

# Santa Barbara Unified School District Administrative Regulation

AR 4300

## Management and Confidential Personnel

### MANAGEMENT AND CONFIDENTIAL PERSONNEL

#### 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.

*(cf. 4312.1 - Contracts)*

The Board may, by resolution, establish or abolish positions designated as senior management of the classified service.

#### Confidential Employees

*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.

Regulation: SANTA BARBARA UNIFIED SCHOOL DISTRICT  
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