



Moderate-Severe Teacher Credential Financial Support Policy

Monarch River Academy ("Charter School") strives to employ highly qualified, caring, and properly certificated/trained educators for both general and special education. The Governing Board recognizes that the Charter School's ability to provide a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught.

The purpose of the Monarch River Academy Governing Board approving the Moderate-Severe Teacher Credential Financial Support policy is to ensure that the school is able to secure the staffing needed for all students and to establish the following policy components:

1. Board Acknowledgment of the Shortage of Special Education Teachers in California
2. State the Expectation for the Charter School's Staffing Efforts
3. Establish the Reimbursement Process

1. Board Acknowledgment of the Shortage of Special Education Teachers in California: The School Board acknowledges that there is a current, ongoing shortage of qualified Special Education teachers including Moderate-Severe teachers.

2. Charter School's Staffing Efforts: The Charter School's administration shall make reasonable efforts to recruit fully prepared Moderate-Severe teachers for each open position/assignment. Whenever a Moderate-Severe teacher with a clear or preliminary credential is not available, the Charter School shall make reasonable efforts to recruit an individual for the assignment.

3. Reimbursement Process: Upon the Charter School's need to fill an open teaching position for a Moderate-Severe Teacher, a current or potential staff member who is actively enrolled in an accredited Moderate/Severe credentialing program is eligible to receive reimbursement from the Charter School upon successful completion of the credentialing program. The individual must submit the anticipated costs and expected date of program completion to the Charter School so that it can be approved by an Administrator. Upon approval and successful completion of the program, the individual must submit a reimbursement form with documentation of the paid fees and successful completion of the credentialing program.