



SANTA CRUZ
COUNTY OFFICE OF
EDUCATION
DR. FARIS SABBAH • SUPERINTENDENT OF SCHOOLS

Superintendent Policy

SP 4312

Personnel

July 6, 2021

CERTIFICATE MANAGEMENT/DISCIPLINARY ACTION

Certificated management employees of the Santa Cruz County Office of Education (Santa Cruz COE) serve at the pleasure of the Santa Cruz County Superintendent of Schools and achieve no permanency in their position. Appointments to certificated management positions are for one year. The Santa Cruz COE has determined as a matter of policy that certificated management employees may be subject to removal from any given annual appointment during the year as a disciplinary measure for one or more of the causes listed in Policy 4118.