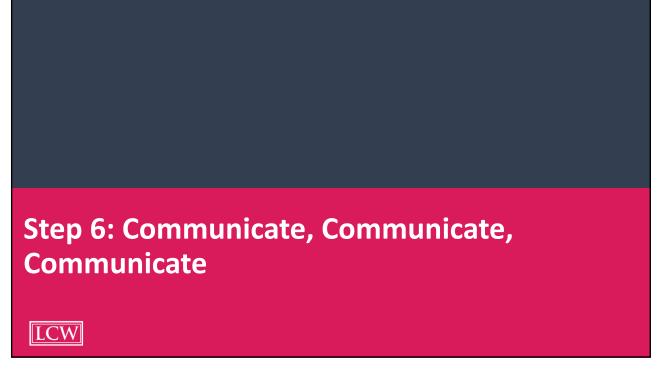
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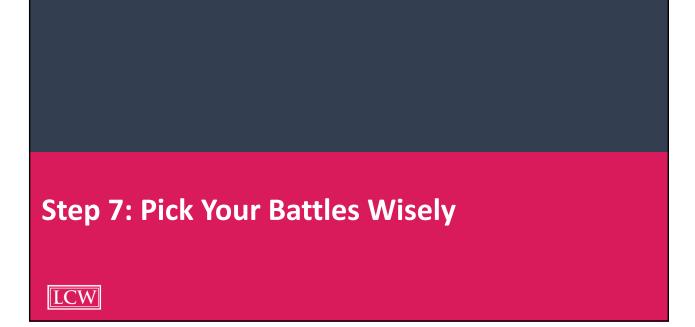
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## **Communicate**

#### **Press / Public Comments:**

- Identify Who Should Speak Publically as District Representative
  - Know if You Are an Authorized Speaker
- Keep Comments to External Parties Focused on Theme and Facts
- Be Careful re: Personnel and Labor Issues
- Keep Your Principals Informed About What You Hear

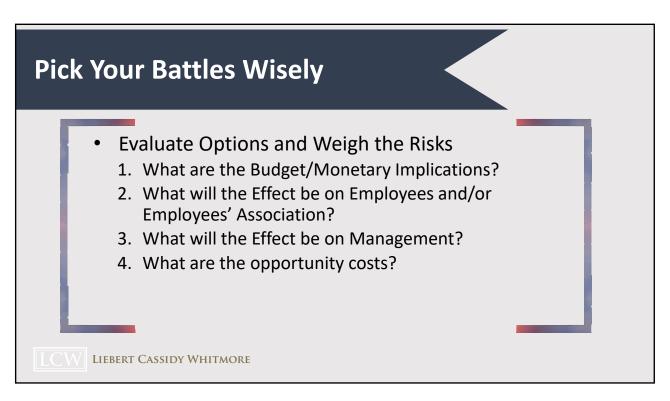
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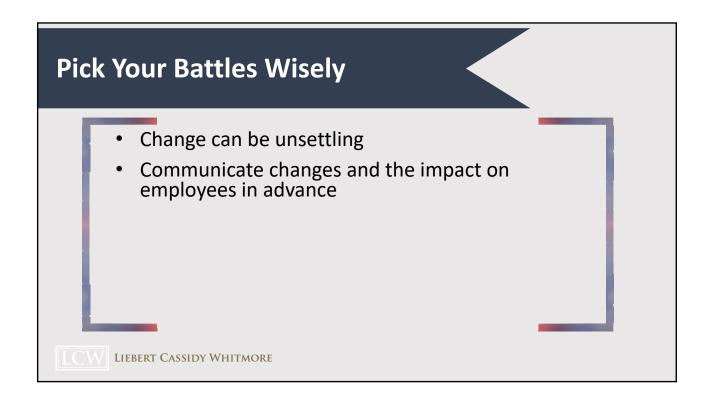


