August 28, 2023

The Honorable Anthony Portantino  
Chair, Senate Appropriations Committee  
State Capitol, Room 412  
Sacramento, CA 95814

Senate Appropriations Committee – Suspense File (Updated Opposition)  
OPPOSE (As amended 05/18/23)

Dear Senator Portantino,

On behalf of the undersigned organizations, local educational agencies (LEAs) and community college districts, we write in respectful opposition to Assembly Bill 1699 (McCarty), related to classified employee job vacancies. We are deeply concerned that this measure would impede timely hiring and exacerbate vacancies to the detriment of students and other current and future school employees. Amongst other things, AB 1699 requires job opportunities to be posted for internal applicants for 10 days before external candidates may be considered. It also requires that an internal candidate that meets the minimum qualifications, or “could” meet the minimum qualifications after 10 hours of paid on-the-job training, have the right of first refusal for a position.

We support having every qualified candidate available to fill vacant positions. LEAs and community colleges have established recruitment and hiring procedures consistent with state education code, merit system rules (if applicable), board policies, administrative regulations, and/or negotiated collective bargaining agreements. These established procedures take into consideration unique local factors and include a process for identifying who is qualified and best suited for each vacancy, whether by education, experience, licensure, examination, interview, and/or a combination thereof. Established recruitment procedures also include a process for internal candidate transfer requests and/or promotions. These locally established procedures are in place so students do not feel the brunt of staffing shortages due to delays or inefficiencies.

LEAs and community colleges also have established procedures to provide existing employees with opportunities for extra hours or overtime, as appropriate, to minimize the impact of vacancies during the recruitment process. LEAs and community colleges shared that if and when they have an interested, suitable internal candidate to fill a new position or take on more hours, they encourage internal candidates to apply. This practice has supported staffing needs for the implementation of Universal School Meals and Universal Transitional Kindergarten (UTK), amongst other programs that have called for increased hours or positions.

Unfortunately, AB 1699 would require school employers to offer positions to candidates that apply for a position and meet, or could meet, the minimum qualifications, but are not necessarily the best suited compared to other candidates. It also establishes an inequitable system by setting a higher bar for external candidates, who often must meet additional job requirements to even be considered. It is also troubling that AB 1699 does not address the scenario when an internal candidate is on an improvement plan or has received counseling or progressive discipline for prior conduct issues. As drafted, AB 1699 would still give that individual priority first right of refusal based on seniority.

In instances where multiple internal candidates express an interest, the most senior employee, regardless of their work experience or current classification, would be the top candidate. For example, multiple internal candidates may meet the minimum qualifications to be an instructional aide in a TK classroom, but because of seniority considerations and first right of refusal for internal candidates, AB
1699 would prevent an LEA from offering the position to the most suitable candidate. In this example, an employee who has ever only worked in an office setting or secure juvenile court would be offered the position over a candidate with experience working with four- and five-year-old children.

For merit system districts, AB 1699 directly contradicts the core goals of promoting efficiency, fairness, and impartiality in the selection, retention and promotion of classified employees. Even more regrettable is that AB 1699 would undermine diversity, equity and inclusion (DEI) efforts adopted and promoted by both merit and non-merit districts, negatively impacting their ability to strategically diversify their workforce, attract talent, and meet the needs in their local community.

Existing hiring and promotional practices need to remain intact so that LEAs and community colleges can continue to engage in their locally established recruitment systems unique to their students, programs, community, and organizational needs to provide adequate staffing levels expeditiously. The question of internal candidate preferences and hiring processes should be left to the local bargaining table.

Unfortunately, AB 1699 would further exacerbate the staffing shortages school employers face in all regions of the state. Not only would the implementation of AB 1699 be costly and challenging due to the protocols set forth in the measure, it would significantly delay how and when LEAs and community colleges could hire needed staff. For the aforementioned reasons, we respectfully oppose AB 1699. Please do not hesitate to contact Dorothy Johnson, Association of California School Administrators Legislative Advocate, if you have any questions regarding our position at (916) 329-3807.

