



DATE: October 16, 2024

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

SUBJECT: First Read and Proposed Revisions to Board Policy and
Administrative Regulation 4121 - Temporary/Substitute Personnel

PRESENTED BY: Mike Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Review the proposed revisions and provide direction to bring back to the next regular Board Meeting for approval.

BACKGROUND INFORMATION

Policy updated to reflect NEW LAW (AB 897, 2023) which (1) requires an employment agreement for a categorically funded project to include the expected end date of employment, the source of funding, and the nature of the categorically funded program or project, and (2) specifies that Education Code 44909 does not apply to a teacher of classes for adults.

Additionally, policy updated to reflect NEW LAW (SB 616, 2023) which (1) requires districts that provide sick leave on an accrual basis to provide sick leave accrual at a rate of at least 40 hours or five days by the 200th calendar day of employment, each calendar year, or 12-month period, (2) for districts that credit employees with sick leave at the beginning of each year, increases paid sick leave to 40 hours or five days, and (3) extends procedural protections against retaliation to employees covered by collective bargaining agreements. In addition, policy updated to clarify that up to 80 hours or ten days of sick leave may be carried over annually, but the district may limit an employee's use of sick leave to 40 hours or five days per year. Policy also updated to provide that reemployment provisions contained in Education Code 44918 do not apply to districts with an average daily attendance of over 250,000 (formerly 400,000).

Regulation updated to clarify that "time of initial employment" means before the employee starts work, including by moving related language.

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments: BP and AR 4121 - Temporary/Substitute Personnel - Compared