

Personnel – Series 4000

4400 The Merit System

4440 Application and Examination

4441 Application for Employment

4441.5 Disqualification of Applicants, Candidates, and Eligibles

- A. An applicant, candidate, or eligible may be refused examination, disqualified from an examination, removed from an eligibility list, or have a job offer withdrawn for any of the following reasons:
1. Failure to meet the general qualifications of Rule No. 4441.4
 2. Making a false statement or omitting any material fact on any SBCEO employment application.
 3. Conviction — whether by a plea of guilty or nolo contendere, a court decision, or a jury verdict — for a sex or controlled substance offense, as defined in Education Code Sections 44010 or 44011, or for a violent or serious felony, as defined in Education Code 45122.
 4. Deception or fraud in connection with an examination or to secure employment.
 5. Previous dismissal for cause from the Santa Barbara County Education Office.
 6. Ineligibility of the applicant, candidate, or eligible for rehire in accordance with SBCEO policy.
 7. Poor performance or misconduct in another employment capacity (such as, but not limited to: certificated, substitute, or temporary through a staffing agency or non-public agency) or other affiliation with SBCEO.
 8. Failure to pass the pre-employment physical examination required for the position, or inability to perform the essential functions of the position with or without reasonable accommodations.
 9. Failure to report for duty after a position has been offered and accepted.
 10. Failure to comply with required hiring procedures.
 11. Status as a retired annuitant in the California State Teachers Retirement System or the California Public Employees' Retirement System, except as permitted by law.
 12. Violation of the provisions of Education Code Section 45310 regarding authorized payment of salary or wage.
 13. Failure to respond to due notice for review of any of the above reasons for disqualification (due notice means by telephone, personal contact, or United States mail).

Reference:

Education Code Sections 44010, 44011, 45122-45124, 45134, 45260-45261 and 45310

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