BP 7240 Confidential Employees

A confidential employee is an employee who is required to develop or present management positions regarding employer-employee relations, or whose duties normally require access to confidential labor-relations information that significantly contributes to the development of management positions regarding employer-employee relations.

A determination whether a position is a confidential one shall be made by the Governing Board in accordance with applicable law and with the regulations of the California Public Employment Relations Board.

Confidential employees are not eligible for inclusion in a bargaining unit represented by an exclusive representative. The terms and conditions of their employment shall be developed by the Superintendent/President and are addressed in the Confidential Professional Development/Evaluation Personnel Plan. Such terms and conditions of employment shall include, but not be limited to, procedures for evaluation and rules regarding leaves, transfers, and reassignments.

Also see BPs 7150 Evaluation and Professional Growth and 7295 Letters of Recommendation for Employment

References: Education Code Section 66284;
Government Code Section 3540.1 subdivision (c);
Title 5 Section 53601 et seq.

Policy Category: Executive Expectations

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