



Superintendent Policy

SP 4100

Personnel

July 6, 2021

CERTIFICATED PERSONNEL

The Santa Cruz County Superintendent of Schools (County Superintendent) recognizes that teachers and other certificated personnel work closely with students in carrying out the Santa Cruz County Office of Education's (Santa Cruz COE) educational goals. The County Superintendent or designee shall ensure that the duties, responsibilities, and Santa Cruz COE's expectations for certificated positions are clearly defined and made known to each member of the certificated staff.

Each certificated staff member shall be held accountable for duties assigned to him/her and shall undergo regular performance evaluations in accordance with law and negotiated agreements.

The County Superintendent strongly encourages certificated staff to continually improve their skills and pursue excellence within their profession.

Policies, rules and regulations related to certificated personnel shall be available to all concerned and shall be administered in a fair and equitable manner.

LEGAL REFERENCE:

EDUCATION CODE

90 Definition, certificated and certified

44006 Certificated person

GOVERNMENT CODE

3543.2 Scope of representation