

Personnel

ADMINISTRATIVE AND SUPERVISORY PERSONNEL

AR 4300

Classified Senior Management 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 positions are entitled to all of the rights, benefits, and burdens of other classified employees, except that each senior management employee shall not obtain permanent status in the senior management position. (Education Code 45100.5, 45256.5)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 35031
Ed. Code 45100.5
Ed. Code 45104.5
Ed. Code 45108.5
Ed. Code 45108.7
Ed. Code 45128
Ed. Code 45130
Ed. Code 45256.5

Gov. Code 3540
Gov. Code 3540.1
Gov. Code 3543.4
Gov. Code 3545

Management Resources

Court Decision

Court Decision

Court Decision

Website

Website

Description

[Term of employment](#)

[Senior classified management positions](#)

[Abolishment of senior classified management positions](#)

[Definition of senior classified management employees](#)

[Waiver of provisions of Education Code 45108.5](#)

[Overtime](#)

[Exclusion from overtime provisions](#)

[Designation of certain senior classified management positions](#)

[Purpose](#)

[Public employment; definitions](#)

[Management and confidential positions; representation](#)

[Appropriateness of unit; basis](#)

Description

Gately v. Cloverdale Unified School District (2008) 156 Cal.App.4th 487

National Education Association v. United States Department of Education (2025) 779 F.Supp.3d 149

[Auer v. Robbins \(1997\) 117 S.Ct. 905](#)

[U.S. Office of the Attorney General](#)

[Diversity in Leadership Institute](#)

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Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Department of Education</u>

Cross References

Policy	Description
2000	<u>Concepts And Roles</u>
2120	<u>Superintendent Recruitment And Selection</u>
4000	<u>Concepts And Roles</u>
4111	<u>Recruitment And Selection</u>
4119.11	<u>Sexual Harassment</u>
4119.11	<u>Sexual Harassment</u>
4140	<u>Bargaining Units</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161	<u>Leaves</u>
4161	<u>Leaves</u>
4211	<u>Recruitment And Selection</u>
4219.11	<u>Sexual Harassment</u>
4219.11	<u>Sexual Harassment</u>
4240	<u>Bargaining Units</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4301	<u>Administrative Staff Organization</u>
4311	<u>Recruitment And Selection</u>
4312.1	<u>Contracts</u>
4313.2	<u>Demotion/ Reassignment</u>
4313.2	<u>Demotion/ Reassignment</u>
4314	<u>Transfers</u>
4314	<u>Transfers</u>
4315	<u>Evaluation/ Supervision</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
4340	<u>Bargaining Units</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361	<u>Leaves</u>
4361	<u>Leaves</u>

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Regulation

Approved: May 22, 2014

Revised: 06/26/2026;

PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California