

**PROFESSIONAL LEADERSHIP TEAM**

The Governing Board recognizes the importance of establishing a Professional Leadership team to fulfill its responsibility for the management of public education. The Board recognizes that effective management is vital to the success of district operations. Management personnel are expected to demonstrate 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 management, supervisory and confidential personnel insofar as they are needed to comply with law and describe circumstances of employment within the district.

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

**Professional Leadership Team**

The specific purposes of the Professional Leadership Team are:

1. To strengthen the administration and education programs of the district;
2. To establish effective systems for communication, decision-making, and conflict resolution;
3. To promote positive relationships among staff members.

While the Professional Leadership Team concept places emphasis upon shared responsibility and authority, nothing in this policy limits the responsibility and/or authority of the Board ultimately to make decisions as prescribed by law.

**Composition of the Professional Leadership Team**

The district Professional Leadership Team is composed of the Board and those employees of the district designated as “management” for purposes of SB 160 implementation. Management employees are assigned responsibility for formulation, recommendation, and implementation of district policies and programs.

The Professional Leadership Team is a means whereby educational policies and administrative procedures that define the district’s programs and administrative operations are arrived at by shared responsibility and authority.

*Legal Reference: (see next page)*

**ADMINISTRATIVE AND SUPERVISORY PERSONNEL** (continued)

*Legal Reference:*

EDUCATION CODE

35031 *Term of employment*

45100.5 *Senior management positions*

45104.5 *Abolishment of senior classified management positions*

45108.5 *Definitions of senior classified management employees*

45108.7 *Waiver of provisions of 45108.5*

45128 *Overtime*

45130 *Exclusion from overtime provisions*

45256.5 *Designation of certain positions*

GOVERNMENT CODE

3540 *Purpose*

3540.1 *Definitions*

3543.4 *Management position; representation*

3545 *Appropriateness of unit; basis*

COURT DECISIONS

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

Policy  
adopted: November 20, 1979  
amended: January 9, 2007  
revised: May 5, 2009

**SANTEE SCHOOL DISTRICT**  
Santee, California