BP-4300

MANAGEMENT AND SUPERVISORY PERSONNEL – MANAGEMENT EMPLOYEE DEFINITIONS

Note: Pursuant to state law, the Superintendent, Assistant Superintendent, and other employees who exercise significant responsibilities for the district in collective bargaining formulation and implementation are excluded from the bargaining units of other certificated or classified employees.

Management and supervisory employees are excluded from the bargaining units of other certificated or classified employees.

Management employees are those employees who have significant responsibilities for formulating district policies or administering district programs and who have been designated as management by the School Board.

Supervisory employees are those employees who have the authority to make recommendations to the Superintendent or designee concerning the employees under their supervision. This authority extends to the following areas: hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, reward, direction, work assignment, and discipline.

School Board policies and administrative regulations in the 4100 series for certificated personnel apply to certificated management and supervisory employees unless otherwise specified by law, School Board policies or administrative regulations, or School Board action.

School Board policies or administrative regulations in the 4200 series for classified personnel apply to certificated management and supervisory employees unless otherwise specified by law, School Board policies or administrative regulations, or School Board action.

Legal Reference:

ALASKA STATUES
23.40.090 Collective bargaining unit
23.40.250 Definitions

ALASKA ADMINISTRATIVE CODE
8 AAC 97.990 Definitions

Adoption Date: November 16, 2026