

# Dallas School District 2

Code: **GEB**  
Adopted: 4/22/02

## **Supervisory and Confidential Employee Designation**

Under provisions of O.R.S. 243.650-243.782, all public employees are granted collective bargaining rights except those employees named by the employer as “Supervisory Employees” and “Confidential Employees”.

They serve the District as members of uniquely responsible groups, who, with the School Board, fulfill the administrative team requirements for management. As administrative team members, they are not associated with any collective bargaining group. Therefore, the policy of the School Board is to consider the salary and fringe benefit needs of these designated employees a separate basis from the recognized bargaining groups of the District’s employees.

In exercising its responsibility under this law, the School Board shall designate annually those persons as “Supervisory Employees” whose assigned responsibilities include significant duties generally recognized as administrative and/or supervisory in nature. It shall designate annually those persons as “Confidential Employees” whose assigned responsibilities include rendering assistance to persons who formulate, determine or effectuate management policies in the area of collective bargaining or who have regular and immediate access to confidential materials related thereto. Such designations shall be made not later than September 1 of each school year.

Changes in staff assignments, or the filling of newly designated administrative positions shall be reason to designate persons filling such positions as either supervisory or confidential employees at the time the change takes effect.

END OF POLICY

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### **Legal Reference(s):**

[ORS 243.650 - 243.782](#)  
[ORS 332.505](#)