

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 2142 (Garcia) – As Amended April 23, 2026

Policy Committee:	Public Employment and Retirement	Vote:	5 - 0
	Higher Education		7 - 3

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

**SUMMARY:**

This bill amends the circumstances under which a community college district (CCD) or school district temporary employee must be converted into a permanent classified employee and afforded the associated benefits.

**FISCAL EFFECT:**

Ongoing Proposition 98 General Fund costs of an unknown amount, but possibly in the millions of dollars statewide, to school districts and CCDs. There are nearly 1,000 school districts in the state and 72 community college districts with more than 300,000 classified staff statewide. An exact cost estimate depends on the number of temporary employees that a district must retain as permanent employees as a result of this bill.

The Legislative Analyst’s Office recently warned of General Fund structural deficits of around \$35 billion per year in the 2027-28 fiscal year and ongoing.

**COMMENTS:**

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

Unfortunately, many short-term employees work as long as permanent classified staff without the right classification, protection, or benefits. AB 2142 clarifies that workers needed on a recurring and continuous basis for longer than just 75% of a school year are automatically placed into the classified service, granting them their rightfully earned protections and benefits.

2) **Background.** Classified employees represent over 300,000 school district and CCD non-academic staff statewide. However, current law does not consider short-term employees performing the same job duties on a temporary basis as permanent or classified employees, except under specified circumstances. According to supporters of this bill, such as the California Federation of Teachers (CFT), this has led to “many examples of employers taking advantage of a certain section of the Education Code to further degrade wage and benefit standards for these struggling workers.” This sentiment is largely based upon the fact that current law allows a school district or CCD to employ a temporary worker for up to 75% of a school year without affording them permanent status and the associated benefits.

This bill amends the 75% requirement, typically 195 days, to operate on a rolling schedule allowing accumulation towards the 195 day total across multiple years instead of being contained to a single school year. Speaking on this point, a coalition of school districts, CCDs, and district management organizations, state the following:

This bill could result in the unintended consequence of experienced, trusted employees not being hired in future school years. Episodic hourly costs convert to multi-year salary and benefit obligations funded primarily by the general fund, with substantially increased per-employee costs and long-term fiscal exposure.

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