In what seems to be a break in the trend of the past few years, the majority of the HR bills we identified this year that would have imposed burdensome and costly new procedures on schools failed to even make it to the Governor's desk. This includes a bill that would have entitled school employees to 14-weeks of paid pregnancy-related leave, which stalled on the Senate floor, as well as bills whose previous iterations had made it to the Governor's desk, like efforts to make striking workers eligible for unemployment benefits and protect sympathy strikes.

Governor vetoes classified vacancies bill for second time after another strong advocacy effort by school employers.

For the second year in a row, a bill to establish a classified employee right-of-first-refusal was a priority opposition bill for school employers throughout the legislative session. AB 2088 by Assembly Member Kevin McCarty (D-Sacramento) was largely similar to last year's AB 1699, which the Governor vetoed, but did include some changes in an attempt to address the concerns raised about the policy in the Governor's veto message for AB 1699. While the bill would still have required TK-14 school employers to offer with priority any part-time or full-time vacancies to current classified employees for at least 10 business days, it limited the right-of-first-refusal to those classified employees who meet the minimum qualifications at the time of applying (versus by the start date of the position, which would have been allowed under AB 1699). This year's version also added language stating that, "It is the intent of the Legislature that educator employers and exclusive bargaining representatives bargain in their collective bargaining agreement whether they wish to create or explicitly waive a right of first refusal for classified employees." However, in communications with the Governor's Office, school employers emphasized that not only is legislative intent language non-binding, it is also incredibly difficult to collectively bargain something that has already been codified in law, as AB 2088 would have done.

Like its predecessor, AB 2088 was opposed by a broad coalition of school management groups, including the Association of California School Administrators (ACSA), the California School Boards Association (CSBA), the Small School Districts' Association (SSDA), the School Employers Association of California (SEAC), and the California County Superintendents, as well as a number of individual school and community college districts. The coalition argued, among other things, that even with the changes made to AB 2088, the bill would still prohibit LEAs from establishing the best hiring practices for their schools and have detrimental impacts on students and classrooms. The Governor seemed to agree, writing in his veto message:

> *This bill is significantly similar to Assembly Bill 1699 of 2023, which I vetoed, and several of the same concerns remain. In particular, like Assembly Bill 1699, this bill may have unintended*

consequences that are not in the best interest of students. As noted previously, this issue is already bargainable and several local bargaining agreements have such provisions in place. Placing specific requirements in statute - as this bill does - may make it more difficult for local processes to develop an alternative that best meets the needs of the district, employees, and students.

Again backed by the California School Employees Association (CSEA), the California Federation of Teachers (CFT) and the Service Employees International Union, California (SEIU), if the sponsors want to renew this effort in 2025, they will have to find a new legislative champion. Assembly Member McCarty, who authored both AB 1699 and AB 2088, is termed out this year.

New law expands duties of school employers related to former and prospective employees.

AB 2534 by Assembly Member Heath Flora (R-Modesto) builds on the current requirement that LEAs disclose certain employee information to an LEA considering the employee for employment, if the hiring LEA inquires. Specifically, beginning January 1, 2025, the bill places the following new requirements on applicants, former employers, and prospective employers:

1. Applicants applying for a certificated position at a school: Must provide a complete list of every LEA, defined as a school district, county office of education (COE), charter school, and state special school, of which the applicant was previously an employee.

2. Hiring LEAs: Must inquire with each LEA that previously employed an applicant, based on the list provided by the applicant, to see if, when employed at the previous LEA, the applicant was the subject of any credible complaints of, substantiated investigations into, or discipline for, egregious misconduct, that were required to be reported to the Commission on Teacher Credentialing (CTC).

3. Previous Employer LEAs: Along with disclosing any reports made to the CTC, must also now provide the inquiring hiring LEA with a copy of all relevant information that was reported to the CTC within its possession.

The Senate Education Committee wrote this about AB 2534 in its analysis of the bill, “By preventing educators with a history of egregious behavior from being hired without full disclosure, the measure aims to enhance the safety and integrity of educational environments.” That same analysis also noted that the bill “may require additional administrative resources and training to ensure that the process is thorough…” and that it “may also result in longer hiring processes and potential challenges in filling vacancies, as schools navigate the complexities of thoroughly vetting candidates." Despite these likely impacts, and no real formal support beyond the California Charter School Association (CCSA), the bill passed through both the Assembly and Senate with no “no” votes from lawmakers.

