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REPRESENTING SENATE DISTRICT 25

Senate Bill 1083 (Pérez)

Statewide Accountability System for Egregious Misconduct

Summary

SB 1083 expands the Safe Learning Environments Act (SB 848, Chapter 460, Statutes of 2025) by establishing an Administrative Law Judge (ALJ) review process for classified employees who are added to the statewide data system for investigations involving egregious misconduct, and by establishing appropriate vetting standards for independent contractors who work with students.

Background

The Safe Learning Environments Act created a statewide data system to track egregious misconduct investigations involving school employees to improve transparency and prevent individuals with serious allegations from moving between school sites without proper review.

As implementation moves forward, stakeholders have identified areas where additional refinements would help ensure the system operates with consistency, fairness, and covers all individuals working with students.

Problem

While the Safe Learning Environments Act marked an important step toward creating safer school environments, two key issues have emerged through its implementation.

First, classified employees do not have a clearly defined, impartial review process comparable to certificated employees (teachers). Existing law requires that teachers receive due process before being placed in a misconduct-related data system, which includes a hearing and the ability to appeal the decision to an ALJ through the Office of Administrative Hearings (OAH). Without equivalent due process protections,

investigations against classified employees involving egregious misconduct can result in professional and personal consequences.

Second, in some cases, employees may resign or leave their position before an investigation into alleged misconduct is completed, which limits information available to future employers. Without clear requirements to complete investigations and document these circumstances, the process leaves important safety concerns unaddressed.

Finally, while the Safe Learning Environments Act established an important accountability structure, gaps remain for contracted and non-permanent employees who work directly with students. These individuals may have regular, unsupervised access to children, yet are not always subject to the same level of accountability.

Addressing these issues is essential to prevent inconsistent standards and ensure that all individuals working with students are treated consistently under the law.

Solution

SB 1083 builds on the strong foundation established the Safe Learning Environments Act by strengthening fairness and accountability, as follows:

- Requiring an Administrative Law Judge from the OAH, jointly selected by the district and the employee's exclusive representative, to determine whether a classified district employee should be added to the statewide data system.

- Strengthening the investigation process by requiring school employees to complete investigations into egregious misconduct.
- Requiring that if an employee leaves before an investigation is complete, their departure and a preliminary notice about the investigation must be entered into the statewide system to ensure future employers know about any pending concerns when making hiring decisions.
- Ensuring contracted or temporary employees who interact with students are subject to appropriate vetting measures to protect student safety.

Sponsors

- California School Employees Association (CSEA)
- American Federation of State, County and Municipal Employees (AFSCME)
- California Federation of Teachers (CFT)
- SEIU California

Support

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