

LEGISLATIVE MATTERS

California Schools in Focus: Quarterly Newsletter on Legislation Affecting Schools



As we head into the Summer months, the legislature continues to hold committee meetings to hear pending legislation and determine if bills will proceed to the Governor's desk. There have been several amendments to bills due to the anticipated budget for the coming year, and the Appropriations Committee will be the biggest hurdle for several pieces of legislation. Bills will continue to be amended between now and the final deadline for amendments on September 5, 2025. The legislature will break for Summer recess between July 18th and August 17th.

Pending Legislation

IN THIS ISSUE

- AB-1163 Expansion of Workplace Violence Prevention Training Topics (K-12) (CC)
- AB-1331 Workplace Surveillance (K-12) (CC)
- AB-68 School Safety and Armed Resource Officers (K-12)
- AB-90 Overnight Student Parking at Community Colleges (CC)
- AB-772 Cyberbullying: Model Policy for Off Campus Acts (K-12)
- SB-848 School Employee Misconduct and Child Abuse Prevention (K-12)
- AB-1293 Workers' Compensation: Qualified Medical Evaluator Reports (K-12) (CC)
- AB-340 Unions and Confidential Communications (K-12) (CC)
- SB-294 The Workplace Know Your Rights (K-12) (CC)
- AB-5 Safe and Supportive Schools: Annual LGBTQ Cultural Competency Training (K-12)
- AB-1913 Child Abuse Prevention Training (K-12)

AB-1163 Expansion of Workplace Violence Prevention Training Topics K-12 CC

Earlier this year, AB 1163 was drafted to add specific training requirements to the Workplace Violence Prevention Plan applicable to K-12 and community college employees only. Recent amendments have updated the legislation to require the California Department of Education (CDE) to develop standardized de-escalation training and make it publicly available on their website by January 1, 2027. The training shall focus on techniques to minimize the likelihood of students committing violent acts, and it shall be no longer than one hour. The original draft of the bill required this training to be in person, but recent amendments have allowed virtual options. The bill is supported by the California Teachers Association. Opposition was filed by the Association of California School Administrators since funding is provided to the CDE to develop training, but no funding is allocated to schools to pay certificated staff for additional training time. The bill is currently being held by the Appropriations Committee.

AB-1331 Workplace Surveillance K-12 CC

This bill, sponsored by the California Federation of Labor Unions, prohibits employers from monitoring or surveilling workers in off-duty areas such as breakrooms. Employers may use tools that passively surveil workers in off-duty areas only if workers are notified that the tool is in use. Employers who violate this provision will be subject to a civil penalty of \$500 per employee for each violation. This bill was passed by both the Labor and Employment Committee and the Privacy and Consumer Protection Committee. It is currently being reviewed in the Appropriations Committee.

AB-68 School Safety and Armed Resource Officers K-12

Current law allows districts to establish school police departments. This bill would require districts to hire or contract with at least one armed school resource officer to be present at each school of the district during school hours or any other time when students are present on campus. This requirement would roll out in stages based on grade levels:

- Compliance by 1/1/26 for grades 9-12
- Compliance by 1/1/27 for grades 6-8
- Compliance by 1/1/28 for grades 1-5

Schools with less than 50 enrolled students are exempt from the requirement. This bill is currently being reviewed by the Education Committee and has not yet been subject to a committee vote.

AB-90 Overnight Student Parking at Community Colleges CC

Legislation mandating community colleges to permit overnight parking for homeless students has been presented multiple times in the past. The last iteration of similar legislation (AB1818) failed to advance in committee in 2024. Recent amendments to the legislation have removed Cal State universities from this requirement. The bill is currently being reviewed by the Appropriations Committee. The California Association of Joint Powers Authorities (CAJPA) has taken an opposition position on this bill.

AB-772 Cyberbullying: Model Policy for Off Campus Acts K-12

This bill would require the CDE to develop model policies on how to address cyberbullying that occurs outside of school hours. Districts would be required to post their policy on the district website on or before July 1, 2027. The legislation was amended to include two important aspects:

1. LEA will be authorized to address cyberbullying outside of school hours, but they will not be required to do so.
2. If an LEA chooses not to respond to cyberbullying outside of school hours, there shall be no liability for failing to address those acts.

SB-848 School Employee Misconduct and Child Abuse Prevention K-12

Current law does not require districts to adopt a board policy related to appropriate adult/student interactions. The bill would make such policies a requirement by 1/1/2026. Adult/Student Interaction policies will be required to clearly prohibit inappropriate electronic and social media communications. The policy would also require instruction for students on abuse and assault prevention, inappropriate behaviors and reporting mechanisms. This bill was drafted as a recommendation from the recent Fiscal Crisis Management & Assistance Team (FMCAT) report on AB 218. This bill was passed by the Appropriations Committee.

