WORKSHEETS for the district policy committee:
DISCARD WHEN FINISHED

BP 4300 – MANAGEMENT AND SUPERVISORY PERSONNEL – MANAGEMENT EMPLOYEE DEFINITIONS

Note: Pursuant to state law, the Superintendent, Assistant Superintendent, and other employees who exercise significant responsibilities for the district in the area of collective bargaining formulation and implementation are excluded from the bargaining units of other certificated or classified employees.

Management and supervisory employees are excluded from the bargaining units of other certificated or classified employees.

Management employees are those employees who have significant responsibilities for formulating district policies or administering district programs and who have been designated as management by the School Board.

Supervisory employees are those employees who have the authority to make recommendations to the Superintendent or designee concerning the employees under their supervision. This authority extends to the following areas: hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, reward, discipline, direction, work assignment and discipline.

Note: The following optional paragraphs may be useful when situations arise for which the district has not adopted policies specifically governing management and supervisory employees. Policies related to supervisory employees should be reviewed in conjunction with any applicable employee agreements.

School Board policies and administrative regulations in the 4100 series for certificated personnel apply to certificated management and supervisory employees unless otherwise specified by law, School Board policies or administrative regulations, or School Board action.

School Board policies and administrative regulations in the 4200 series for classified personnel apply to classified management and supervisory employees unless otherwise specified by law, School Board policies or regulations, or School Board action.

Legal Reference:

ALASKA STATUTES

23.40.090 Collective bargaining unit

23.40.250 Definitions

ALASKA ADMINISTRATIVE CODE

8 AAC 97.990 Definitions

Revised ~~9/97~~12/2025

9/92

AASB Policy Reference Manual