



## PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

### BOARD POLICY – DEMOTION, REASSIGNMENT

BP 4313.2

The County Superintendent or designee may authorize the demotion or reassignment of any administrative or supervisory employee when such action is determined to be in the best interest of the SBCEO.

The County Superintendent or designee shall ensure that the SBCEO complies with all applicable statutory deadlines and due process procedures when an employee is to be demoted or reassigned.

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#### **Policy Reference Disclaimer:**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

#### **Management Resources**

Court Decision  
Court Decision

Court Decision

Court Decision  
Court Decision

#### **Description**

Skelly v. California Personnel Board, (1975) 15 Cal.3d 194  
Schultz v. Regents of the University of California, (1984) 160 Cal. App. 3d 768  
Jefferson v. Compton Unified School District, (1993) 14 Cal. App. 4th 32  
Hentschke v. Sink, (1973) 34 Cal. App. 3d 19  
Ellerbroek v. Saddleback Valley Unified School District, (1981) 125 Cal. App 3d 348

#### **State**

Ed. Code 35031  
Ed. Code 44660-44665

Ed. Code 44850.1  
Ed. Code 44896  
Ed. Code 44897  
Ed. Code 44951

Ed. Code 45101  
Ed. Code 45113

#### **Description**

Term of employment  
Evaluation and assessment of performance of certificated employees  
No tenure in administrative or supervisory position  
Transfer of administrator or supervisor to teaching position  
Classification of administrator or supervisor to a teaching position  
Continuation in position unless notified, administrative or supervisory personnel  
Definitions (including disciplinary action, cause)  
Notification of charges, classified employees

ADOPTED BY COUNTY BOARD:  
REVISED:

February 2, 2023