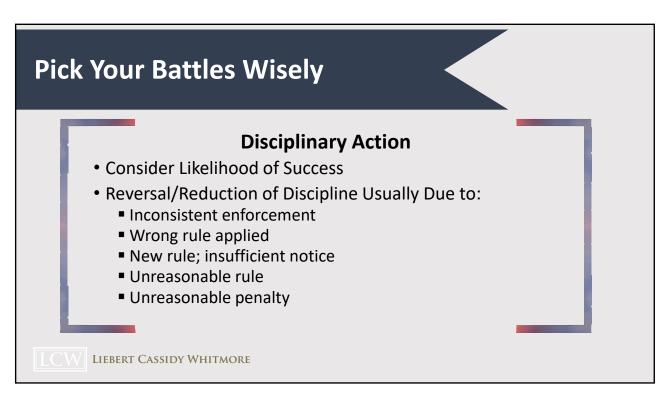
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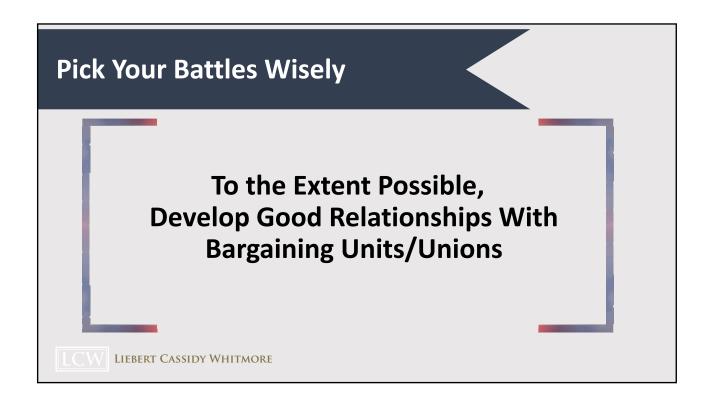
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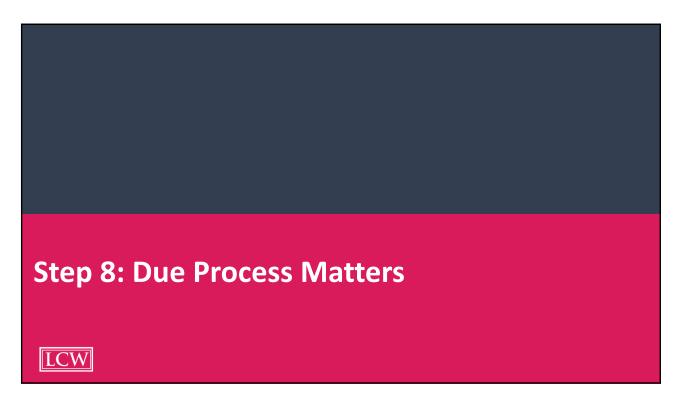






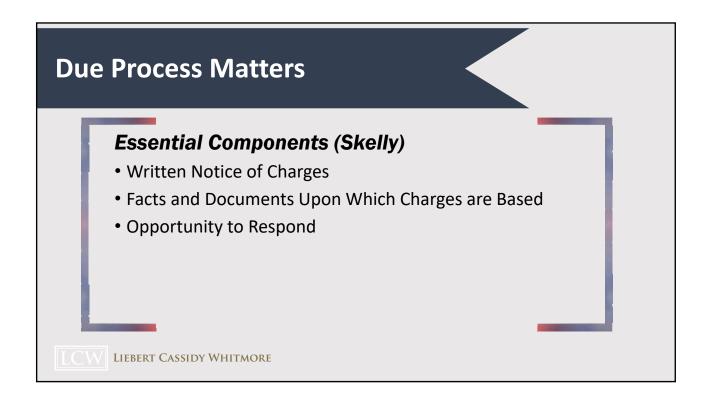
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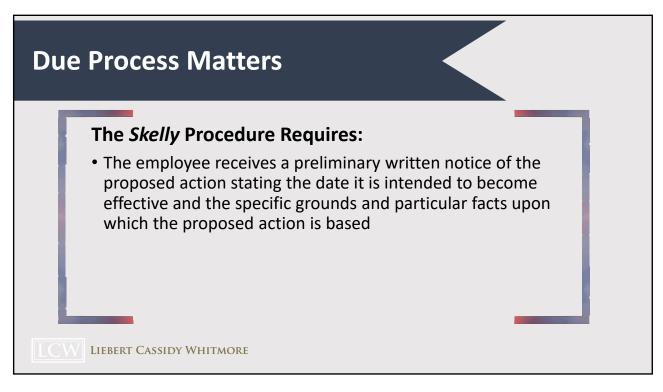






