

## URBAN CHARTER SCHOOLS

### RESOLUTION NO. 21-020

#### AB1505 NON-CORE CERTIFICATED TEACHER SALARY

**WHEREAS**, the Hmong Language Development and Movement programs are an integral component of the Yav Pem Suab Academy educational program as written into its petition; and

**WHEREAS**, Assembly Bill 1505 was signed into law on October 3, 2019.

**WHEREAS**, the current Yav Pem Suab Academy charter was approved prior to the full implementation of the passage of AB1505;

**WHEREAS**, prior law provided charter schools with flexibility on teacher credentialing for noncore, noncollege preparatory classes. AB 1505 removed this flexibility;

**WHEREAS**, AB 1505 requires teachers in charter schools to hold the same credentialing certificate, permit, or other document required for the teacher's assignment similar to other public school teachers;

**WHEREAS**, the provisions apply beginning July 1, 2020, however, teachers employed in non-core or non-college preparatory teaching assignments at charter schools during the 2019–20 school have up to five additional years to obtain the credential required for the teacher's certificated assignment. These educators must earn the appropriate credential for their assignment by July 1, 2025;

**WHEREAS**, the Commission on Teaching Credentialing (CTC) Coded Correspondence 20-01 states that while the provision above allows teachers in the abovementioned scenario to stay in positions, these educators have not earned the appropriate credential authorizations for their positions. This provision does not correct the misassignment of these un-authorized educators, and such assignments will still be identified as misassignments;

**WHEREAS**, guidance from CDE states a class cannot be considered non-core if there are state standards for the subject matter and if there is a credential for the subject. HLD falls under the world heritage language standard and each of the three Movement areas falls under the P.E. standard. A credential exists for both standards;

**WHEREAS**, the charter identified the Hmong Language Development and Movement classes as non-core;

**WHEREAS**, Yav Pem Suab Academy currently employs five teachers in these positions;

**WHEREAS**, non-core teachers will remain on the established classified salary schedule currently paid while they work towards obtaining the required credential;

**WHEREAS**, the Urban Charter Schools Collective has determined that once non-core teachers have earned the appropriate credential authorizations for their positions. They would be considered certificated and qualify for placement on the established core teacher salary schedule;

**WHEREAS**, that the same step and column criteria used to identify placement and advancement for core teachers is applied in the same manner to non-core certificated teachers;

**WHEREAS**, Urban Charter Schools Collective has determined that the salary schedule should be set as seen effective July 1, 2021;

**YAV PEM SUAB ACADEMY  
CERTIFICATED SALARY SCHEDULE  
Board Adopted: June 25, 2018**

*\*\*\*This schedule is applicable to core teachers, resource specialist program teachers, and certificated non-core teachers.\*\*\**

<b>Daily rate</b>	<b>Col A</b>	<b>Col B</b>	<b>Col C</b>	<b>Col D</b>
# of full-time years of service, at conclusion of the current year	BA + Intern or Emergency Credential	BA + Credential	MA + Credential	MA + 30 semester
1	\$62,400.00	\$64,888.24	\$65,825.78	\$66,764.28
2	\$62,400.00	\$65,817.11	\$66,764.28	\$67,729.73
3	\$62,400.00	\$66,764.28	\$67,729.73	\$68,714.44
4	\$62,400.00	\$67,729.73	\$68,714.44	\$70,472.09
5	\$62,400.00	\$68,714.44	\$70,472.09	\$72,292.30
6	\$62,400.00	\$70,472.09	\$72,292.30	\$74,176.04
7	\$62,400.00	\$72,292.30	\$74,176.04	\$76,125.24
8	\$62,400.00	\$74,176.04	\$76,125.24	\$78,142.78
9	\$62,400.00	\$76,125.24	\$78,142.78	\$80,231.55
*10	\$62,400.00	\$78,142.78	\$80,231.55	\$82,393.48
11		\$79,336.04	\$81,466.58	\$83,671.75
12		\$80,553.16	\$82,726.31	\$84,975.58
13		\$81,794.62	\$84,011.24	\$86,305.49
14		\$83,060.91	\$85,321.86	\$87,662.00
15		\$84,560.91	\$86,821.86	\$89,162.00
16		\$85,882.53	\$88,188.70	\$90,575.64
17		\$87,230.58	\$89,582.88	\$92,017.55
18		\$88,605.59	\$91,004.93	\$93,488.31
19		\$90,008.11	\$92,455.43	\$94,988.47
20		\$91,508.11	\$93,955.43	\$96,488.47
25		\$93,008.11	\$95,455.43	\$97,988.47
30+		\$96,008.11	\$98,455.43	\$100,988.47
Longevity Pay (Added every 5 years after 20 years)				
20	\$1,500.00			
25	\$1,500.00			
30 +	\$3,000.00			
PhD Stipend	\$,2000/annual			

**THEREFORE, BE IT RESOLVED**, that the step and column and salary placement of non-core certificated teachers follow the same criteria currently in place for core certificated teachers at the organization; and

**THEREFORE, BE IT FURTHER RESOLVED**, that the Urban Charter Schools Collective and Yav Pem Suab Academy is committed to providing technical and informational support to the current staff affected by AB1505.

**PASSED AND ADOPTED** by the Urban Charter Schools Collective on June 14, 2021.

AYES	<u>3</u>	<u>Vice President, Yong Lor, Secretary, Bao Xiong, Member, Guy Ollison</u>
NAYS	<u>    </u>	<u>    </u>
ABSTAINED	<u>1</u>	<u>Treasurer, Dennis Mah</u>
ABSENT	<u>1</u>	<u>President, Miles Myles</u>