While AB 2534 will no doubt increase administrative burdens on schools, the bill is also somewhat narrowly tailored. For one, the bill is clear that the requirement for a prospective employer to inquire with an applicant’s previous school employers is limited to the list of employers disclosed by the applicant. A hiring LEA is not required to verify that the list provided is exhaustive/accurate or determine if there are additional employers not included on the list to which they would also need to

reach out. Additionally, the bill does not require a prospective employer to repeatedly inquire with a former employer until they get a response. However, it should also be noted that, while the requirement under AB 2534 is that the hiring LEA inquire at least once, the current law requirement that an LEA that formerly employed the applicant must disclose to an inquiring LEA any reports of egregious misconduct made regarding the applicant still applies.

LEAs will soon be required to annually report employee salaries.

On or before January 31, 2026, and annually thereafter, AB 938 by Assembly Member Al Muratsuchi (D-Torrance) will require school districts, COEs, and direct-funded charter schools to complete the Salary and Benefit Schedule for the Bargaining Units (Form J-90) for classified and certificate staff assigned to a schoolsite or sites and report the Form J-90 to CDE. For a locally funded charter school, the school district that is the chartering authority or designated oversight agency of the charter will be required to complete the J-90 for the school.

Framed by the author as a way of helping address the workforce shortage by creating transparency around school staff salaries, the bill's findings and declarations state:

> *It is the intent of the Legislature to establish a public education transparency and accountability lens to better inform the members of the Legislature as to the impacts of the state budget on the pay and benefits of the education workforce by reporting salary and benefits data of certificated and classified employees and the impacts on the professional respect and competitiveness of pay and benefits for classified and certificated employees.*

To prepare for this new data reporting requirement, the bill also requires CDE, by July 1, 2025, to update the Form J-90 to include salary data for specific classified classifications, including, secretaries and administrative assistants, custodians, bus drivers, school food service workers, and instructional aides. CDE will also be required, beginning August 31, 2025, and annually thereafter, to report to the Legislature on the progress of LEAs in increasing salaries for classified and certificated staff assigned to a school site. This annual report must include the changes in salary rates of classified and certificated staff as compared to prior fiscal years, salary rate changes year over year, the rate of salary change compared to the rate of yearly elation, and the rate of total compensation changes year over year.

The signed version of AB 938 is a somewhat watered down version of the bill's original intent. When first heard during last year's legislative session, the bill looked to also increase base targets under the Local Control Funding Formula (LCFF) and declared the Legislature's intent that LEAs use the additional LCFF dollars to increase certificated and classified salaries. While legislative intent language is not binding, that the bill was trying to tie funding increases directly to staff salaries was concerning. This early version of the bill ultimately made it all the way to the Senate Floor last year before being placed on the Senate Inactive File, a place where bills on the floor are moved after an author decides to no longer pursue it. The bill would remain on the Inactive File for much of this year's session and appeared effectively dead with just over a week left in the legislative year, until it was unexpectedly moved back to the floor. In an example of just how fast legislation can move, the bill was moved off

the Inactive File and amended to remove all but the reporting language on August 23, passed by the Senate on August 27, and passed by the Assembly and on its way to the Governor on August 28.

State takes steps to help with impact of childhood sexual assault cases.

This year, the Governor signed two bills that look to address the impact of recent changes to the statute of limitations (SOL) for childhood sexual assault claims. AB 218 (Gonzalez) from 2019 extended the SOL in suits for damages arising from childhood sexual assault, in most cases, to 40 years of age while AB 452 (Addis) from last year, removed the SOL entirely for claims arising out of childhood sexual assaults that occurred on or after January 1, 2024. The enactment of these bills, particularly AB 218, has resulted in a resurrection of decades old claims and a rise in judgements, many in the multi-millions, against LEAs.

In its annual update to the Legislature on the State of School Fiscal Health, the Fiscal Crisis & Management Assistance Team (FCMAT) listed the "significant increase in liability claims against LEAs as AB 218 deadline approached" as a current trend that could impact school solvency. And while the full impact of AB 218's changes on schools is not yet measurable, we are already seeing school risk pools being impacted and insurance rates going up. A coalition of school risk pools and education management groups has been meeting regularly over the past year to discuss and explore ways the state can help schools weather these increased costs, which are manifested as current dollars being diverted from classrooms to pay judgements and settlements against employees that are often long gone.

