

KERN COUNTY SUPERINTENDENT OF SCHOOLS OFFICE**PERSONNEL****EMPLOYMENT STATUS****CERTIFICATED MANAGEMENT/ADMINISTRATIVE**

A person initially hired as a regular certificated manager or administrator does not receive or earn permanent status (tenure) at any time (except as noted below) and is never classified as a permanent, probationary, or substitute employee. The certificated manager/administrator serves at the pleasure of the Kern County Superintendent of Schools.

CERTIFICATED MANAGER WITH DISPLACEMENT RIGHTS

A certificated manager with displacement rights is one who has taught as a classroom teacher for the office and has obtained permanency as a classroom teacher for the Kern County Superintendent of Schools Office prior to becoming a manager. Such an employee shall have permanency solely as a classroom teacher and does not obtain permanency as a manager.

CLASSIFIED MANAGEMENT/ADMINISTRATIVE

A classified employee whose first employment with the office is in a management position has a one year probationary period. During the probationary period, the manager is an at-will employee serving at the pleasure of the Kern County Superintendent of Schools until he or she achieves permanent employee status. (Ed code 45301.)

A classified employee who has attained permanent status in the office and who is promoted from a non-management position to a management position retains permanent status in the position from which he or she was promoted. In all cases, however, employment in a management position is at the pleasure of the Kern County Superintendent of Schools for a period of one year. After service in the position for one year, the promoted employee's permanent status is applied to the management position.

The one-year period is 12 consecutive calendar months unless the management employee actually performed the duties of the position (as opposed to being on leave of absence or otherwise not at work) during some portion of day for less than 90 percent of the scheduled working days missed during the initial one-year period shall be worked before the employee attains permanent status.