

MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL PERSONNEL

Management, supervisory and confidential positions shall be classified as follows:

1. Management employees are those having significant responsibilities for formulating district policies or administering district programs and who serve in a position which the Board of Education has legally designated as a management position.
2. Supervisory employees are those who, using independent judgment, have the authority, in the interest of the district, to make or effectively recommend:
 - a. Hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, reward, or discipline
 - b. Assigning work to employees and directing them
 - c. Adjusting employee grievances
3. Confidential employees are those who are required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

Senior Management of the Classified Service

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.

Employees designated as senior management are part of the classified service and shall have the same rights, benefits, and duties except the right to permanent status in these positions.

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.

Adopted: August 22, 2007