The first bill signed SB 153, the K-12 Education Omnibus Budget Trailer Bill (TBL), also has the state looking at ways to mitigate these cost impacts. Among other things, SB 153 requires FCMAT, on or before February 1, 2025, to provide recommendations to the Legislature and the Department of Finance on new, existing, or strengthened funding and financing mechanisms to finance judgments of settlements arising from claims of childhood sexual abuse, to be utilized by local agencies. FCMAT must consult with subject matter experts, including experts on risk management and public finance, and limit its recommendations to financing, securitization, and funding of claims. The bill is clear that any recommendations cannot impact current judgments or settlements from these claims, limit the rights of child sexual abuse survivors to file actions or applicable damages, or grant immunity to local agencies.

Where the provisions in SB 153 are aimed at addressing the impact of past claims on schools, the second bill signed by the the Governor focuses on how to prevent the occurrence of any new claims. AB 1913 by Assembly Member Dawn Addis (D-Morro Bay),will require LEAs, beginning July 1, 2025, to include in its annual mandated reporter training, training on the prevention of abuse, including sexual abuse, of children on school grounds, by school personnel, or in school-sponsored programs. LEAs are already encouraged to include this training in their mandated reporter training, which a number of LEAs have already done, but this bill now makes it a required part of the training. According to the author, requiring training on the prevention of child abuse, "will protect children by providing mandated reporters with important education so that they can recognize the signs of grooming and potential

abuse before it occurs. School professionals are on the front lines of ensuring children have a safe environment to learn, it's critical they possess the right knowledge to do this."

For LEAs that do not already include child abuse prevention in their training, the bill requires CDE to develop appropriate means for instructing school personnel on the issue. Additionally, while AB 1913 adds additional topics to be covered in mandated reporter training, it also acknowledges that the bill's intent is that the provision of this new information will not add to duration of the training required, just alter what is included in the training.

The bill also requires CDE to develop and disseminate information regarding the prevention of child abuse to all school districts, COEs, state special schools and diagnostic centers operated by CDE, and charter schools. This replaces the previous requirement for CDE to develop best practices to prevent child abuse and post links on its website to existing training resources.

State continues piecemeal approach on policy changes to address educator shortage.

As LEAs continue to face staffing shortages in the classroom, Governor Newsom signed AB 1930 by Assembly Member Eloise Gómez Reyes (D-Colton) and SB 1263 by Senator Josh Newman (D-Fullerton), two bills aimed at helping schools meet their their teacher needs.

AB 1930, which was sponsored, in part, by the California County Superintendents, the Los Angeles County Office of Education, and Head Start California, requires the CTC, on or before April 30, 2025, to authorize a holder of a Child Development Associate Teacher (CDAT) Permit to be able to renew their permit without a limitation on the number of renewals. Under current law, CDAT Permit holders are only allowed to renew their permit once, hold the permit for no more than 10 years, and upon expiration of the renewed permit, be able to meet all requirements for the Child Development Teacher Permit or lose their permit. The hope is that removing these restrictions on a CDAT Permit will allow early learning and care programs to better meet their staffing needs using our existing teacher supply. The change also means that CDAT Permit holders will no longer be forced into a Child Development Permit if that is not what they want to do. However, in order to be able to continually renew a CDAT permit, the permit holder must complete "specified hours of professional growth activities," which will be determined by the CTC.

While AB 1930 is a somewhat immediate fix, AB 1263 is a little more of a long-term solution to the barriers deterring interested teacher credentialing candidates. Like with AB 938 (see above), the signed version of SB 1263 is significantly more narrow than its original vision. Sponsored by the California Teachers Association (CTA) and CFT, the introduced version of the bill would have completely done away with the requirement for credentialing program leading to a multiple subject, single subject, or education specialist credential to included a TPA. In support of the early version, CTA wrote that the TPA "is an onerous portfolio assessment that detracts from teacher candidates' ability to focus on applying the concepts and skills of teacher preparation coursework…" TPAs have also been cited as a barrier to credentialing candidates entering the teaching field, particularly candidates of color.

