

RE: What you need to know about AB 1505 and other new legislation in 2020

Dear Charter School Leaders,

As we reflect on the end of 2019, we are busy preparing for the year ahead – which will usher in sweeping changes for California charter schools. With the signing of Assembly Bill 1505, charter schools will need to comply with new requirements. CharterSAFE is eager to work closely with our members to make sure you are taking all the right proactive steps to ensure your continued livelihood and success.

The enactment of AB 1505 will bring significant changes to the way California charter schools operate. While the new law mainly impacts the charter renewal process, there are components of the bill related to teacher credentialing that may create significant obstacles for schools. The CharterSAFE HR team is tracking AB 1505 and recommends schools review the following to be compliant with the new credentialing requirements before they go into effect on **July 1, 2020**:

- On **December 1, 2020**, all instructional/credentialed employees must have a Certificate of Clearance to teach on file and will be subject to background checks and subsequent arrest notifications by the Commission on Teacher Credentialing (CTC). Schools should ensure that *all* teachers who do not currently have a teaching credential obtain a Certificate of Clearance issued by the CTC before the deadline. This includes teachers and staff members who were DOJ/FBI checked through your school's DOJ account.
- All teachers hired on or after **July 1, 2020** must have a valid credential for their assignment(s). Schools should plan their teacher assignments and class schedules by March 2020 for the upcoming school year to ensure all staff members are qualified to teach their assignments. By proactively planning for the upcoming school year, schools will be able to identify hiring needs and bring new staff onboard if needed.
- By **June 30, 2025**, all existing teachers must be certified. For some specialist teachers, this may include a career technical education credential or other appropriate certification. School leaders should meet with current staff who are not credentialed to formulate a plan for obtaining the appropriate credential by the deadline. Some schools are also offering assistance to staff members for the costs associated with completing these requirements.
- With the enactment of AB 1505, all direct-funded charter schools will have access to the same credentialing flexibilities as districts including local assignment options, emergency credentials and independent study. These credentialing options must still comply with all related laws and regulations. We recommend schools work with their district or county office of education to establish or confirm a process for facilitating local assignment options and emergency credentials.

Our team of experts will provide updates, resources and trainings to ensure member schools are prepared to meet new challenges in 2020. In addition, we will also be monitoring AB 218, a new law that will extend the statute of limitations on sexual abuse or molestation claims, open the door to retroactive claims from over 20 years ago and present greater risks to schools. In the new year, we will keep you up to date on legislation impacting schools' risk exposures and share recommendations to prepare your school in light of this new law. We are here to help your school stay protected so you can focus on what you do best – empowering your students through education!

To learn more about upcoming HR changes related to AB 1505, reach out to CharterSAFE's HR experts, [Karla Ksan](#) at (818) 394-6548 and [Jennifer Callens](#) at (916) 880-3467.

CharterSAFE was created to serve the charter school movement in California. As a member organization, we are here to serve you, collaborate with you, and serve as a resource to you. Thank you

for your continued membership. Together, we will tackle the challenges of 2020, while seeking out new opportunities for success. Until then, Happy Holidays from the CharterSAFE team.

Best,

Thuy Wong
President and CEO, CharterSAFE

CharterSAFE is the premiere group self-insurance and risk management provider tailored for California's unique public charter school needs. Created as a nonprofit in 2004 by charter school leaders seeking a more affordable and reliable option for insurance and safety, CharterSAFE is a Joint Powers Authority (or JPA) risk pool guaranteeing comprehensive coverage and risk management services. Statewide, CharterSAFE supports more than 265 members encompassing 875+ school sites – its owners – in operating safe, high-quality charter schools. CharterSAFE is the safety expert so school leaders don't have to be. Learn more at www.chartersafe.org.

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