

TULARE/KINGS COUNTIES PERSONNEL COMMITTEE

Tulare County Office of Education

Redwood Room C, D, E & F

Friday, January 12, 2024

9:00 a.m. - 12:00 p.m.

❖ **Welcome – Dedi Somavia**

❖ **AB 2188 – Eleanor M. Welke, Lozano Smith**

- Cannabis Use Away from Work

❖ **Artificial Intelligence – Burt Lo, Chief Technology Officer, Stanislaus COE**

- Potential Impacts of Artificial Intelligence. This is an interactive presentation that includes demos, activities, and group discussions. Plan on attending if you want to learn more about AI and how we can use it to become more efficient in the workplace.

❖ **Credential Update – Sara Marvin**

- Upcoming credentials training

❖ **Next Personnel Committee Meeting – Friday, February 23, 2024, 8:30 a.m.-1:00 p.m.**

- **EDJOIN Training**

❖ **Upcoming Law Seminars**

- Title IX Compliance and Investigations – Wednesday, January 17, 2024
- Addressing Student Discipline and Disability-Related Behavior – Thursday, March 14, 2024

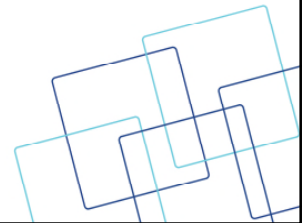


AB 2188: New Law Prohibits Discrimination for Employment Decisions Based on Off-Duty Cannabis Use

Presented by: Eleanor Welke

Personnel Committee

Date: January 12, 2024



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Purpose and Background



- Legislature: “The intent of drug tests is to identify employees who may be impaired.”
- THC in cannabis causes psychoactive effects and indicates impairment. After THC is metabolized, it is stored in the body as *nonpsychoactive* cannabis metabolites, which remain in a body weeks after the person last consumed THC.
- Presence of nonpsychoactive metabolite in body ≠ impairment on the job.
- AB 2188 differentiates between employment discrimination based on testing positive for THC vs. testing positive for non-psychoactive metabolites.



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Overview of AB 2188 – Effective January 1, 2024

Employer may not discriminate against employees for off-duty cannabis use.

Cannot hire, fire, or base any term or condition of employment on:

- Employee's use of cannabis off-the-job and away from the workplace; or
- An employer-required drug screening test that has found nonpsychoactive cannabis metabolites in hair, blood, urine, or bodily fluid



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AB 2188 Limitations



- Does not permit employee to possess, be impaired by or use cannabis on the job
- Does not affect the rights or obligations of employer to maintain a drug and alcohol-free workplace
- Does not prohibit employment decisions based upon scientifically valid preemployment drug screening conducted through methods that *do not screen for nonpsychoactive metabolites*



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Employees Exempt from AB 2188

Restrictions in AB 2188 **do not** apply to applicants/employees who:

- Building and construction trades
- Require federal government background check or security clearance



Employees Exempt from AB 2188

Does not preempt:

- State or federal laws that require applicants or employees to be tested for controlled substances as a condition of employment, receiving federal funding or federal licensing-related benefits, or entering into a federal contract



Bus Drivers?



LS

7

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How does AB 2188 affect District's ability to drug test?



- For positions that are not exempt>
 - Stop using tests that test for *nonpsychoactive metabolites*
 - Must not base any hiring decisions on presence of nonpsychoactive metabolites
- *Volunteers* for drug testing?

LS

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Key Takeaways

- Review current drug testing policies and District policies.
- Seek out tests that do not screen for nonpsychoactive cannabis metabolites.
- Bargain any decisions or effects with appropriate labor unions.
- Determine which categories of employees, if any, may be exempt from AB 2188.
- Train Human Resources on the new procedures and prohibited actions.



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- Sponsorships and award programs
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[#BlueHatProject](#)

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For more information, questions and comments about the presentation, please feel free to contact:

Eleanor Welke

Partner

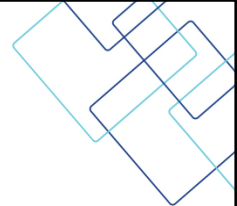
Tel: 213.929.1066

ewelke@lozanosmith.com

Or any of the attorneys in one of our 8 offices.



