

**MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES**

- 1.1 Management, Supervisory, and Confidential Employees.** The District management, supervisory, and confidential positions designated by the Governing Board are listed in the Management, Supervisory, and Confidential Salary Schedules respectively and are available from District Office Human Resources.
- 1.1.1 Management/Supervisory Employees.** Management/supervisory employees are those academic or classified employees who are excluded from representation by the current bargaining units because their positions have management/supervisory responsibilities and duties. Those employees represented by the Management Council and who have collective bargaining rights under the Government Code (Rodda Act) may elect to subsequently be represented by another employee bargaining unit.
- 1.1.2 Confidential Employees.** Confidential employees are those classified employees who, in the regular course of their duties, have access to or possess information relating to the employer's employee relations. Confidential employees are excluded from representation by an employee organization.
- 1.2 Responsibility**
- 1.2.1 Management/Supervisory Employees.** Management/supervisory employees have varied, major responsibilities such as promoting educational leadership, formulating and recommending District policies and procedures, administering and evaluating District programs, adjudicating grievances, and supervising and evaluating District employees. It is their responsibility to perform their duties as outlined in the District-approved job description, to work in support of the goals and objectives of the District, to administer and follow the policies and procedures adopted by the Governing Board and the Chancellor's Cabinet, as well as the Education Code. Management and supervisory employees have the same rights and responsibilities as any citizen living in a democracy to participate as individuals in political and governmental affairs. Management/supervisory employees, because of their position in the District, should make it clear that they are speaking or acting as individuals and not as employees of the District when exercising these rights and responsibilities.
- 1.2.2 Confidential Employees.** Confidential employees are responsible for understanding confidentiality and protecting the integrity of information to which they have access in their positions.
- 1.3 District Management Council.** The District Management Council represents managers, supervisors and confidential employees, except the Chancellor, Vice Chancellors, Presidents and other contracted managers/supervisors. District Management Council represents its members in discussions with the District concerning working conditions, economic and welfare matters and other such matters that affect a professional, effective working situation. A management, supervisory or confidential employee may review individual concerns in these areas through regular administrative channels.