The CTC had also raised concerns with the early version of the bill, writing, "While recognizing the need for improvements to the current implementation of the [TPA], removing the requirement form statutes eliminates a consistent standard for the teaching profession as well as critical state levers for improving preparation program quality and assuring candidate readiness." Taking an "oppose unless amended" position on the bill, the CTC instead recommended that the bill be amended to instead require the appointment of an expert panel to review the current implementation of TPAs and make recommendations to the CTC.

The CTC's concerns were ultimately persuasive, and the bill was amended to instead require the CTC to convene a workgroup to assess the design and implementation of the state's current TPAs in order ensure they are "valid and authentic, formative in natured, embedded in preparation, and inform program improvement through, the accreditation system." SB 1263 requires that at least one-third of the workgroup members be classroom teachers in California public schools and prohibits the appointment of anyone with a financial interest in any teacher licensing assessment. The workgroup is required to develop and present recommendations on how to modify and improve the current TPA structure to the CTC by March 1, 2025 and the CTC is required to adopt a set of recommendations by July 1, 2025. The CTC is then required to implement the adopted recommendations by July 1, 2028, reporting annually to the Legislature on its progress towards implementation. The workgroup has already been assembled and its work is underway.

New laws changes how employers handle certain unused leave.

In response to claims from school employees that they are having issues transferring leave when moving from one district to another, AB 2134 by Assembly Member Muratsuchi seeks to clarify and streamline the process by requiring school districts, COEs, and state special schools to accept a transfer of sick leave for a certificated or classified employee at any time during their employment with the LEA. Under current law, if a school employee had been terminated with accumulated sick leave, the employee seems to have had to be employed at another district within a year of that termination in order to be entitled to a transfer of their leave. AB 2134 eliminates this lack of clarity by removing this time limit.

With regards to transferring certificated employees, the bill also extends the requirement to accept a leave transfer to COEs and state special schools and clarifies that the leave must be transferred in days, not hours. The latter aligns school policies with the California State Teachers Retirement System (CalSTRS), which accepts unused sick leave in days, and prevents the employee from losing leave because of differences in an employer's length of workday.

Additionally, current law had tasked the State Board of Education (SBE) with adopting rules and regulations prescribing how the previous employing district must certify to the new employer the amount of leave to be transferred. AB 2134 removes that requirement and instead establishes in code the information that a former employer must provide in response to a request to transfer accumulated sick leave:

- The name and identification number for the employee requesting the transfer

- The contact information for the former employing entity
- The time period of service, including the start and end dates, for the employee requesting the transfer
- The total amount of sick leave to be transferred based on the former employer's workday (provided in the form of days for a certificated employee)
- The contact information for the new employer
- The signature of the person completing and verifying the accuracy of the information provided, including the person's name, title, and contact information

The Governor also signed AB 2123 by Assembly Member Diane Papan (D-San Mateo), which removes the ability of an employer to require an employee to take up to two weeks of earned but unused vacation leave before the employee can access benefits under the state's Paid Family Leave program. The bill applies to disability periods that begin on or after January 1, 2025. By removing this authority, an employee will be able to access PFL right when they become eligible but also allows the employee to still choose to use their paid vacation before accessing PFL, if they want to. As noted by the bill's author, "These updates will allow workers to access the support they need without placing any additional requirements on California employers."

The Governor signed the following human resources bills:

California Commission on Teacher Credentialing (CTC)

AB 1930 (Reyes) - Teaching credentials: Child Development Associate Teacher Permit: renewal.
Current law allows a Child Development Associate Teacher Permit to only be renewed once. This bill instead requires the CTC, on or before April 30, 2025, to authorize a holder of a Child Development Associate Teacher Permit to renew their permit without a limit on the number of renewals, provided they complete the specified hours of professional growth activities, as determined by the CTC.
Chapter 687, Statutes of 2024

AB 2345 (Patterson, Jim) - Short-term staff permits: provisional intern permits: teaching permits for statutory leave: designated subjects career technical education teaching credentials: cardiopulmonary resuscitation (CPR) certification.
This bill, commencing July 1, 2025, adds certification in CPR that meets the standards established by the American Heart Association (AHA) or the American Red Cross (ARC) to the minimum requirements for the 3-year preliminary designated subjects career technical education (CTE) teaching credential and the 5-year clear designated subjects CTE teaching credential. The bill also prohibits, beginning July 1, 2025, a school district, COE, charter school or state special school from hiring a person for purposes of a short-term staff permit, provisional internship permit, or a teaching permit for statutory leave, unless that person has a certification in CPR that meets the standards of the AHA or the ARC.
Chapter 65, Statutes of 2024

SB 1263 (Newman) - Teacher credentialing: teaching performance assessment: workgroup.

