



**SP 4312**  
**July 1, 2017**

**CERTIFICATED MANAGEMENT/DISCIPLINARY ACTION**

Certificated management employees of the Santa Cruz County Office of Education (SCCOE) serve at the pleasure of the Superintendent and achieve no permanency in their position. Appointments to certificated management positions are for one year. The SCCOE 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.