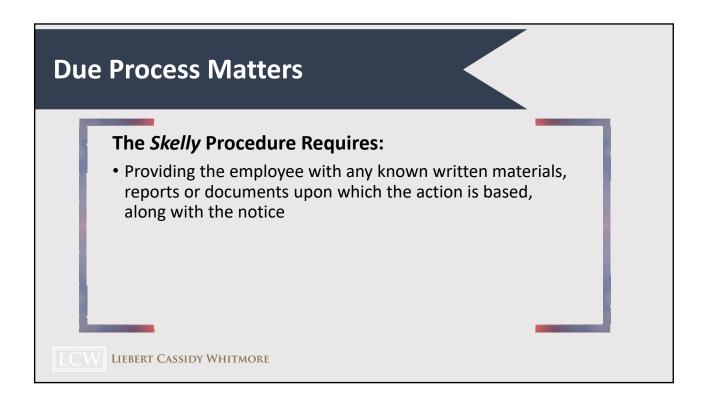
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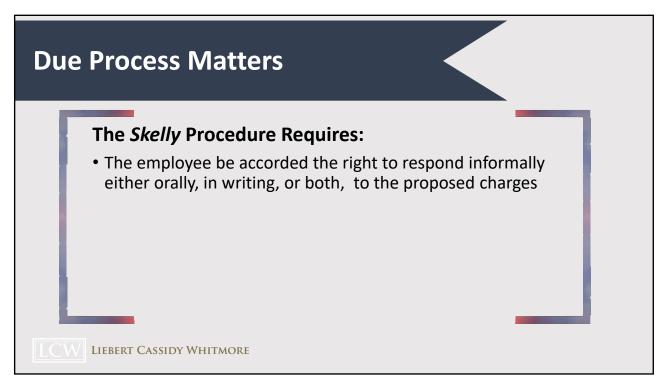




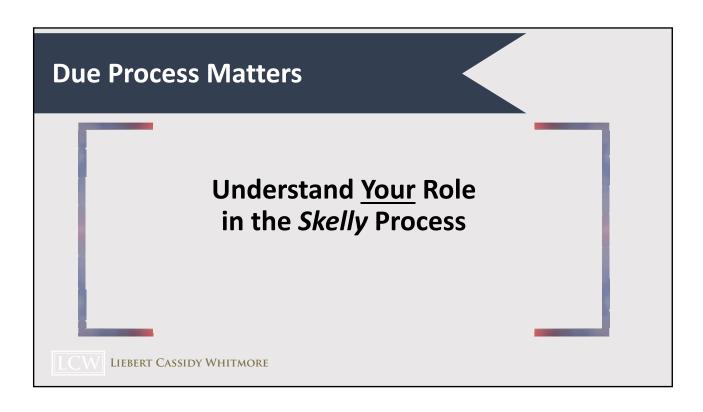


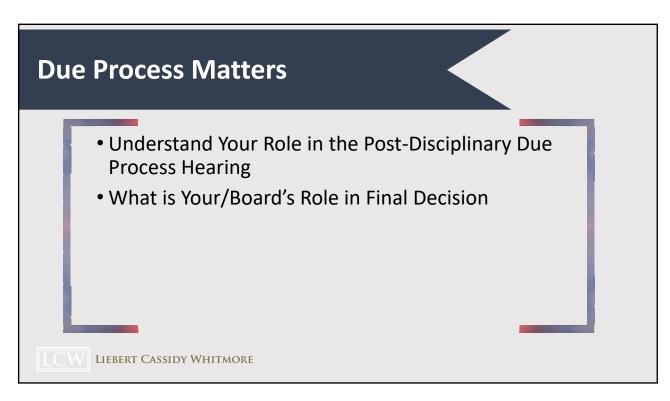
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# **Investigate Before It's Too Late**

- 1. Investigate Promptly
- 2. Follow Your Own Rules
- 3. Have a Complaint Procedure
- 4. An Investigation may be Required by Law
  - Fair Employment and Housing Act (FEHA)
  - Title IX of the Education Amendments of 1972
  - Title 5 of the California Code of Regulations

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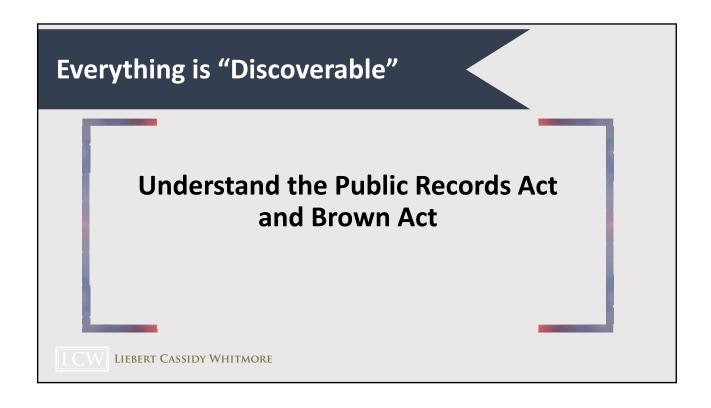


