

Advocating for Credential Equivalency for CTE Educators

Presented to the
Academic Senate,
Antelope Valley
College



OBJECTIVE

- To support credential equivalency and column advancement for CTE educators who have industry-specific teaching certifications, experience or training.



Current AVC Contract Limitations

"ARTICLE IX COMPENSATION AND RELATED BENEFITS

4.2 *Column placement: (e) 3.*
*Any state department of
education full-time, life,
vocational credential valid for
teaching in a California
community college and
assignment in a qualified
vocational education program"*
(AVCFT Agreement 66-67)

[AVCFT Agreement](#)



COLLECTIVE BARGAINING AGREEMENT BETWEEN

ANTELOPE VALLEY COMMUNITY
COLLEGE DISTRICT

AND

ANTELOPE VALLEY COLLEGE
FEDERATION OF TEACHERS

JULY 10, 2023 - JUNE 30, 2025

(Ratified by AVCFT July 13, 2023; Approved by Board of Trustees July 10, 2023)

ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT
3041 WEST AVENUE K
LANCASTER, CA 93536

Rev 8/15/2023

www.avc.edu

- [\(Administration/Human Resources/Collective Bargaining Agreements\)](#)

Contract Comparisons

Cerritos Community College District



And

Cerritos College Faculty Federation
Local 6215 CFT/AFT AFL-CO



Column	Basic Teaching Schedule	Vocational Experience Schedule		
		6 Years	4 Years	2 Years
A	Bachelor's Degree	Less Than Associates Degree	Associates Degree	-----
B	Master's Degree	Associates Degree	Associates Degree + 20 units	Bachelor's Degree
C	Bachelor's Degree + 50 units including Master's Degree	Associate's Degree + 20 units	Bachelor's Degree	Bachelor's Degree + 20 units
D	Bachelor's Degree + 70 units Including Master's Degree	Associate's Degree + 40 units	Bachelor's Degree + 20 units	Bachelor's Degree + 40 units including Master's Degree
E	Bachelor's Degree + 90 units including Master's Degree	Bachelor's Degree	Bachelor's Degree + 40 units including Master's Degree	Bachelor's Degree + 60 units including Master's Degree