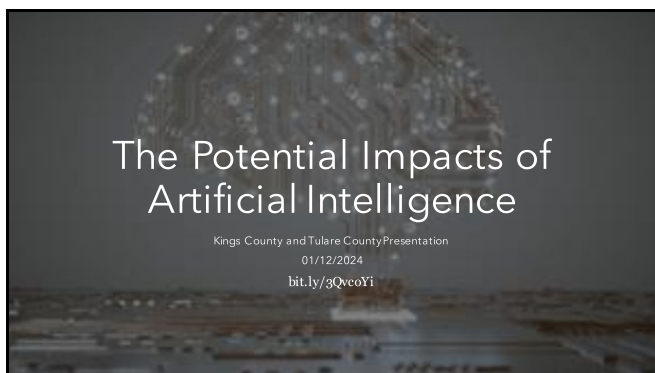
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WHAT IS AI?

AI is the overarching idea that allows machines to **mimic** human thought and behavior

It involves teaching machines to learn from data and make decisions based on that learning.

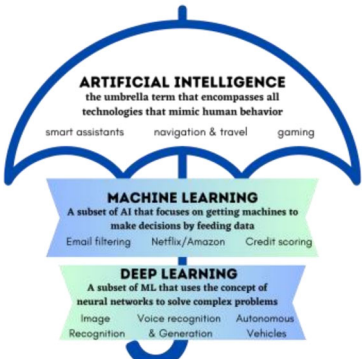
AI is being used in a variety of industries from healthcare to finance and beyond.



What is AI?

- AI is the broadest concept among the three that refers to machines or computers being able to perform tasks that typically require human intelligence.
- ML is a subset of AI focusing on the idea that machines can learn from data, identify patterns, and make decisions with minimal human intervention.
- Deep Learning is a further specialization of ML. It involves neural networks with many layers—hence the “deep” in the name—that process data in complex ways.

The Beatles - [Now And Then \(Official Audio\)](#)



ARTIFICIAL INTELLIGENCE
the umbrella term that encompasses all technologies that mimic human behavior
smart assistants navigation & travel gaming

MACHINE LEARNING
A subset of AI that focuses on getting machines to make decisions by feeding data
Email filtering Netflix/Amazon Credit scoring

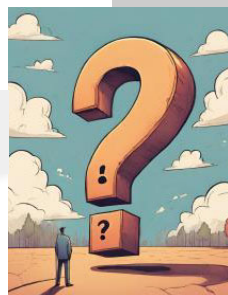
DEEP LEARNING
A subset of ML that uses the concept of neural networks to solve complex problems
Image Recognition Voice recognition & Generation Autonomous Vehicles

ACTIVITY

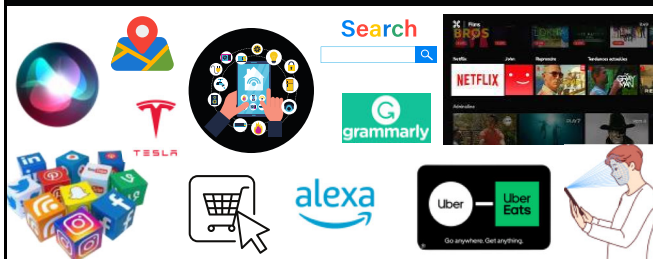


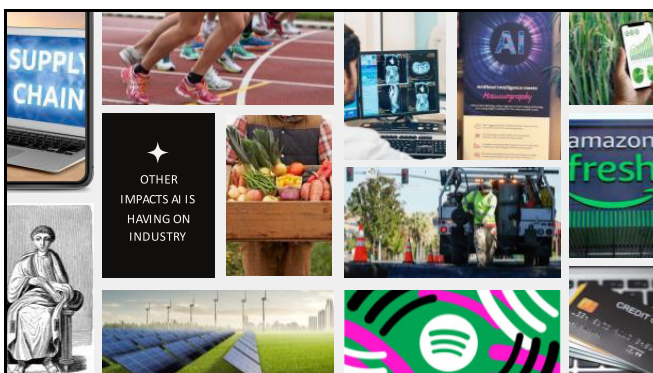
Where do you use AI?

Go to [menti.com](https://www.menti.com)
Enter the code: 6263 4852



AI is everywhere





ACTIVITY



How have you used Generative AI?

Go to [menti.com](https://www.menti.com)
Enter the code: 6263 4852

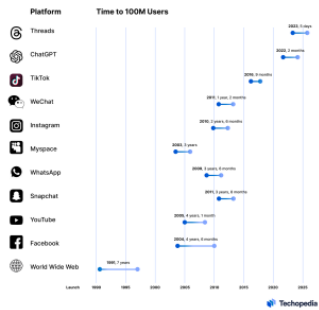


STATISTICS

This chart shows the time it took for selected online services to reach one hundred million users.

