



May 24, 2021

FLOOR ALERT: OPPOSE AB388 (Medina)

On behalf of the local educational agencies and statewide education organizations represented on this letter, we are writing to respectfully request your “No” vote to Assembly Bill 388 (Medina), which expands the classification of permanent status employees, specifically changing which credentialed employees can attain permanent employee status.

Existing Law. Flexibility has been allowed to address the changing needs of a student population that creates unique staffing challenges. We are concerned this bill would reduce the flexibility of small districts and county offices of education to address the changing needs of their student population, where small school populations create unique staffing challenges.

Industry Sector Programs. Designated service credentials are assigned by industry sector. If instructors who work in Adult Education as well as Career and Technical Education programs become permanent, then layoffs are determined by seniority that could result in an instructor being placed in a position very different from their current expertise simply because they hold the same credential as an individual with less seniority. This limits a district’s ability to provide the career technical education classes in demand for today’s workforce needs.

Impact of Process. Expanding the rights of permanent teachers to all certificated employees will be cost prohibitive as school districts would need to put a dismissal process in place, mirrored for permanent teachers. We have concerns about the public policy impacts of beginning a process of granting tenure rights to additional positions, particularly in non-teaching positions.

Should you have any questions regarding this position, please do not hesitate to contact Elizabeth Esquivel at eeesquivel@casbo.org.

Association of California School Administrators | California Association of School Business Officials | California Association of Suburban School Districts | California County Superintendents Educational Services | California School Boards Association | CAROCP-The Association of Careers and College Readiness Organizations | Career Technical Education Joint Powers Authority Coalition | Central Valley Education Coalition | Kern County Superintendent of Schools | Orange County Department of Education | Riverside County Superintendent of Schools | San Bernardino County District Advocates for Better Schools | Small School Districts’ Association

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