



## **Superintendent Policy**

**SP 4300**

**Personnel**

**July 6, 2021**

### **MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES**

The Santa Cruz County Superintendent of Schools (County Superintendent) 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 county office staff.

The County Superintendent 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 County Superintendent may, by resolution, establish or abolish positions designated as senior management of the classified service.

#### **LEGAL REFERENCE:**

##### **EDUCATION CODE**

35031: Term of employment

45100.5: Senior management positions

45104.5: Abolishment of senior classified management positions 45108.5: Definitions of senior classified management employees

45108.7: Waiver of provisions of 45108.5

45128: Overtime

45130: Exclusion from overtime provisions

45256.5: Designation of certain positions

##### **GOVERNMENT CODE**

3540: Purpose

3540.1: Definitions

3543.4: Management position; representation

3545: Appropriateness of unit; basis

##### **COURT DECISIONS**

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