

Policy 4300: Administrative And Supervisory Personnel

The ~~Board of Education recognizes~~ **Governing Board believes** that effective management is vital to the success of ~~district students and programs. Management personnel are expected to demonstrate the district and the district's educational goals. The~~ **Governing Board recognizes the importance of** 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 and operations, and encourages management personnel to support productivity, professional growth, and teamwork among employees. Additionally, the~~ **Governing Board acknowledges that administrative and supervisory personnel benefit from professional development in fulfilling the expectations of their position and may provide or require professional development aligned with district priorities, operational needs, and applicable agreements, such that employees may improve their skills and pursue excellence.**

The Superintendent or designee shall annually report to the Board the number of positions in certificated/classified / supervisory positions for the last three years.

Except for the Superintendent who is hired by the **Governing Board** as specified in Board Policy 2120 - Superintendent Recruitment and Selection, the Superintendent or designee shall select and recommend qualified candidates for administrative and supervisory positions consistent with position requirements and the needs of the district, and the **Governing Board** shall ratify and approve appointments in accordance with law and Board policy.

The Superintendent or designee shall define and communicate the duties, responsibilities, and expectations for each administrative and supervisory position.

Each administrative and supervisory employee shall be responsible for completing assigned duties consistent with the applicable job description and shall be evaluated in accordance with law, Board policies, and administrative regulations, as appropriate.

The **Governing Board** may, by resolution and in accordance with applicable law, designate positions as senior management of the classified service, and may, by resolution, establish or abolish any such positions. ~~Any~~ An employee occupying a senior management position abolished by **Governing Board** action shall become a member of the classified or certificated service in a ~~classified or certificated position within the district~~ **position to which he/she** the

employee would otherwise be entitled if he/she the employee had not been in a senior management position. (Education Code 45104.5)

The Superintendent or designee may provide professional development opportunities to administrative and supervisory employees for the purpose of continual improvement of knowledge and skills related to the employee's position.