ChatGPT reached one million users in 5 DAYS!

Top Apps and Websites: The Journey to 100 Million Users



THE REACH

of AI and ML is growing!



In 2020, 57% of executives said that AI would transform their organization in the next 3 years

Global spending on AI-based technologies will surpass \$300 BILLION by 2026

By the end of this decade the world GDP will increase by 70% just because of AI

© 2023 Amazon Web Services, Inc.

“Our analysis indicates that almost every job will in some way be impacted by AI.”

AI And Machine Learning: Is Your Job AI Resilient?
by David L. Shrier, Julian Emanuel, and Marc Harris
October 25, 2023

Occupation	Share of each job exposed to AI, by broad occupation
Legal	85%
Computer and mathematical	84%
Business and financial operations	84%
Architecture and engineering	83%
Educational instruction and library	83%
Management	82%
Life, physical, and social sciences	82%
Office and administrative support	82%
Community and social services	82%
Arts, design, entertainment, sports, and media	82%
Sales and related	82%
All occupations	81%
Health care practitioners and tech	81%
Personal care and services	81%
Protective services	81%
Health care support	81%
Food preparation and service	81%
Production	81%
Installation, maintenance, and repair	81%
Construction and extraction	81%
Transportation and material moving	81%
Building, grounds cleaning, and maintenance	81%

“Most likely, human roles will transition from labor-intensive processes to finishing the last mile of a project and communicating options and outcomes to other humans.”

-Kirk W. McLaren, Forbes.com, May 18, 2023


Activity

Table Discussion


How do you see AI impacting your field or department?

What are the potential challenges of integrating AI into the workforce?

How can districts prepare staff, teachers, & students for an AI-dominated workforce?




#MediaLiteracy




Hallucinations by the AI
 AI sometimes makes stuff up! See an example of this in an article by our local paper education reporter
[We asked ChatGPT to write this story for us. Here's what it came up with.](#)

Bias and Discrimination
 AI models are trained on datasets that reflect historical and societal prejudices.
 • Data bias, Algorithm bias, Cultural bias
[Gender Shades](#) - The Gender Shades Project pilots an intersectional approach to inclusive product testing for AI (MIT Media Lab). [AI Ain't L.A. Woman](#)




#MediaLiteracy

Mis Information & Dis Information
 News Lit Project: [AI-generated content distorts events in Gaza](#)



Security Concerns
 Scammers use AI to enhance their family emergency schemes.
 Scammers are impersonating FTC inspector



#MediaLiteracy

POLITICO
Fake image of Pentagon explosion goes viral
The S&P 500 had fallen 0.26 percent, but quickly bounced back once it was proved the Pentagon image was fake." - Politico, 5/22/23

Break

ChatGPT
Demonstration



The Conversation Prompts:

For this chat please refer to this job description. [Link to the job description](#)

What are some ways that this job might be impacted by generative artificial intelligence?

What are some suggestions on how a clerical assistant can use generative artificial intelligence to complete job duties?

What are some skills that a clerical assistant can obtain to effectively use generative artificial intelligence to complete job duties or adjust to job changes?

If a clerical assistant uses generative artificial intelligence to become more efficient, what are some additional job duties that could be added to the job description?

Can you rewrite the clerical assistant job description to include the use of generative artificial intelligence?

What are some job duties in the description that cannot be completed by generative artificial intelligence?

[Link to full conversation](#) →

Then we asked ChatGPT to develop 5 interview questions:

- **AI Familiarity:**
"Can you describe a specific instance where you utilized an AI tool or software to streamline a clerical task? How did it impact your efficiency?"
- **Interpersonal Skills:**
"Describe a situation where you had to manage a difficult interaction with a visitor or caller. How did you handle it, and what was the outcome?"
- **Multitasking & Prioritization:**
"You come in on a Monday morning to find an overflowing inbox, a list of missed calls, a malfunctioning copier, and a meeting in an hour. How would you prioritize and manage these tasks?"



Then we asked ChatGPT to develop 5 interview questions:

- **Scenario-Based Question:**
"Imagine you've recently implemented a new AI tool to help with scheduling appointments. However, some parents and students are having difficulty adapting to the new system. How would you handle this situation, ensuring smooth communication and minimal disruption?"
- **Continuous Learning & Adaptability:**
"As clerical duties evolve with technological advancements, how do you stay updated with the latest tools and trends? Can you provide an example of a time you had to quickly adapt to a new software or procedure?"