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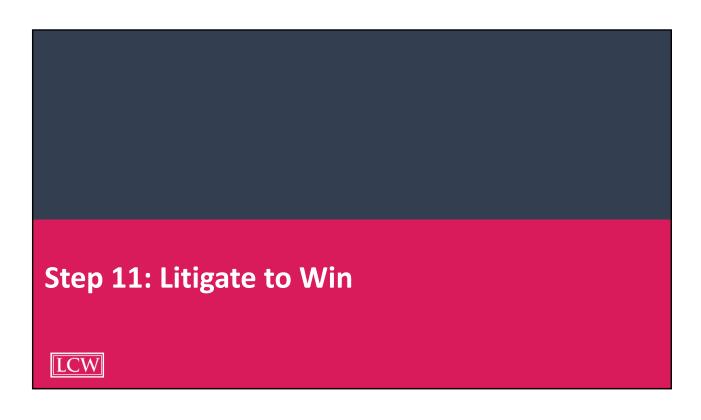


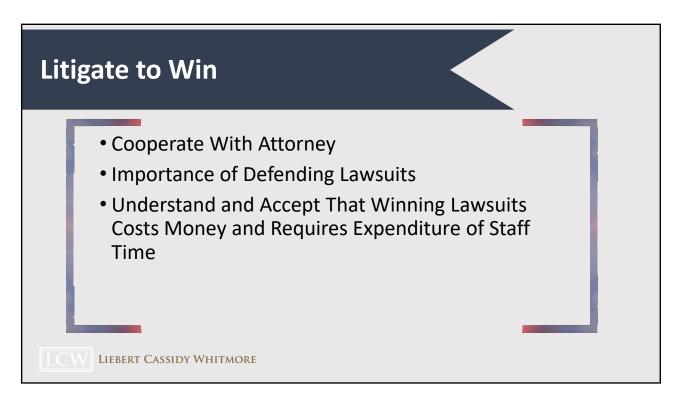
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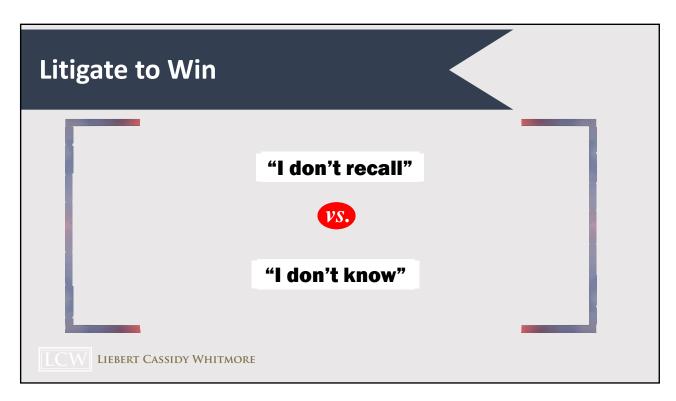






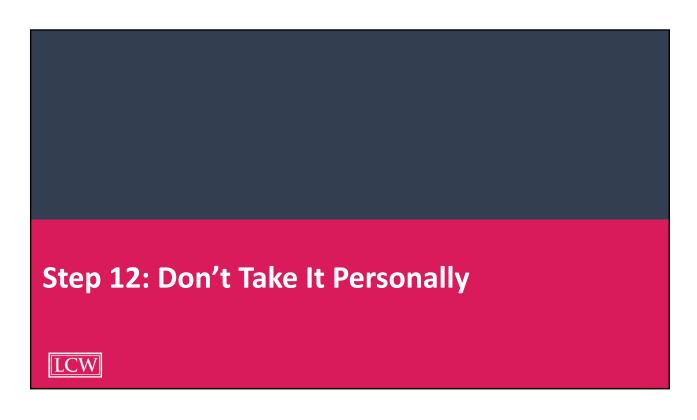
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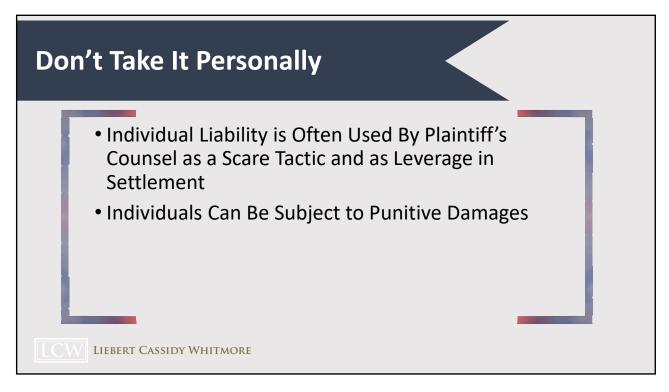






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