



April 10, 2023

The Honorable Dave Cortese, Chair
Senate Labor, Public Employment, and Retirement Committee
1021 O Street, Room 6740
Sacramento, CA 95814

Re: SB 433 (Cortese), As Amended on March 21, 2023

Position: Oppose

Dear Senator Cortese:

On behalf of the Association of California Community College Administrators (ACCCA), I am writing to respectfully oppose your Senate Bill (SB) 433, which is scheduled to be heard in the Senate Labor, Public Employment, and Retirement Committee on Wednesday, April 12, 2023.

SB 433 would remove the authority of a school or community college board, in non-merit districts, to subject a permanent classified employee to disciplinary action for due cause. Instead, this authority would be delegated to a third-party official, agreed upon by both the district and the employee organization, unless the employee organization and the district enter into an agreement providing an alternative for determining cause. The bill would require the district to pay for the third-party official.

ACCCA holds steadfast to the principle that local control is fundamental in establishing and operating sound programs for students and creating an infrastructure that supports all community college employees. As currently written, SB 433 would encroach upon the local autonomy of community college districts (CCDs) by removing districts' ability to set their own parameters for disciplinary action of a permanent employee and instead placing that duty in the hands of a third-party hearing officer. The bill would also prove costly to the district, as they would be financially responsible for paying for the third-party official.

ACCCA strongly believes that these issues should always be handled locally, between districts and labor representatives, and not mandated from the state. As currently written, this bill would infringe upon CCDs' autonomy and create a new costly mandate for districts who are facing tightened budgets and increased cost pressures all while the state economy is softening. For these reasons, ACCCA must respectfully oppose SB 433 and ask committee members to vote "no" on this measure.

Sincerely,

A handwritten signature in black ink, appearing to read 'Susan K. Bray', is written in a cursive style.

Susan K. Bray
Executive Director

cc: Members, Senate Labor, Public Employment, and Retirement Committee
Michelle McKay Underwood, Legislative Advocate, School Services of California Inc.