AB 1263 requires the CTC to convene a workgroup to assess the current design and implementation of the state's TPAs. The workgroup must develop recommendations to be presented to the CTC by March 1, 2025, and the Commission must vote to adopt a set of recommendations by July 1, 2025. The adopted recommendations then have to be implemented by July 1, 2028. The bill also requires the CTC to report to the Legislature annually, beginning October 15, 2025, and through October 15, 2028, on the progress of the workgroup in making its recommendations and actions taken by the CTC to implement the adopted recommendations.

Chapter 889, Statutes of 2024

Health Care

SB 729 (Menjivar) - Health care coverage: treatment for infertility and fertility services.

This bill requires large and small group health care service plan contracts and disability insurance policies issued, amended, or renewed on or after July 1, 2025, to provide coverage for the diagnosis and treatment of infertility and fertility services. The bill also revises the definition of infertility, removes the exclusion of in-vitro fertilization from coverage, and prohibits a health care service plan or disability insurer from placing different conditions or coverage limitations on fertility medications or services, or the diagnosis and treatment of infertility and fertility services, than would apply to other condition. The bill's requirements are inapplicable to a health care benefit plan or contract entered into with the Board of Administration of the Public Employees' Retirement System (until July 1, 2027), as well as religious employers.

Chapter 930, Statutes of 2024

Human Resources

AB 938 (Muratsuchi) - Education finance: classified and certificated staff salaries.

AB 938 requires CDE, by July 1, 2025, to update the Salary and Benefits Schedule for the Certificated Bargaining Unit (Form J-90) to include salary data collection for classified school staff assigned to a schoolsite, in the same manner as collected for certificated staff assigned to a schoolsite, for secretaries or administrative assistants, custodians, bus drivers, school food service workers, and instructional aides. The bill then requires, beginning January 31, 2026 and annually thereafter, LEAs to submit certificated and classified staff salary data using the Form J-90 to CDE. The bill also requires, beginning August 31, 2026 and annually thereafter, CDE to report the changes in school staff wages over time to the Legislature.

Chapter 345, Statutes of 2024

AB 1913 (Addis) - Pupil safety: child abuse prevention: training.

Current law requires LEAs to provide annual training to their employees and contractors who are mandated reporters on the mandated reporting requirements related to child abuse and encourages that training to include training on the prevention of abuse of children on school grounds by school personnel or in school-sponsored programs. This bill, beginning July 1, 2025, requires LEAs to include child abuse prevention in the existing annual mandated reporter training requirement. The bill also requires CDE to develop and disseminate information to all LEAs regarding the prevention of abuse,

including sexual abuse, of children on school grounds, by school personnel, or in school-sponsored programs.
Chapter 814, Statutes of 2024

AB 2123 (Papan) - Disability compensation: paid family leave.
AB 2123 sunsets the authorization for an employer to require an employee to take two weeks of earned but unused vacation leave before, and as a condition of, accessing benefits under California's Paid Family Leave (PFL) program, making the authorization and related provisions inapplicable to any disability period commencing on or after January 1, 2025.
Chapter 949, Statutes of 2024

AB 2134 (Muratsuchi) - School employees: transfer of leave of absence for illness or injury.
This bill makes changes to existing law related to the transfer of accumulated sick leave by certificated and classified employees between their local public education employers, including requiring the second school district employer to honor a request by a certificated employee to transfer the total sick leave accumulated at the first LEA employer at any time during the employee's employment with the second LEA.
Chapter 381, Statutes of 2024

AB 2245 (Carrillo, Juan) - Certificated school employees: permanent status: regional occupational centers or programs operated by single school districts.
AB 2245 requires, beginning July 1, 2025, service by a person as an instructor in classes conducted at a regional occupation center or program operated by a single school district to be included in computing the service required as a prerequisite to the attainment of, or eligibility for, classification as a permanent employee of the single school district.
Chapter 956, Statutes of 2024

