

Date of Hearing: June 19, 2019

ASSEMBLY COMMITTEE ON EDUCATION

Patrick O'Donnell, Chair

SB 478 (Rubio) – As Amended March 25, 2019

SENATE VOTE: 38-0

SUBJECT: Commission on Teacher Credentialing: membership

SUMMARY: Reduces the representatives of the public on the Commission on Teacher Credentialing (CTC) from four to three; adds one certificated human resources administrator in a public elementary or secondary school in California; and eliminates the reference to the member representative from the California Postsecondary Education Commission on the CTC.

EXISTING LAW:

- 1) Establishes the CTC comprised of 15 voting members, 14 of which are appointed by the Governor and one by the Superintendent of Public Instruction (SPI).
- 2) Requires that the Governor appoint: six practicing public school teachers, one person with a services credential, one governing board member, one public school administrator, one faculty member from a college or university, and four members of the public that are not employed by a school or district.
- 3) Authorizes the Superintendent of Public Instruction to serve on the CTC or appoint a designee. (Education Code 44210)

FISCAL EFFECT: According to the Senate Appropriations Committee, pursuant to Senate Rule 28.8, negligible state costs.

COMMENTS:

Background. The CTC is charged with establishing professional standards, assessments, and examinations for entry and advancement in the education profession for teachers, administrators, and service credentials, enforcing professional practice of educators, and disciplining credential holders in California. Further, the CTC accredits teacher and administrator training programs, oversees beginning teacher and administrator induction and the preparation and issuance of credentials for teachers, administrators and other credential holders. The CTC develops and amends credentials to reflect changes to the teaching and administrative professions.

The purpose of accrediting programs and credentialing individuals is to ensure that programs and teachers are of sufficient quality. Monitoring teacher conduct protects children by ensuring that individuals with records of serious or violent crimes are not hired as teachers and that teacher behavior in the classroom is appropriate.

The CTC is responsible for appointing members to its committees on credentials and accreditation. The Committee on Credentials is responsible for initiating all investigations into allegations of misconduct by credential holders and applicants. The Committee on Accreditation is charged with the task of deciding on the continuing accreditation of educator preparation

institutions and programs, deciding on the initial accreditation of programs submitted by eligible institutions, and determining the comparability of national or alternative program standards with California standards of educator preparation.

Need for the bill. According to the author, “SB 478 updates the membership of the Commission on Teacher Credentialing (CTC) by replacing one member of the public with a certificated human resource administrator, and also eliminates the appointment of a member from the California Postsecondary Education Commission (CPEC). Funding for CPEC was eliminated in the 2011 budget and it is no longer in existence.

The last significant change to the CTC membership was in 1978 with minor adjustments over time. Currently, there is no member of the CTC who has the responsibility of hiring and staffing a school or district. With the complexity of credential assignments and staffing needs, a simple change to the CTC should be made to reflect the challenges and needs of the school. The human resource administrator can effectively inform Commission members and staff of the impact of their decisions on a local school and district.”

What is a human resource administrator? A human resource administrator plays an important role in coordinating a school district’s staffing needs, the needs of employees and the needs of school administrators. They match an employee’s credential with their assignment and ensure the school district is in compliance with state and federal credential laws, employment laws and regulations. Some of the tasks a human resource administrator might be responsible for include staff recruitment, recommending hires, maintaining job titles, determining salary ranges, administering employment tests, supervising personnel procedures, and assisting other administrative staff with personnel issues.

Arguments in support. The California School Boards Association (CSBA) supports the bill and argues, “The increase in credentials, reforms, and changes made to the teaching and administrative profession by the CTC warrant an actual human resource practitioner to have a voice at the table. It is long overdue to include someone who has the responsibility to staff a district or school and is faced with ensuring that credentials fit with the classes and are in compliance. In addition, the Every Child Succeeds Act (ESSA) requires an annual verification of mis-assigned teachers. It is the human resource department that ensures compliance with ESSA. CSBA is advocating for a minor change to the CTC membership. We recognize the need for input of various stakeholders to comprise the CTC. However, we are also aware of the glaring omission of an actual human resource practitioner who understands the changes made and the impact by the CTC at the school site and district level.”

REGISTERED SUPPORT / OPPOSITION:

Support

Association Of California School Administrators
California School Boards Association
Office Of The Riverside County Superintendent Of Schools

Opposition

None on file

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