

PUHSD – BOARD POLICIES

JUSTIFICATION FOR SERIES 3000 (Business and Noninstructional Operations)

(Pending Board Adoption August 19, 2020)

Background:

BP 3600 - Consultants

(BP revised)

Policy updated to reflect **NEW LAW (AB 5)** which codifies a three-part test, established in *Dynamex Operations West Inc. v. Superior Court of Los Angeles*, to determine whether a person providing services for remuneration should be classified as an employee or an independent contractor. Policy also updates the statement on nondiscrimination to include additional protected categories, and reflects law regarding harassment of or by an independent contractor.