



**Chico Unified School District**  
1163 East Seventh Street, Chico, CA 95928-5999  
(530) 891-3000

**Board Policy:** #4156.2  
4256.2  
4356.2  
**Section: 4000** **Personnel**  
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## All Personnel

### AWARDS AND RECOGNITION

The Governing Board values its instructional and noninstructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

*(cf. 1150 - Commendations and Awards)*  
*(cf. 5126 – Awards for Achievement)*

The Board encourages recognition of all staff during days of significance designated by the Board, state law, or state resolution.

*(cf. 6115 - Ceremonies and Observances)*

The Board authorizes awards to employees who: (Education Code 44015)

1. Propose ideas or procedures which eliminate or reduce district expenditures or improve district operations
2. Perform special acts or services in the public interest
3. By their superior accomplishments, make exceptional contributions to the efficiency, economy, or other improvement in district operations

As the district budget permits, the Superintendent or designee may recognize such employees by issuing service pins, certificates, plaques, and/or other mementos. In addition, he/she may recommend employees to the Board for recognition at a public Board meeting.

*(cf. 3100 - Budget)*  
*(cf. 3300 - Expenditures and Purchases)*

The Superintendent or designee may appoint one or more merit award committees consisting of Board members, district employees, and/or private citizens to review employee contributions and recommend awards.

Monetary awards to employees shall not exceed \$200 unless expressly approved by the Board. (Education Code 44015)

*(cf. 1220 - Citizen Advisory Committees)*  
*(cf. 9140 - Board Representatives)*

#### Legal Reference:

EDUCATION CODE  
35160 Authority of governing boards  
35160.1 Broad authority of school districts  
35161 Powers and duties generally  
37222.10 Days of significance, including Day of the Teacher  
44015 Awards to employees  
45460 Classified School Employee Week

#### Management Resources:

CSBA PUBLICATIONS  
*Maximizing School Board Governance: The Board's Relationship to District Staff, 2008*



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**WEB SITES**

**CSBA:** <http://www.csba.org>

**Fiscal Crisis and Management Assistance Team:** <http://www.fcmat.org>