FIRST REGULAR SESSION

[PERFECTED]

HOUSE COMMITTEE SUBSTITUTE FOR

HOUSE BILL NO. 439

101ST GENERAL ASSEMBLY

0538H.02P

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DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 168.021 and 168.133, RSMo, and to enact in lieu thereof four new sections relating to authorization to teach in public schools.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 168.021 and 168.133, RSMo, are repealed and four new sections enacted in lieu thereof, to be known as sections 168.021, 168.036, 168.029, and 168.133, to read as follows:

168.021. 1. Certificates of license to teach in the public schools of the state shall be 2 granted as follows:

- (1) By the state board, under rules and regulations prescribed by it:
- 4 (a) Upon the basis of college credit;
- 5 (b) Upon the basis of examination;
- 6 (2) By the state board, under rules and regulations prescribed by the state board with advice from the advisory council established by section 168.015 to any individual who presents to the state board a valid doctoral degree from an accredited institution of higher education accredited by a regional accrediting association such as North Central Association. Such certificate shall be limited to the major area of postgraduate study of the holder, shall be issued only after successful completion of the examination required for graduation pursuant to rules adopted by the state board of education, and shall be restricted to those certificates established pursuant to subdivision (2) of subsection 3 of this section;
- 14 (3) By the state board, which shall issue the professional certificate classification in both 15 the general and specialized areas most closely aligned with the current areas of certification

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

approved by the state board, commensurate with the years of teaching experience of the applicant, and based upon the following criteria:

- (a) Recommendation of a state-approved baccalaureate-level teacher preparation program;
- (b) Successful attainment of the Missouri qualifying score on the exit assessment for teachers or administrators designated by the state board of education. Applicants who have not successfully achieved a qualifying score on the designated examinations will be issued a two-year nonrenewable provisional certificate; and
- (c) Upon completion of a background check as prescribed in section 168.133 and possession of a valid teaching certificate in the state from which the applicant's teacher preparation program was completed;
- (4) By the state board, under rules prescribed by it, on the basis of a relevant bachelor's degree, or higher degree, and a passing score for the designated exit examination, for individuals whose academic degree and professional experience are suitable to provide a basis for instruction solely in the subject matter of banking or financial responsibility, at the discretion of the state board. Such certificate shall be limited to the major area of study of the holder and shall be restricted to those certificates established under subdivision (2) of subsection 3 of this section. Holders of certificates granted under this subdivision shall be exempt from the teacher tenure act under sections 168.102 to 168.130 and each school district shall have the decision-making authority on whether to hire the holders of such certificates;
- (5) By the state board, under rules and regulations prescribed by it, on the basis of certification by the American Board for Certification of Teacher Excellence (ABCTE) and verification of ability to work with children as demonstrated by sixty contact hours in any one of the following areas as validated by the school principal: sixty contact hours in the classroom, of which at least forty-five must be teaching; sixty contact hours as a substitute teacher, with at least thirty consecutive hours in the same classroom; sixty contact hours of teaching in a private school; or sixty contact hours of teaching as a paraprofessional, for an initial four-year ABCTE certificate of license to teach, except that such certificate shall not be granted for the areas of early childhood education, or special education. For certification in the area of elementary education, ninety contact hours in the classroom shall be required, of which at least thirty shall be in an elementary classroom. Upon the completion of the **following** requirements [listed in paragraphs (a), (b), (c), and (d) of this subdivision], an applicant shall be eligible to apply for a career continuous professional certificate under subdivision (3) of subsection 3 of this section:
- (a) Completion of thirty contact hours of professional development within four years, which may include hours spent in class in an appropriate college curriculum;

51 (b) Validated completion of two years of the mentoring program of the American Board 52 for Certification of Teacher Excellence or a district mentoring program approved by the state 53 board of education;

- (c) Attainment of a successful performance-based teacher evaluation; and
- (d) Participation in a beginning teacher assistance program; [or]
- (6) (a) By the state board, under rules and regulations prescribed by it, which shall issue an initial visiting scholars certificate at the discretion of the board, based on the following criteria:
- [(a)] a. Verification from the hiring school district that the applicant will be employed as part of a business-education partnership initiative designed to build career pathways systems for students in a grade or grades not lower than the ninth grade for which the applicant's academic degree or professional experience qualifies [him or her] the applicant;
- 63 [(b)] **b.** Appropriate and relevant bachelor's degree or higher, occupational license, or 64 industry-recognized credential;
 - [(e)] c. Completion of the application for a one-year visiting scholars certificate; and
 - [(d)] **d.** Completion of a background check as prescribed under section 168.133.
 - **(b)** The initial visiting scholars certificate shall certify the holder of such certificate to teach for one year. An applicant shall be eligible to renew an initial visiting scholars certificate a maximum of two times, based upon the completion of the requirements listed under [paragraphs (a), (b), and (d)] subparagraphs a., b., and d. of paragraph (a) of this subdivision; completion of professional development required by the school district and school; and attainment of a satisfactory performance-based teacher evaluation; or
 - (7) By the state board, upon the issuance of a school district teaching permit as provided in section 168.029. Any certificate granted under this subdivision shall be designated as a school district teaching permit approved by the school district issuing the permit under section 168.029.
 - 2. All valid teaching certificates issued pursuant to law or state board policies and regulations prior to September 1, 1988, shall be exempt from the professional development requirements of this section and shall continue in effect until they expire, are revoked or suspended, as provided by law. When such certificates are required to be renewed, the state board or its designee shall grant to each holder of such a certificate the certificate most nearly equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II, or continuous professional certificate shall, upon expiration of [his or her] the person's current certificate, be issued the appropriate level of certificate based upon the classification system established pursuant to subsection 3 of this section.