Sincerely,

Lucy Salcido Carter, J.D., Director of Policy and Governance, Alameda County Office of Education
Brandon Tietze, Executive Director of Classified Personnel, Anaheim Union High School District
Louise Simson, Superintendent, Anderson Valley Unified School District
Susan K. Bray, Executive Director, Association of California Community College Administrators (ACCCA)
Dorothy Johnson, Legislative Advocate, Association of California School Administrators (ACSA)
Brinda Leon, Superintendent of Schools, Brea Olinda Unified School District
Dr. Randy Haggard, Superintendent, Buellton Union School District
Michelle Hayes, Personnel Services - Assistant Superintendent, Cajon Valley Union School District
Mark Campbell, Superintendent, Calaveras Unified School District
Mishaal Gill, Director of Policy and Advocacy, California Association of School Business Officials (CASBO)
Andrea Ball, Legislative Advocate, California Association of Suburban School Districts
Brianna Bruns, Director, Policy and Advocacy, California County Superintendents
Sandra S. Morales, Legislative Advocate, California High School Coalition
Chris Reefe, Legislative Director, California School Boards Association (CSBA)
Philip J. Gordillo, Executive Director, California School Personnel Commissioners Association
Dr. Shelly Viramontez, Superintendent, Campbell Union School District
Bob Presby, Associate Superintendent, Human Resource Services, Capistrano Unified School District
Dr. Benjamin Churchill, Superintendent, Carlsbad Unified School District
Bob Brauneisen, Superintendent, Castaic Union School District
Parvin Ahmadi, Superintendent, Castro Valley Unified School District
Thomas Addington, M.A., Superintendent, Central Union Elementary School District
Jeff Frost, Legislative Advocate, Central Valley Education Coalition
Kim Pavez, Coordinator, Classified Human Resources, Charter Oak Unified School District
Douglas J. Collins, Superintendent, Chowchilla Elementary School District
Dr. Justin Miller, Superintendent, Chowchilla Union High School District
James Elsasser, Ed.D., Superintendent of Schools, Claremont Unified School District
Jonathan A. Koch, Executive Director, CODESP
Lynn Mackey, Superintendent of Schools, Contra Costa County Office of Education
Andrew Martinez, Senior Director of Government Relations, Community College League of California
Tracy Mouren-Laurens, Executive Director HR/Induction, Cypress School District
John A. Garcia, Jr., Ph.D., Superintendent, Downey Unified School District
Dianne Lumsdaine, Chair, Downey Unified School District Personnel Commission
Chris Hoffman, Superintendent, Elk Grove Unified School District
Sarah Koligian, Ed.D. Superintendent, Folsom Cordova Unified School District
Joseph Aldridge, Superintendent, Fort Bragg Unified School District
Katherine Stopp, Ed.D., Superintendent, Fountain Valley School District
Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools
Patrick Jensen, Chief Financial Officer, Fresno Unified School District
Jenni M. Delamora, Director of Classified Personnel, Garden Grove Unified School District
David Rose, Superintendent, Gravenstein Union School District
Annie Hubbard, Ed.D., Superintendent, Hope Elementary School District
Jeff McFarland, Superintendent/Principal, Horicon Elementary School District
Dr. Christine Walker, Superintendent, Hueneme Elementary School District
Leisa Winston, Ed.D., Superintendent, Huntington Beach City School District
Anil S. Muhammed, Ed.D., Director, Human Resources Classified, Huntington Beach Union High School District
Eamonn O’Donovan, Assistant Superintendent of Human Resources, Irvine Unified School District
Carlos Rojas, Assistant Superintendent, State and Local Initiatives, Kern County Superintendent of Schools
Dr. Helio Brasil, Superintendent, Keyes Union Elementary School District
Todd Barlow, Kings County Superintendent of Schools
Dr. Wesley Sever, Superintendent, Kingsburg Elementary Charter School District
Becky Salato, Superintendent, Konoci Unified School District
Mario A. Carlos, Ed. D., Superintendent, La Habra City School District
Michael Conlon, Assistant Superintendent, Human Resources, Laguna Beach Unified School District
Jason Viorla, Ed.D., Superintendent, Laguna Unified School District
Cheryl Hunt, Superintendent, Lemoore Union Elementary School District
Eric L. Volta, Superintendent, Liberty Union High School District
Andrew Pulver, Ed.D., Superintendent, Los Alamitos Unified School District
