



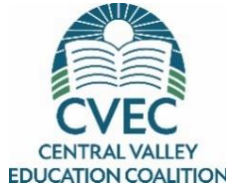
CALIFORNIA COUNTY
SUPERINTENDENTS



RIVERSIDE COUNTY
OFFICE OF EDUCATION
EDWIN GOMEZ, Ed.D.
County Superintendent of Schools



Kern County
Superintendent
of Schools
Office of Mary C. Barlow
...advocates for children



April 11, 2023

The Honorable Kevin McCarty
California State Assembly
1021 O St., Suite 4510
Sacramento, CA 95814

Re: Assembly Bill 897 (McCarty) – Certificated Employees: Probationary Employees: Service Credit Oppose (As Introduced)

Dear Assembly Member McCarty,

On behalf of the undersigned organizations, we write in respectful opposition to your Assembly Bill 897, related to certificated employee probationary periods. The measure would effectively grant permanent status to employees serving for just 45% of the school year. We recognize the intent of the bill but believe it could result in negative consequences for school districts, educators, and students.

Specifically, this bill would require probationary employees who work at least 60% of a full-time assignment and serve at least 75% of the required days or hours to be deemed as having served a complete school year. This limited time frame is not sufficient for districts to collect information and determine if the employee has the capabilities to fulfill their duties or if they could better serve in another capacity. Probationary periods also serve as an important time for new teachers to be supported and receive guidance on how to face the challenges that come with their position. Teachers may not gain the necessary preparation in the proposed abbreviated time period. As a result, they may be less equipped to fulfill their duties. Alternatively, districts could be reluctant to pass probationary employees due to the lack of data for evaluation.

Finally, 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. Those proceedings can range from \$10,000 to over \$100,000 per case, depending on the scope. We also have concerns about the public policy impacts of beginning a process of granting tenure rights to additional positions, particularly in the non-teaching positions that this bill intends to include.

For these reasons, we respectfully oppose AB 897. Please do not hesitate to contact Dorothy Johnson, ACSA Legislative Advocate, if you have any questions regarding our position at (916) 329-3807.

(continued)

Sincerely,



Dorothy Johnson, Legislative Advocate
Association of California School Administrators



Chris Reefer, Legislative Director
California School Boards Association



Carlos Rojas, Assistant Superintendent, State and
Local Initiatives
Kern County Superintendent of Schools



Jeffrey A. Vaca, Chief Governmental Relations Officer
Riverside County Superintendent of Schools



Brianna Bruns, Director, Policy and Advocacy
California County Superintendents



Elizabeth Esquivel, Assistant Executive Director,
Governmental Relations
California Association of School Business Officials



Andrea Ball, Legislative Advocate
California Association of Suburban School Districts



Jeff Frost, Legislative Advocate
Central Valley Education Coalition
Orange County Department of Education

cc: Honorable Juan Carrillo, California State Assembly
Honorable Chair and Members, Assembly Appropriations Committee
Natasha Collins, Principal Consultant, Assembly Appropriations Committee
Joe Shinstock, Consultant, Assembly Republican Caucus