



Oxnard Union High School District

**SECTION 4000
PERSONNEL**

**BOARD POLICY
BP 4300**

ADMINISTRATIVE AND SUPERVISORY PERSONNEL

The Governing Board 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 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 References:

EDUCATION CODE

- 35031 Term of employment
- 45100.5 Senior classified management positions
- 45104.5 Abolishment of senior classified management positions
- 45108.5 Definition 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 senior classified management positions

GOVERNMENT CODE

- 3540 Purpose
- 3540.1 Public employment definitions
- 3543.4 Management position; representation
- 3545 Appropriateness of unit; basis

Management Resources:

COURT DECISION

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

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Oxnard Union High School District

**SECTION 4000
PERSONNEL**

**ADMINISTRATIVE REGULATIONS
AR 4300**

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.

Positions in the senior management of the classified service shall be filled from an unranked list of eligible persons who have demonstrated managerial ability and who have been found qualified for the positions as specified by the Superintendent. (Education Code 45256.5)