AB-1293 Workers' Compensation: Qualified Medical Evaluator Reports K-12 CC

There are significant costs associated with supplemental Qualified Medical Evaluator (QME) reports, particularly when the initial report did not address all issues required. This often results in additional costs to the defense, including depositions of the QME to seek clarification when a report is inaccurate or ambiguous. This bill would require a specific QME form to be completed, ensuring all pertinent issues are addressed in the form. Inaccurate and/or incomplete reports would be issued to the Administrative Director. This would lead to more complete reports of improved quality. This bill is supported by CAJPA and has passed the Appropriations Committee.

AB-340 Unions and Confidential Communications K-12 CC

This bill would place restrictions on public employers from questioning employees and union representatives about conversations they have had, if those conversations were alleged to be related to a representation matter. Similar legislation has been proposed several times in the past legislative years: 2013/2014, 2017/2018, and 2019/2020. Each time, the bill either died in the inactive file or was vetoed by the Governor. There are concerns with placing union communications in the same confidentiality categories as communications with attorneys and physicians. This could also severely limit the employer's ability to conduct investigations. CAJPA has taken an opposition position on this bill. The bill is currently being reviewed by the Appropriations Committee. While this bill is specific to public employers, there is another pending bill, AB-1109, which would apply the same restrictions to all employers. AB-1109 was recently sent to the Senate for review.

SB-294 The Workplace Know Your Rights Act K-12 CC

Employers are currently required to post a variety of information at worksites related to both state and federal regulations. The author of this bill indicates that even with current mandatory workplace postings on state and federal labor laws, employees are unfamiliar with their rights, particularly if they are approached by law enforcement in the workplace. In response to workplace immigration raids, this bill requires employers to issue stand-alone, individual notices to employees regarding their rights when interacting with law enforcement in the workplace, provide video training on said rights, and require employers to notify an employee's emergency contact if they have been arrested or detained by law enforcement while at work. The bill is currently supported by several union groups and is in the Senate for review.

**Prior Legislation Effective This Year****AB 5 - Safe and Supportive Schools: Annual LGBTQ Cultural Competency Training** K-12

This bill was previously passed in a prior legislative year, but the requirements will be effective as of July 1, 2025. AB 5 is about making schools safer and more supportive for LGBTQ students (those who identify as lesbian, gay, bisexual, transgender, queer, or questioning), through mandatory annual training (2025-2030). Starting in the 2025-26 school year, schools that serve grades 7-12 must provide at least one hour of LGBTQ cultural competency training each year for teachers and certificated staff. This training can be done online using a platform and curriculum developed by the California Department of Education, or it can be done in person as an alternative. AB 5 also includes tracking and oversight that requires schools to keep records of who completes the training. The state will monitor compliance as part of its regular school review. A final report on the results will be shared with the Legislature and made public after the 5-year training period ends. The training requirement runs for five school years (2025-2030) and ends July 1, 2031. The law will be officially repealed in January 2032 unless extended. The California Department of Education (CDE) has developed an AB 5-compliant training course titled Providing Relevant, Inclusive Support that Matters for LGBTQ+ Students (PRISM). More information can be found at <https://prismcalifornia.org/>. However, please note that the training is managed and tracked through the PRISM platform and cannot be uploaded and tracked in any other training platform, such as Vector Solutions. Questions can be directed via email at PRISM@cde.ca.gov or by phone at (916)445-7331.

AB-1913 Child Abuse Prevention Training K-12

This bill was chaptered in September 2024, but the requirements will be effective on July 1, 2025. AB 1913 requires school districts and county offices of education to provide annual training to employees regarding the prevention of child abuse. Unlike mandated reporter training, which focuses on identifying and reporting abuse and neglect, the training mandated by AB 1913 will focus on the prevention of abuse of children on school grounds by school personnel or in school-sponsored programs through identification of professional boundaries and grooming behaviors. This mandate can be met by enrolling employees into the Child Abuse: Mandated Reporter Training for California (EDU) course offered in Vector Solutions, which is designed to meet both the requirements for Mandated Reporter training and AB 1913.



CSRM Mission Statement

Promote student achievement by optimizing the financial and human resources of member districts through high quality risk financing and loss reduction services.



A Message from our Claims Services Manager

The 2025 legislative year is quickly coming to a close. Legislators will begin Summer Recess on July 18, 2025 and reconvene on August 18, 2025. This allows legislators a few weeks before the September deadline for each house to pass bills. In our next quarterly issue, we will review the bills either passed or vetoed by the Governor.

Sandy Avina, MBA, SIP
CSRM Claims Manager
SAvina@csjpa.org



California Schools JPASM
RISK MANAGEMENT

909.763.4900 | www.csjpa.org