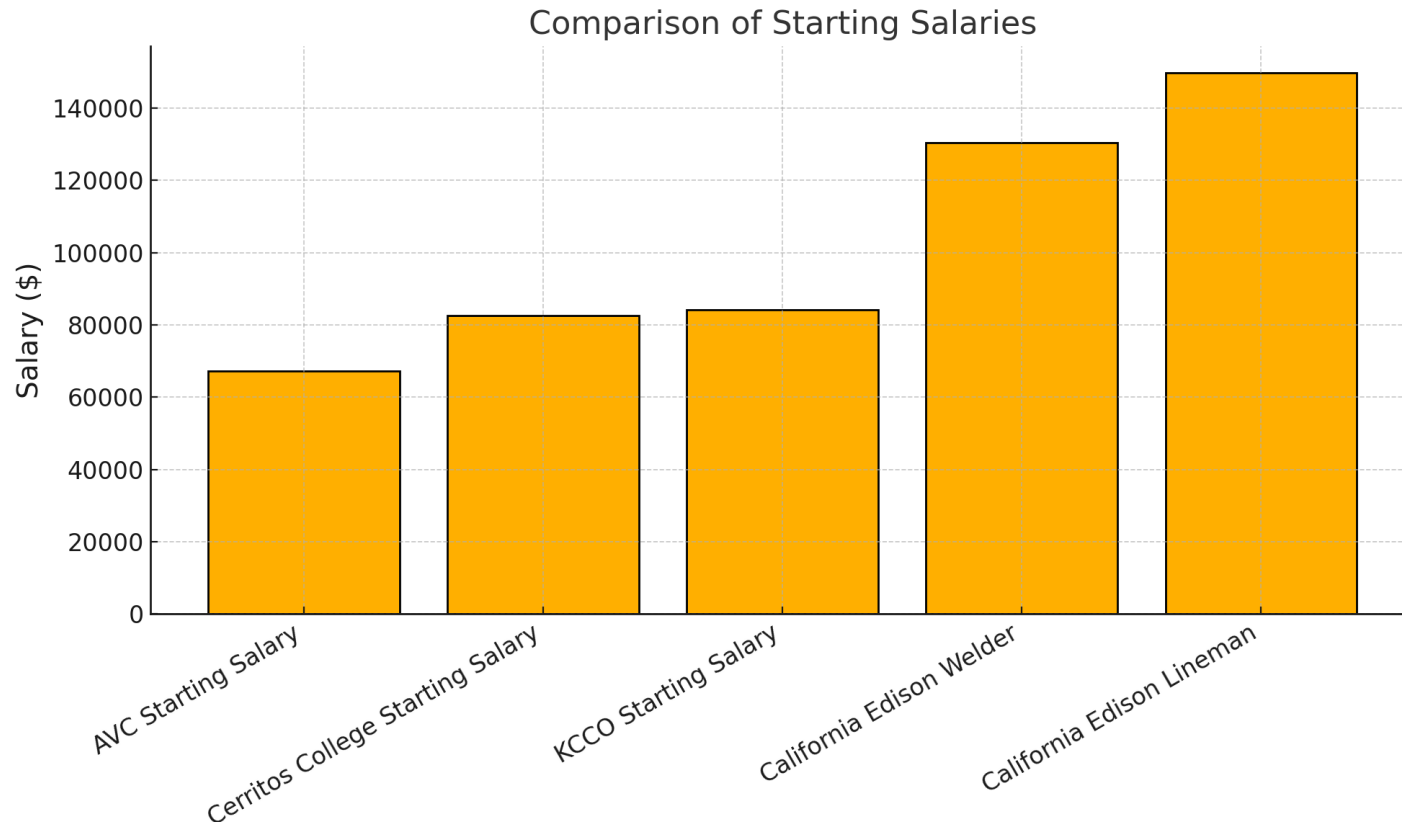
Contract Comparisons

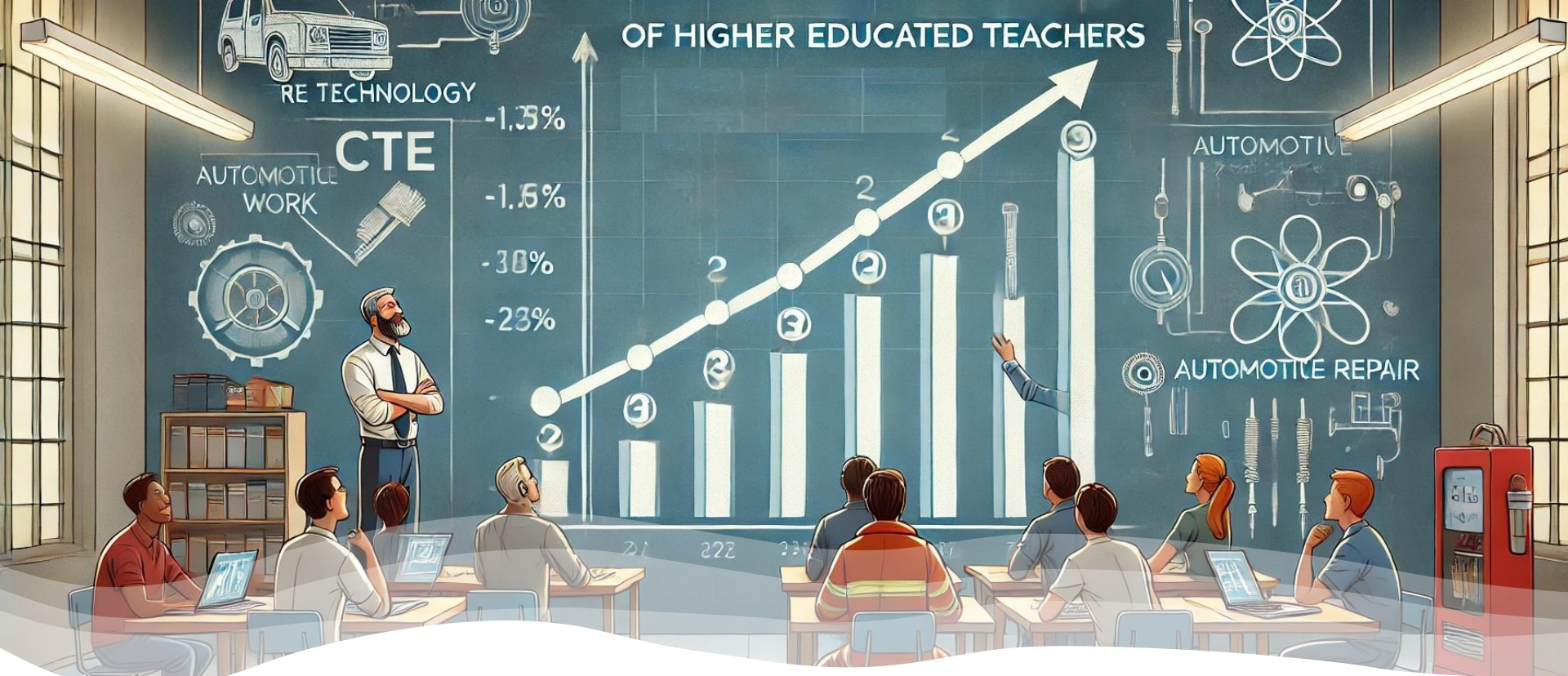
Class I	a) Bachelor's Degree, and/or b) Appropriate full-time credential (Life)
Class II	a) Master's Degree, or b) Bachelor's Degree plus forty-five approved semester units, or c) Appropriate full-time credential (Life) plus forty-five approved semester units d) For Vocational Teachers**** (1) Bachelor's Degree plus two years experience in the teaching field (2) Associate Degree plus six years experience in the teaching field
Class III	a) Master's Degree with sixty approved semester units beyond the Bachelor's Degree, or b) Bachelor's Degree plus seventy-five approved semester units, or c) Appropriate full-time credential (Life) plus seventy-five approved semester units d) For Vocational Teachers****, completion of thirty approved semester units after hire and placement on Class II
Class IV	a) Master's Degree plus forty-four approved semester units, or b) Master's Degree with ninety approved semester units beyond the Bachelor's Degree (Effective July 1, 1999) c) Appropriate full-time credential (Life) plus ninety approved semester units including a Master's Degree d) For Vocational Teachers****, completion of sixty approved semester units after hire and placement on Class II including a Master's Degree
Class V	a) Earned Doctorate, earned LLB or JD.



Industry Pay Comparison

- **AVC** starting salary \$67,262.65
- **Cerritos College** starting Salary \$82,560
- **KCCO** starting salary \$84,133.91
- **Welding Jobs** (California Edison): Starting pay \$130,436.80
- **Electrician Jobs** (Distribution Lineman - Southern California Edison): Starting pay \$149,739.20





Proposed Equivalency

- Permit trade-certified educators to achieve master's or teaching credential equivalency based on certifications, credentials, or training from recognized organizations in their respective trades, or through their professional experience.. (e.g., AWS, I-CAR, ASE).

Recognized Certification Bodies

- - I-CAR (Auto Repair): Ensures safe and quality auto repair, Platinum designation for professionals.
- - ASE (Automotive): Nationally recognized certification for auto service professionals.
- - AWS (Welding): Nationally recognized, offering Certified Welding Educator certificates, welding certification and training, welding code development.

