

Board Policy 7240

Confidential Employees

Confidential employees are those who, in the regular course of their duties, have access to or possess information relating to the District's employer—employee relations and who are not managers. The fact that an employee has access to confidential or sensitive information shall not in and of itself make the employee a confidential employee.

A determination whether a position is a confidential one shall be made by the 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 and the terms and conditions of their employment are not controlled by any collective bargaining agreement.

The terms and conditions of employment for confidential employees shall be provided for by procedures developed by the District. Such terms and conditions of employment shall include, but not be limited to, procedures for evaluation and rules regarding leaves, transfers and reassignment.

Employees designated by the Superintendent/President as confidential shall receive two ranges above the normal salary placement on the classified salary schedule during their designation period as confidential.

Reference:

Government Code Section 3540.1(c)

El Camino College

Adopted: June 11, 2001

Replaces Board Policy #4217