MERIT SYSTEM

RULES AND REGULATIONS FOR
CLASSIFIED EMPLOYEES

PERSONNEL COMMISSION

COMMISSIONERS
DIRECTOR
HR ASSISTANT
HR COORDINATORS

ESTABLISHED 1967


CHICO UNIFIED SCHOOL DISTRICT
1163 E. 7TH STREET
CHICO, CA 95928
FORWARD

The rules contained herein are established pursuant to the authority of the Personnel Commission under Education Code Section 45260, 45261, and other provisions governing the Merit System Act in the Education Code. It was recognized that certain of these rules ventured into substantive matters within the prerogative of the Governing Board. For that reason, the initially, adopted set of rules and regulations were submitted to the Governing Board for approval.

Thereafter, it shall be the policy of the Commission to submit for approval all rules, amendments or deletions of existing rules to the Governing Board when:

A. the rules obviously require Board approval, or

B. it is difficult to define the division of Commission and Board authority regarding the rule in question.

In such cases, the rule in question will not become effective until it has been approved by the Governing Board.

The Commission recognizes that no set of rules can contemplate all possible combinations or circumstances affecting particular cases. These rules are to be applied with consideration of their intent; however, specific, applicable provisions of the rules shall not be waived, ignored, or superseded because of the special circumstances of particular cases. The Commission is open to responsible suggestions to amend the rules with prospective application; however, no rule, amendment or new rule shall have retroactive applicability.

If judicial review or a change in law invalidates any portion of these rules, such finding or amendment shall not affect the validity of other rules or provisions.

As per the CUSD-#110 CSEA Collective Bargaining Agreement, with the exception of Merit System Rule 5, Classification/Reclassification and Impact and Effects of Classification/Reclassification; Rule 15, Promotions and Voluntary Demotions; Rule 20, Disciplinary Procedures-Disciplinary Appeal, Sections 2006, 2007, and 2008; Merit System Rules and Regulations which relate to wages, hours of employment and other terms and conditions of employment are superseded by the Collective Bargaining Agreement and are not applicable to unit members.

Additionally, any Merit System Rule and Regulation, or section of a Merit System Rule and Regulation relating to wages, hours of employment, and other terms and conditions of employment is superseded by District policy and/or procedure.
Chico Unified School District is an affirmative action employer and will not discriminate against employees or discriminate in employment of classified personnel with regard to age, ancestry, color, gender, gender expression, gender identity, genetic information, marital status, medical condition, mental disability, military and veteran status, national origin, physical disability, race, religious creed, sex, or sexual orientation of any person and with proper regard for their privacy and Constitutional rights as citizens.

Forward Revised 02/2004, 02/2013, 08/2018