

MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNEL

Effective management is vital to the success of Monterey County Office of Education (MCOE) operations. Management personnel are expected to demonstrate initiative and good judgment in the development, implementation and oversight of MCOE programs. Supervisors shall promote the productivity, professional growth and teamwork of MCOE staff.

MCOE shall adopt policies related to management, supervisory and confidential personnel insofar as they are needed to comply with law and describe the terms of employment within MCOE.

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

Legal Reference:

EDUCATION CODE

<u>35031</u>	<i>Term of employment</i>
<u>45100.5</u>	<i>Senior management positions</i>
<u>45104.5</u>	<i>Abolishment of senior classified management positions</i>
<u>45108.5</u>	<i>Definitions of senior classified management employees</i>
<u>45108.7</u>	<i>Waiver of provisions of 45108.5</i>
<u>45128</u>	<i>Overtime</i>
<u>45130</u>	<i>Exclusion from overtime provisions</i>
<u>45256.5</u>	<i>Designation of certain positions</i>

GOVERNMENT CODE

<u>3540</u>	<i>Purpose</i>
<u>3540.1</u>	<i>Definitions</i>
<u>3543.4</u>	<i>Management position; representation</i>
<u>3545</u>	<i>Appropriateness of unit; basis</i>

COURT DECISIONS

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