AB 2299 (Flora) - Labor Commissioner: whistleblower protections: model list of rights and responsibilities.
Current law requires an employer to prominently display a list of employees' rights and responsibilities under the whistleblower laws. This bill requires the Labor Commissioner to develop a model list of employees' rights and responsibilities under the whistleblower laws. The bill also provides that an employer that posts the model list shall be deemed in compliance with the requirement to prominently display the list of employees' rights and responsibilities under the whistleblower laws.
Chapter 105, Statutes of 2024

AB 2499 (Schiavo) - Employment: unlawful discrimination and paid sick days: victims of violence.
The bill prohibits an employer with 25 or more employees from discharging or in any manner discriminating or retaliating against an employee who is a victim or who has a family member who is a victim, for taking time off work for a prescribed purpose relating to a qualifying act of violence. The bill permits an employer to limit the total leave taken pursuant to these provisions. The bill also requires an employer to inform each employee of their rights under the bill as well as provide the information to new employees upon hire, to all employees annually, at any time upon request, and any time an employee informs an employer that the employee or the employee's family member is a victim. The bill

requires the Civil Rights Department to develop and post, on or before July 1, 2025, a form that an employer may use to comply with this notice requirement.
Chapter 967, Statutes of 2024

AB 2534 (Flora) - Certificated employees: disclosures: egregious misconduct.
The bill requires a person applying for a certificated position at a new school district, COE, charter school, or state special school to provide the prospective employer with a complete list of every LEA that the applicant has previously been an employee of and requires the prospective employer to inquire with all previous employing LEAs whether the applicant had credible complaints of, substantial investigation into, or discipline for, egregious misconduct that were required to be reported to the CTC.
Chapter 570, Statutes of 2024

AB 3234 (Ortega) - Employers: social compliance audit.
This bill requires an employer who has voluntarily subjected itself to a social compliance audit, whether the audit is conducted in part, or in whole, to determine if child labor is involved in the employer's operations or practices, to post a clear and conspicuous link on its website to a report detailing the findings of its compliance with child labor laws. The bill defines the term "social compliance audit" to mean a voluntary, nongovernmental inspection or assessment of an employer's operations or practices to evaluate whether the operations or practices are in compliance with state and federal labor laws, including wage and hour and health and safety regulations, including those regarding child labor.
Chapter 438, Statutes of 2024

AB 3235 (Bryan) - Fingerprint rollers and custodians of records.
Current law requires the Department of Justice (DOJ) to refuse to certify or confirm a fingerprint roller or custodian of records, or revoke their certification or confirmation, upon, among other things, their conviction for a felony offense. Current law also requires the DOJ to refuse to certify an individual as a fingerprint roller, or to suspend or revoke that certification, upon the revocation, suspension, restriction, or denial of a professional license for specific reasons. AB 3235 instead gives the DOJ discretion to refuse to certify or confirm a fingerprint roller or custodian of records, or to revoke their certification or confirmation. The bill also makes the same change with relation to the revocation, suspension, restriction, or denial of a professional license for fingerprint rollers.
Chapter 254, Statutes of 2024

SB 399 (Wahab) - Employer communications: intimidation.
This bill, except as specified, prohibits an employer from subjecting, or threatening to subject, an employee to discharge, discrimination, retaliation, or any other adverse action because the employee declines to attend an employer-sponsored meeting or affirmatively declines to participate in, receive, or listen to any communications with the employer or its agents or representatives, the purpose of which is to communicate the employer's opinion about religious or political matters. The bill also requires an employee who refuses to attend such a meeting to continue to be paid and imposes a civil penalty of $500 on an employer who violates these provisions.
Chapter 670, Statutes of 2024

SB 1090 (Durazo) - Unemployment insurance: disability and paid family leave: claim administration.
SB 1090 authorizes workers to file a claim for State Disability Insurance or Paid Family Leave benefits up to 30 days in advance of the first compensable day of disability and requires the Employment Development Department (EDD) to issue payment on those claims within 14 days of receipt or as soon as eligibility begins for the claimant, whichever is later. The bill makes these changes operative when these changes are incorporated in the EDD's integrated claims management system as part of the EDDNext project.
Chapter 876, Statutes of 2024

