

The Commission

The Sacramento County Office of Education (SCOPE) Personnel Commission’s primary function is to *develop and maintain a Merit System for classified employees* employed by the Sacramento County Superintendent of Schools.

What is the Merit System?

The Merit System is a set of rules and procedures, similar to Civil Service, governing all classified employees. It is authorized by California *Education Code* sections 45240-45320, and is administered by the Personnel Commission.

Employment Principles of the Merit System

- Selection, retention, and promotion of the best qualified candidates, without favoritism or prejudice, to serve our students, programs, and districts
- Employee discipline is protected from arbitrary actions, with rights of appeal

SCOPE’s Vision

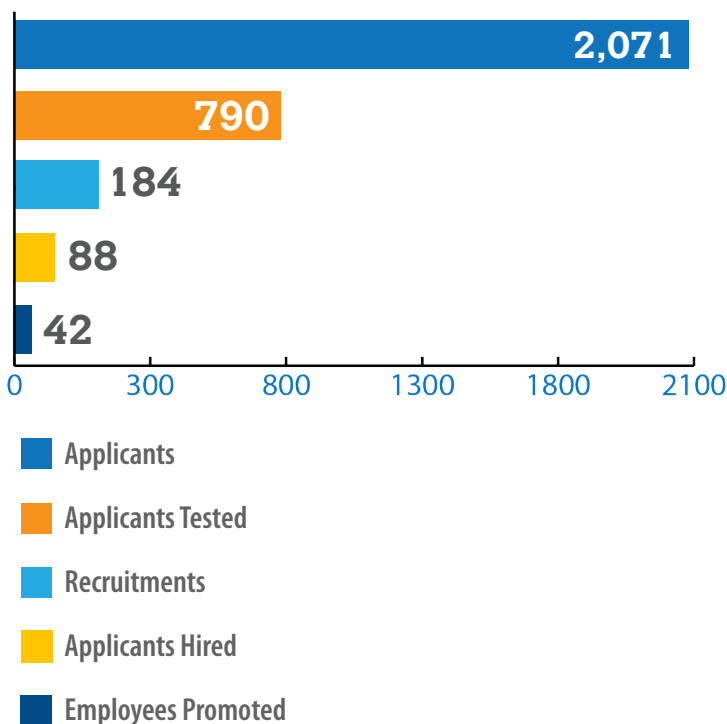
Empower, inspire, and provide pathways for learners to thrive personally, within their communities, in college, and in careers.

SCOPE’s Mission

Provide leadership, build partnerships, and implement innovative programs and policies that ensure opportunity and access to empowering educational experiences for each and every learner.

Personnel Commission Activities, 2022–2023

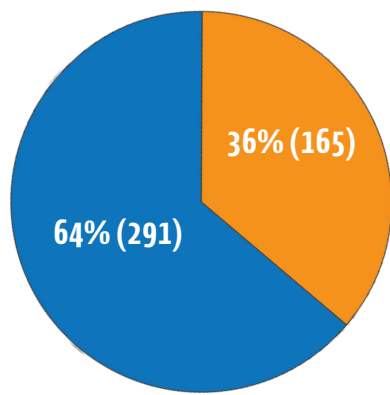
RECRUITMENT



OTHER ACTIVITIES



Classified Employees as of June 30, 2023



■ Classified

■ Classified Management/Confidential

Classified Employee Retention

Years of Service	# of Employees	% of Employees
Fewer than 5	277	43%
5–9	128	20%
10–14	39	6%
15–19	79	12%
20–24	60	9%
25–29	48	7%
30 or more	18	3%

Meetings

The Personnel Commission meets regularly, typically on the second Tuesday of the month, at 4:30 PM in the Cy Young building Personnel Conference Room. Meetings are open to the public and comply with the Brown Act. Agendas and minutes are posted on the SCOE website, Personnel page. During the 2022–2023 school year, the Commission held 12 regular meetings.



Our Commissioners

Our Personnel Commissioners are appointed on staggered three-year terms. One Commissioner is appointed by the Sacramento County Board of Education, one is appointed by the Classified School Employees Association (CSEA) local chapter, and one Commissioner is jointly appointed by the other two Commissioners.

Gail Mullen, Chair, CSEA appointee

Ms. Mullen began her Commission service in July 2012 and considers it an honor and privilege to serve. When not serving on the Personnel Commission, she works as an Elementary School Library Support Technician for Elk Grove Unified School District and enjoys weekend getaways with her husband.



Sherry Hansen, SCOE appointee

Sherry Hansen retired from the Sacramento County Office of Education in 2020, as Coordinator, Payroll Services, after 23 years of service in school business. She began her school business career at the San Luis Obispo County Office of Education and moved to SCOE in 2006. She currently enjoys traveling and consulting part-time.

Dr. Natalie Woods, Joint appointee (term began 2023)

Natalie Mayes Woods, Ed.D., serves as the joint appointee of the classified employees' commissioner and the Board's commissioner. With over 30 years of experience as a teacher, leader, and administrator, Dr. Woods retired from the Sacramento County Office of Education in 2021 where she served as Executive Director of Early Learning. In her role, she was a co-lead for a multitude of projects and presentations and a contributing writer for numerous publications. She is an advocate for equitable and inclusive instructional practices for young learners, and has been widely recognized with several awards for her work in serving young children and their families.



- The Personnel Commission and staff of the Sacramento County Office of Education extend their gratitude to all who have supported and assisted the Commission's activities throughout the year.
- Special appreciation goes to the Board of Education, Superintendent David W. Gordon, administrators, classified employees, CSEA Chapter 480 officers, and all SCOE employees.

