

Personnel

ADMINISTRATIVE AND SUPERVISORY 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.

(cf. 4000 - Concepts and Roles)

The Board shall adopt policies related to administrative and supervisory 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

Policy adopted: 10/15/08

ORCUTT UNION SCHOOL DISTRICT
Orcutt, California