

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4300: Administrative And Supervisory Personnel

Original Adopted Date : 1/17/2027

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)

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 board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 35031	Term of employment
Ed. Code 45100.5	Senior classified management positions
Ed. Code 45104.5	Abolishment of senior classified management positions
Ed. Code 45108.5	Definition of senior classified management employees
Ed. Code 45108.7	Waiver of provisions of 45108.5
Ed. Code 45128	Overtime
Ed. Code 45130	Exclusion from overtime provisions
Ed. Code 45256.5	Designation of certain senior classified management positions
Gov. Code 3540	Purpose
Gov. Code 3540.1	Public employment; definitions
Gov. Code 3543.4	Management and confidential positions; representation
Gov. Code 3545	Appropriateness of unit; basis
Management Resources	Description
Court Decision	Auer v. Robbins, (1997) 117 S.Ct. 905
Website	CSBA District and County Office of Education Legal Services
Cross References	

Code	Description
2000	<u>Concepts And Roles</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>

