

**MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNEL**

Management, supervisory and confidential positions shall be defined as follows:  
(Government Code 3540.1)

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 Trustees has legally designated as a management position.
2. Supervisory employees are those who, using independent judgment:
  - a. Have the authority to make recommendations to the Superintendent or designee concerning employee hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, reward, or discipline
  - b. Assign work to employees and direct them
  - c. Adjust employee grievances

*(cf. 2100 - Administrative Staff Organization)*

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

**Senior Management of the Classified Service**

A senior management employee is either a fiscal advisor to the Superintendent or an employee in the highest program area position not requiring certification, with districtwide responsibility for formulating policy or administering the program. (Education Code 45108.5)

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. (Education Code 45100.5)

*(cf. 2230 - Representative and Deliberative Groups)*  
*(cf. 4312.1 - Contracts)*