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SB 1310 - Substitution of Work Experience for Postsecondary Education Requirements

Building on 2022 legislation that permitted public employers, including special districts, to substitute relevant work experience for postsecondary education in certain cases, [SB 1310](#) limits when the same public employers may *require* a postsecondary degree.

With certain limited exception, the bill provides that a public employer may include a postsecondary degree as a job requirement, but only as an alternative to the number of years of direct experience required. The number of years of direct experience required shall not exceed:

- 2 years for an associate degree;
- 4 years for a bachelor's degree;
- 6 years for a master's degree;
- 7 years for a professional degree; or
- 9 years for a doctoral degree.

Note, jobs requiring a license are not prevented from continuing to do so.

Further, special districts publicly bidding out contractual services may substitute additional verifiable, related work experience in lieu of postsecondary educational requirements if the person seeking the contract is otherwise qualified for the contract.

[SB 1310](#) unanimously passed the House and the Senate and is awaiting presentation to the Governor. If approved, it would take effect July 1, 2023.