Ron Delahoussaye, Personnel Director, Personnel Commission, Los Angeles Community College District
Pamela E. Gibbs, Executive Director, Governmental Relations, Los Angeles County Superintendent of Schools
Eric Rowen, Executive Director, Classified Human Resources, Los Angeles County Office of Education, Personnel Commission
Nicole H. Glentzer, Superintendent of Schools, Mendocino County Office of Education
Steve Tietjen, Ed.D., County Superintendent of Schools, Merced County Office of Education
Dr. Sara Noguchi, Superintendent, Modesto City Schools
Dr. Deneen Guss, Superintendent of Monterey County Office of Education
Ward H. Andrus, Ed. D., Superintendent, Murrieta Valley Unified School District
Dr. Leticia Hernandez, Superintendent, Newhall School District
Kristen M. Clark, Administrative Director I, Classified Personnel, Newport-Mesa Unified School District
Robert Ewing, Chairman, Personnel Commission, Ocean View School District
Andrea Ball, Legislative Advocate, Orange County Department of Education
Holly C. Edds, Ed.D., Superintendent, Orcutt Union School District
Adalberto Fuentes, Ph.D., Director, Classified Human Resources, Oxnard School District
Mary Theus, Director, Personnel Commission, Palmdale School District
Shellie Pote, Director, Classified Human Resources, Pleasant Valley School District
Nimarta Grewal, Senior Director, Human Resources, Pleasanton Unified School District
Paul van Loon, Superintendent, Pioneer Union Elementary School District
Nancie Castro, Assistant Superintendent, Human Resources, Pittsburg Unified School District
Caitlin Jung, Legislative Counsel, Redondo Beach Unified School District
Jeff Percell, Superintendent, Riverdale Joint Unified School District
LaShe’ Rodriguez, Director of Government Relations, External Relations & Strategic Communications, **Riverside Community College District (RCCD)**  
Jeffrey A. Vaca, Chief Governmental Relations Officer, **Riverside County Superintendent of Schools**  
Roger Stock, Superintendent, **Rocklin Unified School District**  
Brad Basham, Assistant Superintendent, Human Resources, **Roseville Joint Union High School District**  
Marc Trahan, Superintendent, **Ross Valley School District**  
Anne L. Staffieri, Ed.D., Superintendent, **San Dieguito Union High School District**  
Karen Schwarz, Personnel Commission Chair, **San Mateo County Office of Education**  
Darvin Jackson, Ed.D., Assistant Superintendent, Human Resources, **Saddleback Valley Unified School District**  
Twila Tosh, Superintendent, **Salida Union School District**  
Dr. Susan Salcido, **Santa Barbara County Superintendent of Schools**  
Jennifer L. Stevenson, Ed.D, Assistant Superintendent - Human Resources, **Saugus Union School District**  
Dr. Sue Johnson, Superintendent, **Savanna School District**  
John Roach, Executive Director, **School Employers Association of California (SEAC)**  
Dave George, Chief Executive Officer, **Schools Excess Liability Fund (SELF)**  
Jesse M Najera, Superintendent, **Silver Valley Unified School District**  
Eric Bonniksen, President, **Small School Districts’ Association**  
Shannon Sanford, Superintendent, **Stanislaus Union Elementary School District**  
Dr. Catherine Kawaguchi, Superintendent, **Sulphur Springs Union School District**  
Michael Gallagher, Ed.D., Superintendent, **Sunnyvale School District**  
Richard DuVarney, **Tehama County Superintendent of Schools**  
Cody Walker, Assistant Superintendent of Business & Operations, **Tehama County Superintendent of Schools**  
Timm Stowe, EdD, Superintendent of Schools, **Torrance Unified School District**  
Tim A. Hire, County Superintendent of Schools, **Tulare County Office of Education**  
Lucy Van Scyoc, Superintendent, **Tulare Joint Union High School District**  
Dana Trevethan, Superintendent, **Turlock Unified School District**  
Maurita De La Torre, Ed.D., Chief Personnel Officer, **Tustin Unified School District**  
Debra Kubin, Superintendent, **Ukiah Unified School District**  
Bree Valla, Superintendent/Principal, **Vista del Mar Union School District**  
Gina Rossal, Superintendent, **Westside Union School District**  
Mike Kuhlman, Superintendent, **William S. Hart Union High School District**  

cc: Honorable Kevin McCarty, California State Assembly  
Honorable Members, Senate Appropriations Committee  
Robert Ingenito, Consultant, Senate Appropriations Committee  
Lenin Del Castillo, Consultant, Senate Appropriations Committee  
Cory Botts, Consultant, Senate Republican Caucus