

**Definitions**

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.

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

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

*Legal Reference:*

ALASKA STATUTES

*23.40.090 Collective bargaining unit*

*23.40.250 Definitions*

ALASKA ADMINISTRATIVE CODE

*8 AAC 97.990 Definitions*

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