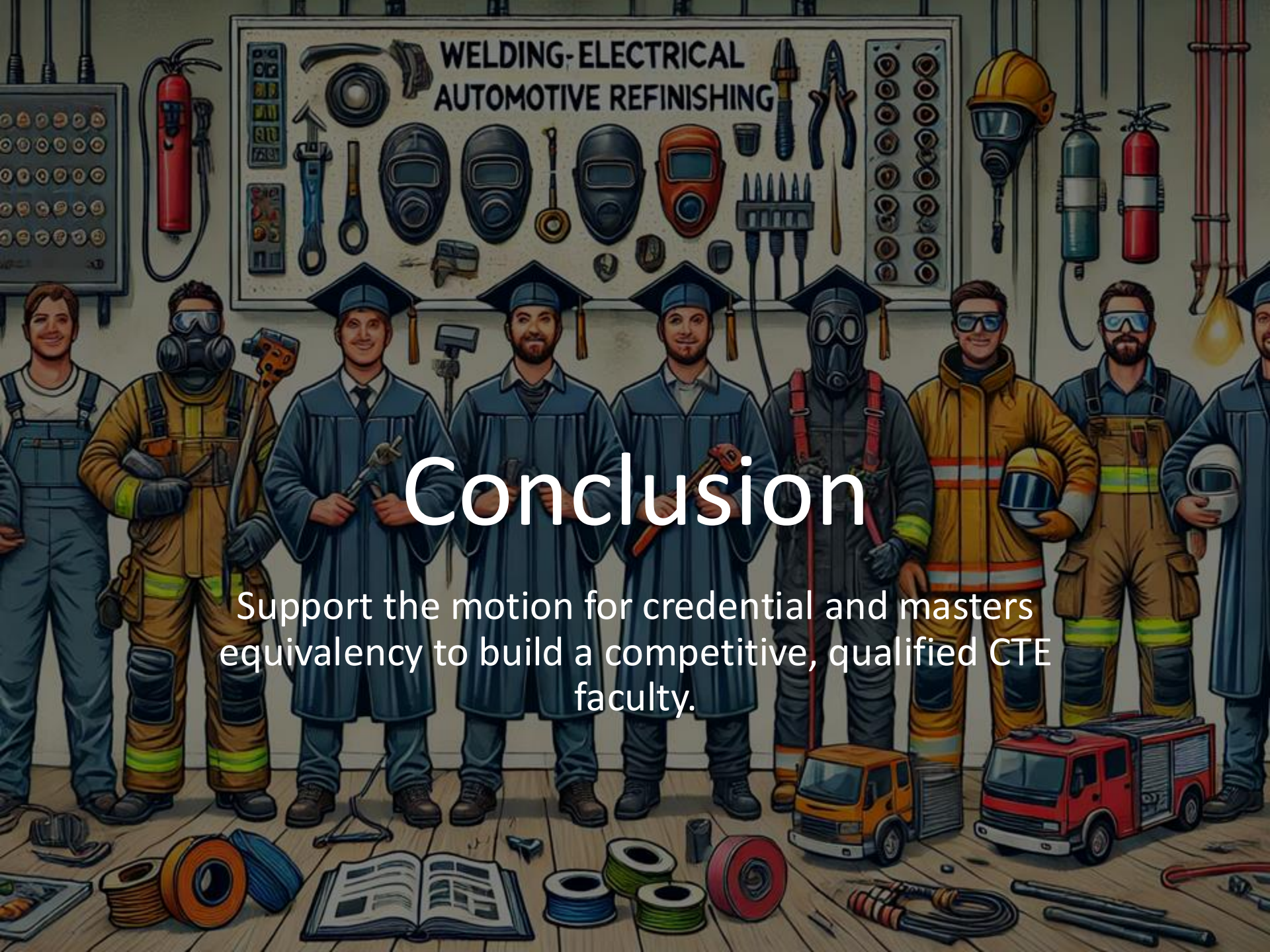


Benefits of Certification Equivalency

Increases recruitment and retention of qualified CTE educators.

Addresses the pay gap between educators and private sector jobs.

Encourages continuous professional development in line with industry standards.



Conclusion

Support the motion for credential and masters equivalency to build a competitive, qualified CTE faculty.



Q&A

Thank you for your time.