

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Regulation 4300: Administrative And Supervisory Personnel

Original Adopted Date: 1/17/2024

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 or, for districts incorporating the merit system, the rules of the personnel commission.

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 and determined by the personnel commission. (Education Code 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 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

Court Decision

Description

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

Website

[CSBA District and County Office of Education Legal Services](#)

Cross References

Code

2000

Description

[Concepts And Roles](#)

4000

[Concepts And Roles](#)

4111

[Recruitment And Selection](#)

4119.11

[Sexual Harassment](#)

4119.11

[Sexual Harassment](#)

4140

[Bargaining Units](#)

4154

[Health And Welfare Benefits](#)

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[Health And Welfare Benefits](#)

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[Leaves](#)

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[Recruitment And Selection](#)

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[Sexual Harassment](#)

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[Sexual Harassment](#)

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[Bargaining Units](#)

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[Health And Welfare Benefits](#)

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[Administrative Staff Organization](#)

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[Recruitment And Selection](#)

4312.1

[Contracts](#)

4313.2

[Demotion/Reassignment](#)

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[Demotion/Reassignment](#)

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[Transfers](#)

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[Transfers](#)

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[Evaluation/Supervision](#)

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[Sexual Harassment](#)

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>