Prompt Engineering Tips

- Be specific
- "Act as if"
- Define output
- Use "do" and "don't"
- Use examples
- Consider tone and audience
- Build multiple prompts with feedback and questions

[Getting started with prompts for text-based Generative AI tools](#)



More Prompt Engineering Tips

- Task
- Context
- Example
- Persona
- Output Format
- Tone/Style

[Joe Marquez, CUE](#)



GPT Assistants

- GPT3.5 – Custom Instructions
 - Text prompts
- GPT4 – Custom GPT Chatbot
 - Text and image prompts
 - Text and image responses
 - [CSEA HR Helper](#)



Activity
Try it!




Activity
Table Discussion



What are your impressions of your interactions with Generative AI?

What are your next steps with your staff on the topic of AI?

What are some potential challenges of integrating AI into your workplace?



Nearly 70% of companies (deploying AI and data analysis) used AI and analytics tools in the recruiting and hiring process.

-Forbes

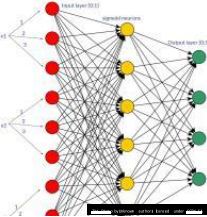
Human Resources Staff responses...

- Use of AI for routine tasks can minimize errors and increase accuracy and fairness
- AI can analyze patterns and predict trends
- Use of AI can increase privacy concerns
- AI may perpetuate historical biases
- AI should augment staff capabilities, not replace them

AI in Recruiting and Hiring

Indeed.com: how to optimize your resume for AI scanners

- AI Scanners are increasingly being used by employers to screen resumes
- Scans all resumes, looking for keywords and matches to the job description
- Candidates are optimizing their resume to meet the AI Scanner algorithms
- ATS (Applicant Tracking System) resume is a thing!



Recruite.com: Pros and Cons of Using AI in Recruiting

- PRO: AI tools scan resumes in a matter of seconds
- CON: while efficient, may overlook candidates with potential who don't use the exact keywords in their resumes

Generative AI has the potential to disrupt organizations by automating tasks, reshaping roles, and shifting talent requirements.

-PR Newswire

Organization responses...

- Understand the impact of generative AI on technical and non-technical skills
- Reduce talent gaps driven by generative AI and ensure organizations have the talent to meet objectives
- Address talent gaps by adjusting and developing HR initiatives to build, (acquire), borrow, redeploy, or reduce talent.

Concerns about Implementing AI

- The human factor being removed in the workplace
- Generative AI bringing a new dimension of capabilities.
 - AI can *supercharge* employees' ability to create and innovate
- Experimenting with AI tools behind the scenes (Shadow IT).
- Ethical AI use; Responsible AI



Reskilling in the Age of AI

—Harvard Business Review

Companies must embrace five emerging paradigm shifts to adapt dynamically

- understanding reskilling as a strategic imperative
- responsibility of every leader and manager
- change-management initiative
- ensuring employees are willing to reskill
- it takes a collective effort


"Average half-life of skills is now less than 5 years"



We asked **Claude.ai** and **ChatGPT** about potential impacts AI adoption might have on collective bargaining in education.

- Job security
- Workload
- New roles
- Privacy
- Training
- Wages
- Evaluations
- Intellectual property

Collective bargaining may remain the most effective instrument to address AI-related issues, as it has the capacity of shaping new rights and implementing existing ones in a flexible and pragmatic—but yet fair manner. -ChatGPT



Questions?

Thank you!

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Dana Thompson: danthompson@vcoe.org
Burt Lo: blo@stanco.org



Join the next
**Tulare and Kings Counties
Teacher Recruitment Fair**

Friday, February 16, 2024 | 4 - 7 PM (PT)



- For teachers holding Multiple Subject, Single Subject, Education Specialist, and Career Technical Education credentials.
- **Now inviting licensed Speech Language Pathologist candidates to attend.**
- Exclusive mobile app to enhance interactions between candidates and school districts in Tulare and Kings counties.
- Access to local education agencies via text and video chat for candidates throughout the US.
- Potential for site interviews.

Location:

**Tulare County
Office of Education**

**6200 S. Mooney Blvd.
Visalia, CA 93277**

**Scan QR code
to register!**



REGISTER: <https://thecentervirtualevents-tk2024.vfairs.com/>

Candidates: FREE

Agencies: \$300

Cancellation Policy: NO REFUNDS

California districts and counties are committed to creating a school climate that is reflective of the state's diverse student population. All candidates receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

CALIFORNIA CENTER ON TEACHING CAREERS

Marvin Lopez, M.B.A., M.S.M.
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