

Policy 4300: Administrative And Supervisory Personnel

Status: ADOPTED

Original Adopted Date: 06/01/1998 | **Last Revised Date:** 03/01/2007 | **Last Reviewed Date:** 03/01/2007

Classified Senior Management and Supervisory Employees

A senior management employee is either a fiscal advisor to the Superintendent or an employee in the highest position not requiring certification in a principal district program area, with districtwide responsibility for formulating policy or administering the program. (Education Code 45108.5)

Employees holding positions designated as classified senior management and supervisory positions are entitled to all of the rights, benefits, and burdens of other classified employees, except that each senior management and supervisory employees shall not obtain permanent status in a senior management position. (Education Code 45100.5, 45256.5)

If assigned to a position within a bargaining unit, classified management and supervisory employees shall be reclassified at the discretion of the Governing Board subject to provisions of the applicable collective bargaining agreement or, for districts incorporating the merit system, the rules of the personnel commission.

Positions in the senior management of the classified service shall be filled from an unranked list of eligible persons who have demonstrated managerial ability and who have been found qualified for the positions as specified by the Superintendent and determined by the personnel commission. (Education Code 45256.5)

State	Description
Ed. Code 35031	<u>Term of employment</u>
Ed. Code 45100.5	<u>Senior classified management positions</u>
Ed. Code 45104.5	<u>Abolishment of senior classified management positions</u>
Ed. Code 45108.5	<u>Definition of senior classified management employees</u>
Ed. Code 45108.7	<u>Waiver of provisions of Education Code 45108.5</u>
Ed. Code 45128	<u>Overtime</u>
Ed. Code 45130	<u>Exclusion from overtime provisions</u>
Ed. Code 45256.5	<u>Designation of certain senior classified management positions</u>
Gov. Code 3540	<u>Purpose</u>
Gov. Code 3540.1	<u>Public employment; definitions</u>
Gov. Code 3543.4	<u>Management and confidential positions; representation</u>
Gov. Code 3545	<u>Appropriateness of unit; basis</u>
Management Resources	Description
Court Decision	Auer v. Robbins (1997) 117 S.Ct. 905
Website	<u>CSBA District and County Office of Education Legal Services</u>
Code	Description
2000	<u>Concepts And Roles</u>
4000	<u>Concepts And Roles</u>
4111	<u>Recruitment And Selection</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>

4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4140	<u>Bargaining Units</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161	<u>Leaves</u>
4161	<u>Leaves</u>
4211	<u>Recruitment And Selection</u>
4219.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4219.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4240	<u>Bargaining Units</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4301	<u>Administrative Staff Organization</u>
4311	<u>Recruitment And Selection</u>
4312.1	<u>Contracts</u>
4313.2	<u>Demotion/Reassignment</u>
4313.2	<u>Demotion/Reassignment</u>
4314	<u>Transfers</u>
4314	<u>Transfers</u>
4315	<u>Evaluation/Supervision</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4340	<u>Bargaining Units</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361	<u>Leaves</u>
4361	<u>Leaves</u>