

Santa Barbara School Districts

Board Policy

BP 4300

Personnel

MANAGEMENT/CONFIDENTIAL EMPLOYEES

Management employees are those employees having significant responsibilities for formulating district policies or administering District programs. Government Code 3450.1 excludes management employees from collective bargaining procedures that are provided to recognized employee organizations.

Confidential employees are those employees who, in the regular course of their duties, have access to or possess information relative to their employer's employer-employee relations.

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

Policies specifically governing management employees are provided in the 4300 series.

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
45256.6	Designation of certain positions

GOVERNMENT CODE

3540.1	Definitions
3543.4	Management position; representation
3544	Appropriateness of unit; basis

COURT DECISIONS

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

Policy: SANTA BARBARA ELEMENTARY/HIGH SCHOOL DISTRICTS

Adopted: November 23, 1994 Santa Barbara, California