

# Salinas Union High School District

All Management Personnel

Policy # 4300/4400

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## **MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNEL**

The Board of Trustees recognizes that effective management is vital to the success of District students and programs. Management personnel are expected to demonstrate initiative and good judgment in the development, implementation and oversight of District programs. Supervisors shall promote the productivity, professional growth and teamwork of District staff.

The Board shall adopt policies related to management, supervisory and confidential personnel insofar as they are needed to comply with law and describe terms of employment within the District.

The Board may, by resolution, establish or abolish any or all positions of the senior management of the classified service. Any employee occupying a senior management position abolished by Board action shall become a member of the classified or certificated service in a position to which he/she would otherwise be entitled if he/she had not been in a senior management position. (Education Code 45104.5)

### Legal Reference:

#### EDUCATION CODE

35031 Term of employment

45100.5 Senior 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

45128 Overtime

45130 Exclusion from overtime provisions

45256.5 Designation of certain positions

#### GOVERNMENT CODE

3540 Purpose

3540.1 Definitions

3543.4 Management position; representation

3545 Appropriateness of unit; basis

#### COURT DECISIONS

Auer v. Robbins, (1997) 117 S.Ct. 905

Adopted: September 28, 2004

Revised: August 14, 2007