Consistent with the provisions of Section 3540 of the Government Code, Title 1, Division 4, Chapter 10.7, the Governing Board recognizes and establishes the classification of Confidential Employees.

“Confidential Employee” means an employee who is required to develop or present management positions with respect to employer’s employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

Confidential employees are not provided legal bargaining rights nor are they eligible for inclusion in a bargaining unit represented by an exclusive representative and the terms and conditions of their employment are not controlled by any collective bargaining agreement.

Confidential-designated employees are assured the opportunity to meet and confer informally with the Governing Board’s representatives. The terms and conditions of employment shall be provided by procedures developed by the Superintendent/President. Salaries, fringe benefits, and working conditions for Confidential employees shall, at minimum, be commensurate with those provided for the District’s classified unit employees.

Legal Reference: Government Code Section 3540.1(c)

Adopted: February 1, 1988
Revised: May 6, 2013