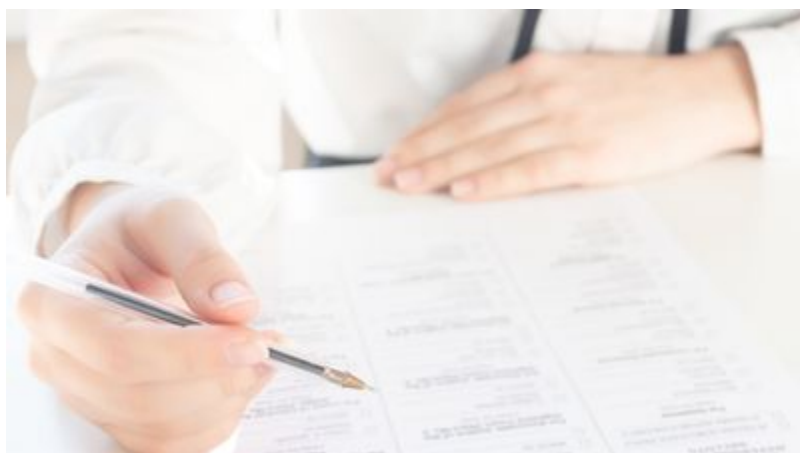


## Viewpoints

# Expanded Employer Access to Records of Egregious Misconduct: AB 2534 Compliance



A new California law impacts how public schools, charter schools, and other educational institutions hire certificated staff. AB 2534 mandates that when reviewing job applicants, hiring entities must contact previous employers to inquire about any “egregious misconduct,” including child abuse, neglect, sexual abuse, and controlled substance-related offenses. Former employers must disclose this information and provide relevant documentation.

Educational institutions should establish a tracking system to log all incoming and outgoing requests concerning reports of egregious misconduct, including any documentation sent or received by employers. A tracking system can also help a Local Educational Agency (LEA) respond to audits and/or legal challenges related to the implementation of AB 2534. Institutions should utilize their personnel databases by creating a field that reflects when the District files a report with the California Commission on Teacher Credentialing (CTC). It is important to train staff on AB 2534 requirements, including what qualifies as “egregious misconduct,” how to report



disclosures, archive reports sent out and received, and ensure that received AB 2534 reports are timely reviewed.

Protecting confidential information is important when implementing AB 2534. Employers should consider whether to redact sensitive information when sharing documents with prospective employers.

For a simple breakdown please take a look at F3 Law's handout: *Expanded Employer Access to Records of Egregious Misconduct: AB 2534 Compliance*

## Professionals

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**Seth N. Eckstein**  
Partner  
**Oakland**  
510.550.8236  
seckstein@f3law.com



**L. Carlos Villegas**  
Partner  
**Los Angeles**  
323.330.6330  
cvillegas@f3law.com



**Daniel Zerga**  
Associate  
**Sacramento**  
916.604.3094  
dzerga@f3law.com