MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4156.2: Awards And Recognition

Original Adopted Date: 1/17/2024

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.

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

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

1. Propose procedures or ideas that result in eliminating or reducing district expenditures or improving 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.

The Superintendent or designee shall establish procedures for the selection of individual employees to receive awards.

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)

Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 35160	Authority of governing boards
Ed. Code 35160.1	Broad authority of school districts
Ed. Code 35161	Board delegation of any powers or duties
Ed. Code 44015	Awards to employees
Ed. Code 45460	Classified School Employee Week

Management Resources	Description

Website	CSBA District and County Office of Education Legal Services
Website	CSBA
Website	Fiscal Crisis and Management Assistance Team

Cross References

Code	Description
1150	Commendations And Awards
1220	Citizen Advisory Committees
1220	Citizen Advisory Committees
3100	Budget
3100	Budget
3300	Expenditures And Purchases
4157	Employee Safety
4157	Employee Safety
4257	Employee Safety
4257	Employee Safety
4357	Employee Safety
4357	Employee Safety
5126	Awards For Achievement
5126	Awards For Achievement
6115	Ceremonies And Observances
6115	Ceremonies And Observances
9140	Board Representatives