

Management, Supervisory and Confidential Personnel

Leadership Positions

Leadership positions shall be defined as follows:

1. Management employees are those persons having significant responsibilities for formulating District policies or administering District policies and programs and who have been legally designated as management by the Board. (Government Code 3540.1)
2. Supervisory employees are those persons having the authority to make recommendations to the Superintendent or designee concerning the employees under their supervision. This authority shall extend to the following areas: hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, reward, discipline, direction, work assignment and discipline. (Government Code 3540.1)
3. Confidential employees are those who, in the regular course of their duties, have access to or possesses information relating to their employer's employer-employee relations. (Government Code 3540.1)

Board policies and administrative regulations in the 4100 series for certificated personnel apply to certificated management unless otherwise specified by law, Board policies or regulations, or Board action.

Board policies and administrative regulations in the 4200 series for classified personnel apply to classified management and confidential employees unless otherwise specified by law, Board policies or regulations, or Board action. Policies specifically governing management, supervisory and confidential personnel are provided in the 4300 series.

Legal Reference:

EDUCATION CODE

35031	Term of employment
45100.5	Designation of senior classified management positions
45104.5	Abolishment of senior classified management positions
45108.5	Definitions of senior classified management employees
45108.7	Waiver of provisions of 45108.5
45130	Exclusion from overtime
45256.5	Senior management of classified service

GOVERNMENT CODE

3540.1	Definitions, particularly (g) "management employee@ and (m) "supervisory employee"
3543.4	Management position; representation
3545	Appropriateness of unit; basis

ORANGE UNIFIED SCHOOL DISTRICT
Orange, California

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