

Date of Hearing: August 5, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

SB 1083 (Pérez) – As Amended July 2, 2026

Policy Committee:	Public Employment and Retirement	Vote:	6 - 0
	Education		8 - 0

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

SUMMARY:

This bill adds contracted employees to existing provisions of law governing the following for non-certificated employees: previous employment history disclosure and reports of egregious misconduct, background checks, and statewide data system verification, among other topics. The bill also establishes a framework for employee misconduct investigations and reporting, including a due process framework for employees under investigation.

Specifically, the bill applies expanded provisions to employees of an entity acting as a contractor or subcontractor with a school employer. The bill also updates and expands the roles of both the Commission on Teacher Credentialing (CTC) and schools regarding the operation, functionality, and required inputs into the statewide employee data system. The bill prescribes an investigative process for reports of egregious misconduct by a school employee that a school employer must follow until the report is substantiated or determined to be unfounded. Lastly, the bill expands Department of Justice (DOJ) background check review and notification requirements to the federal government and school employers.

FISCAL EFFECT:

- 1) Potential ongoing Proposition 98 General Fund costs to local educational agencies (LEAs), of an unknown but potentially significant amount, possibly in the hundreds of thousands to millions of dollars annually, cumulatively statewide, to conduct required egregious misconduct investigations within the timelines and parameters prescribed by the bill.
- 2) One-time General Fund costs of \$1,178,000 and ongoing costs of \$1,164,000 on an annual basis for CTC to hire additional analytical and legal staff to handle the anticipated significant increase in potential litigation, records request, public and private inquiries, support to LEAs, and internal staff training necessary to implement the bill.
- 3) Minor and absorbable costs to DOJ.
- 4) No costs to CDE.

If the Commission on State Mandates determines the bill's requirements to be a reimbursable state mandate, the state would need to reimburse these costs to LEAs or provide funding through the K-12 Mandate Block Grant.

COMMENTS:

- 1) **Purpose.** According to the co-sponsors of the bill, a coalition of organizations representing school employees, including the California School Employees Association (CSEA):

SB 1083 builds on the work started by Senator Sasha Renée Pérez last year in SB 848. While SB 848 is an important step towards keeping predators outside of our schools, it lacks important safeguards regarding contracted employees. Contracted employees work closely with students. They provide transportation services and are even employed as paraeducators. However, they are not required to undergo the same background check requirements as classified employees or teachers. This leaves students unprotected and exposes school districts to potential lawsuits. SB 1083 would address this by requiring contracted employees to undergo fingerprinting through the Department of Justice.

Additionally, SB 1083 would require school districts to complete egregious misconduct investigations involving classified school employees and ensure classified school employees are not placed into the egregious misconduct database created by SB 848 until the claims are substantiated by the school district.

- 2) **Background. *Egregious Misconduct by School Employees.*** Prior to enactment of SB 848 (Perez), Chapter 460, Statutes of 2025, and the establishment of the statewide data system, when a school employer hired an individual in a non-certificated position, commonly referred to as a classified employee, the employer obtained fingerprints, arrest, and conviction records from the Department of Justice and the Federal Bureau of Investigation, however, the employer did not have information regarding whether the employee had been investigated at a previous school employer for egregious misconduct with children unless the investigation was followed by an arrest or conviction.

In the event of a school investigating a teacher (certificated employee) for egregious misconduct who subsequently leaves employment for any reason, state law requires the school to notify the California Commission on Teacher Credentialing (CTC), which completes an investigation and may take action against the teacher's credential. Therefore, because of CTC's role in the process, it is impossible for a teacher to have substantiated investigations of egregious misconduct with children not resulting in an arrest or conviction to later work for another school employer. SB 848 (Perez) expanded this statewide system and process to include non-certificated employees. The bill establishes a due process and investigative framework that a school employer must adhere to before an employee is added to the statewide data system for a substantiated report of egregious misconduct.

Fiscal Crisis and Management Assistance Team (FCMAT) Report. Several recent legislative changes have significantly altered California's legal landscape regarding childhood sexual assault claims, most notably AB 218 (Gonzalez), Chapter 861, Statutes of 2019. As a consequence, various entities have undertaken investigation and analysis to determine effects of these legislative changes on schools and public agencies. The Budget Act of 2024 required FCMAT to produce a report on the recent policy changes related to childhood sexual assault at public entities and recommend how the state might strengthen those entities' prevention, accountability, and fiscal management in the context of sexual

assault claims, given the oftentimes exorbitant cost of such claims. According to FCMAT's report, the cost exposure for local educational agencies resulting from AB 218 claims to date was approximately \$2 billion to \$3 billion. An exact figure is not possible as many cases outcomes have yet to be determined.

Acknowledging both the fiscal implications for public agencies as well as the need for California to better protect would-be victims, the report makes several recommendations regarding expanded training and requirements for mandated reporters of child abuse and neglect and expanded screening of school personnel, including volunteers.

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