

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS
 Buffy Wicks, Chair
 AB 2120 (Solache) – As Introduced February 18, 2026

Policy Committee:	Public Employment and Retirement	Vote:	6 - 0
	Education		9 - 0

Urgency: No State Mandated Local Program: Yes Reimbursable: No

SUMMARY:

This bill permanently extends authority for the Los Angeles unified School District (LAUSD) to use the alternative hiring process authorized for specified classified employee job classifications in the merit system.

FISCAL EFFECT:

No new state costs.

COMMENTS:

1) **Purpose.** According to the author:

Selective Certification has allowed LAUSD to decrease the time to hire staff in certain, critical roles, who have the skills to effectively support our schools and families on day one. In a time of decreasing enrollment and increasing costs, every dollar counts. Selective Certification is cost-effective and provides decreased disruption of service.

2) **Background.** Existing law allows a school district or CCD to establish a personnel commission as an independent board separate from the district’s leadership structure, with districts adopting this structure known as merit districts. The personnel commission’s primary purpose is to oversee the district and each campus of the district’s merit system for classified employees and to ensure fair and objective treatment of all applicants and employees. A merit system provides for a set of rules and procedures governing the selection, promotion, retention, and discipline of classified staff in order to avoid favoritism or prejudice. Among other responsibilities, the personnel commission is responsible for classifying and reclassifying positions and presides over appeal hearings for disciplinary actions taken against classified staff. School districts and CCDs may determine which position classifications are included within the classified designation but it typically includes custodians, bus drivers, educational center assistants, student support specialists, and financial aid supervisors.

Most school districts operate as non-merit districts but about 100 school districts, including LAUSD, have adopted a merit system for use with their employees. This means classified staff vacancies are filled from applicants on eligibility lists, except for vacancies filled by

transfer, demotion, reinstatement, or reemployment in accordance with rules of the commission. Competitive examinations determine an applicant's place on an eligibility list. Candidates are ranked and only those in the first three ranks are placed on an eligibility list. Appointments may be made from other than the first three ranks when the ability to speak, read, or write a language in addition to English, possession of a valid driver's license, specialized licenses or ability, or gender is a requirement of the position.

According to LAUSD, the exemption extended by this bill allows the district to fill vacancies in two to five weeks that would otherwise require between one to three months.

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