

**CAMBRIAN SCHOOL DISTRICT
Board Policy**

Policy 4300
Adopted: March 26, 2002
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PERSONNEL

Management/Confidential Employees

The Board recognizes the importance for the establishment of management/confidential positions to effectively direct the operations of the educational programs and/or manage the schools in the Cambrian School District.

A management employee is an employee in a position having significant responsibility for the formulation of District policies or the administration of District policies and/or programs. (Gov. Code 3540.1 (g))

A confidential employee is any employee who, in the course of his/her duties, has access to, or possesses information relating to his/her employer's, employer - employee relations. (Gov. Code 3540.1 (g))

The Board and management affirm that any management/confidential policy or procedure shall not negate, preclude, or minimize each employee's responsibility to fulfill his/her obligations and duties to provide the fullest service and loyalty to the employer in the implementation of all policies, procedures, management, and operations of the school district.

The Board and management affirm that each management/confidential employee of the District, of whatever grade or status, or level of responsibility, is and shall be entitled to all civil and human rights, liberties, and protections granted in law.

Designated management/confidential employees shall be subject to those rules, regulations, practices, procedures, and applicable laws which govern, regulate, and establish the rights and responsibilities of employees who are in either the certificated or classified service of the District, and whichever is applicable.

The Board recognizes that management/confidential personnel occupy a separate and distinct professional responsibility within the field of public education. In consideration of this unique status the Board adopts this policy to recognize the necessary relationship with management/confidential personnel and to incorporate into policy and procedure those working conditions that are agreed upon through a process that shall include:

- A. "Meet and confer" means that a public school employer, or such representatives as it may designate, and representatives of employee organizations shall have the mutual obligation to exchange freely information, opinions, and proposals; and to make and consider recommendations under orderly procedures in a conscientious effort to reach agreement by written resolution, regulation, or policy of the governing board effectuating such recommendations.

- B. The policies within the 4300 series shall govern the employee-relationships between the Board and employees holding management/confidential positions.

The Board hereby directs the Superintendent to develop the procedures by which this policy shall be carried out.