Retirement/CalSTRS/CalPERS

AB 1246 (Nguyen, Stephanie) - Public employees' retirement: Public Employees' Retirement System optional settlements.
This bill, commencing January 1, 2026, permits a member of the California Public Employees' Retirement System (CalPERS) who divorces after retirement and subsequently remarries to elect to designate their new spouse as a beneficiary of the retiree's post-divorce retirement settlement irrespective as to whether the member received 100 percent of their retirement allowance in the divorce settlement. The bill also provides that a member may elect this option only once, precludes elections that would be in derogation of the former spouse's interest in the retirement system, and precludes elections that would result in additional employer costs.
Chapter 350, Statutes of 2024

AB 1997 (McKinnor) - Teachers' Retirement Law.
Current law requires employers and employees to make contributions to the California State Teacher Retirement System (CalSTRS) based on the member's creditable compensation and defines "annualized pay rate" to mean the salary or wages a person could earn during a school term for an assignment if creditable service were performed for that assignment on a full-time basis. This bill redefines "annualized pay rate" to mean the salary a person could earn during a school term in a position subject to membership if creditable service were performed for that position on a full-time basis, to be determined pursuant to a publicly available pay schedule. This bill would make these changes effective upon a date determined by the CalSTRS Board but no later than July 1, 2027.
Chapter 690, Statutes of 2024

AB 2770 (Committee on Public Employment and Retirement) - Public employees' retirement.
AB 2770 makes technical, non-substantive amendments to clear up and clarify specified portions of the Education and Government Codes regulating the CalSTRs, CalPERS, and the County Employees Retirement Law of 1937 (CERL) retirement systems, including requiring a CalSTRS member to sign and return a completed statement of contributions and interest required from CalSTRS to purchase service credit at a specific cost no later than 35 calendar days from the date of the offer.
Chapter 117, Statutes of 2024

AB 3025 (Valencia) - County employees' retirement: disallowed compensation: benefit adjustments.
This bill establishes processes and procedures in the CERL, administered by CERL systems, relating to earnable compensation, disallowed compensation, and the recovery of overpayments, including requiring counties operating employee retirement systems under CERL to reimburse those systems for

pension overpayments made to employees and also pay those retirees a lump sum amount equal to 20 percent of the actuarial equivalent present value of a retiree's "lost" pension going forward due to the benefit recalculation.
Chapter 427, Statutes of 2024

Teacher Shortage

AB 2967 (Ting) - Teacher Housing Act of 2016: nonprofit organization employees.
The Teacher Housing Act of 2016 authorizes a school district to establish and maintain programs that address the housing needs of teachers and school district employees who face challenges in securing affordable housing. AB 2967 expands the authority provided under the Act to include programs that address the housing needs of nonprofit organization employees who face challenges in securing affordable housing. The bill defines "nonprofit organization employee" for these purposes to include employees of a nonprofit organization operating early childhood, prekindergarten, or schoolage childcare, classrooms, or programs, or expanded learning classrooms and programs, on school district property with funding from CDE, the federal Head Start program, or other public funding targeted to children from families of low and moderate income. The bill also provides that teachers, school district employees, and nonprofit organization employees shall have a right of first refusal to occupy housing acquired, constructed, rehabilitated, or preserved under the Act, with teachers and school district employees being prioritized before nonprofit organization employees.
Chapter 748, Statutes of 2024

Workers Compensation

AB 1239 (Calderon) - Workers' compensation: disability payments.
Current law allows an employer to commence a program under which disability indemnity payments are deposited in a prepaid card account for employees, until January 1, 2025. This bill extends this authorization until January 1, 2027.
Chapter 806, Statutes of 2024

AB 1870 (Ortega) - Notice to employees: legal services.
Current law generally requires employers who are subject to the workers' compensation system to keep posted in a conspicuous location frequented by employees and easily read by employees during the hours of the workday, a notice that includes, among other information, to whom injuries should be reported, the rights of an employee to select and change a treating physician, and certain employee protections against discrimination. This bill requires the notice to also include information concerning an injured employee's ability to consult a licensed attorney to advise them of their rights under workers' compensations laws.
Chapter 87, Statutes of 2024

Capitol Advisors Group has produced a set of comprehensive client briefs detailing new education laws that were passed by the Legislature and signed into law by Governor Newsom in 2024. Each brief is organized by subject area and includes an executive summary highlighting major changes we think you should know about. Bills signed by the Governor take effect on January 1, 2025, unless the bill specifically states otherwise.