3. (1) Certificates of license to teach in the public schools of the state shall be based upon minimum requirements prescribed by the state board of education which shall include completion of a background check as prescribed in section 168.133. The state board shall provide for the following levels of professional certification: an initial professional certificate and a career continuous professional certificate.

- (2) The initial professional certificate shall be issued upon completion of requirements established by the state board of education and shall be valid based upon verification of actual teaching within a specified time period established by the state board of education. The state board shall require holders of the four-year initial professional certificate to:
- (a) Participate in a mentoring program approved and provided by the district for a minimum of two years;
- (b) Complete thirty contact hours of professional development, which may include hours spent in class in an appropriate college curriculum, or for holders of a certificate under subdivision (4) of subsection 1 of this section, an amount of professional development in proportion to the certificate holder's hours in the classroom, if the certificate holder is employed less than full time; and
 - (c) Participate in a beginning teacher assistance program.
- (3) (a) The career continuous professional certificate shall be issued upon verification of completion of four years of teaching under the initial professional certificate and upon verification of the completion of the requirements articulated in paragraphs (a)[, (b), and] to (c) of subdivision (2) of this subsection or paragraphs (a)[, (b), (c), and] to (d) of subdivision (5) of subsection 1 of this section.
- (b) The career continuous professional certificate shall be continuous based upon verification of actual employment in an educational position as provided for in state board guidelines and completion of fifteen contact hours of professional development per year which may include hours spent in class in an appropriate college curriculum. [Should] If the possessor of a valid career continuous professional certificate [fail] fails, in any given year, to meet the fifteen-hour professional development requirement, the possessor may, within two years, make up the missing hours. In order to make up for missing hours, the possessor shall first complete the fifteen-hour requirement for the current year and then may count hours in excess of the current year requirement as make-up hours. [Should] If the possessor [fail] fails to make up the missing hours within two years, the certificate shall become inactive. In order to reactivate the certificate, the possessor shall complete twenty-four contact hours of professional development which may include hours spent in the classroom in an appropriate college curriculum within the six months prior to or after reactivating [his-or-her] the possessor's certificate. The requirements

of this paragraph shall be monitored and verified by the local school district [which] that employs the holder of the career continuous professional certificate.

- (c) A holder of a career continuous professional certificate shall be exempt from the professional development contact hour requirements of paragraph (b) of this subdivision if such teacher has a local professional development plan in place within such teacher's school district and meets two of the three following criteria:
 - a. Has ten years of teaching experience as defined by the state board of education;
- b. Possesses a master's degree; or

- c. Obtains a rigorous national certification as approved by the state board of education.
- 4. Policies and procedures shall be established by which a teacher who was not retained due to a reduction in force may retain the current level of certification. There shall also be established policies and procedures allowing a teacher who has not been employed in an educational position for three years or more to reactivate [his or her] the teacher's last level of certification by completing twenty-four contact hours of professional development which may include hours spent in the classroom in an appropriate college curriculum within the six months prior to or after reactivating [his or her] the teacher's certificate.
- 5. The state board shall, upon completion of a background check as prescribed in section 168.133, issue a professional certificate classification in the areas most closely aligned with an applicant's current areas of certification, commensurate with the years of teaching experience of the applicant, to any person who is hired to teach in a public school in this state and who possesses a valid teaching certificate from another state or certification under subdivision (4) of subsection 1 of this section, provided that the certificate holder shall annually complete the state board's requirements for such level of certification, and shall establish policies by which residents of states other than the state of Missouri may be assessed a fee for a certificate of license to teach in the public schools of Missouri. Such fee shall be in an amount sufficient to recover any or all costs associated with the issuing of a certificate of license to teach. The board shall promulgate rules to authorize the issuance of a provisional certificate of license, which shall be valid for three years and shall allow the holder to assume classroom duties pending the completion of a criminal background check under section 168.133, for any applicant who:
 - (1) Is the spouse of a member of the Armed Forces stationed in Missouri;
 - (2) Relocated from another state within one year of the date of application;
- (3) Underwent a criminal background check in order to be issued a teaching certificate of license from another state; and
 - (4) Otherwise qualifies under this section.
- 6. The state board may assess to holders of an initial professional certificate a fee, to be deposited into the excellence in education revolving fund established pursuant to section

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157 160.268, for the issuance of the career continuous professional certificate. However, such fee 158 shall not exceed the combined costs of issuance and any criminal background check required as 159 a condition of issuance. Applicants for the initial ABCTE certificate shall be responsible for any 160 fees associated with the program leading to the issuance of the certificate, but nothing in this 161 section shall prohibit a district from developing a policy that permits fee reimbursement.

- 7. Any member of the public school retirement system of Missouri who entered covered employment with ten or more years of educational experience in another state or states and held a certificate issued by another state and subsequently worked in a school district covered by the public school retirement system of Missouri for ten or more years who later became certificated in Missouri shall have that certificate dated back to [his or her] the member's original date of employment in a Missouri public school.
- 8. Within thirty days of receiving an application from a spouse of an active duty member of the Armed Forces of the United States who has been transferred or is scheduled to be transferred to the state of Missouri, or who has been transferred or is scheduled to be transferred to an adjacent state and is or will be domiciled in the state of Missouri, or has moved to the state 172 of Missouri on a permanent change-of-station basis and has successfully completed the background check described under subsection 5 of this section and section 168.133, the state board shall issue to such applicant a full certificate of license to teach, provided that the applicant has paid all necessary fees and has otherwise met all requirements to be issued such a certificate.
 - 168.029. 1. As provided in this section, any school district may issue a school district teaching permit to any individual who does not hold a teaching certificate issued by the state board of education.
 - 2. (1) A school district may employ any individual to whom the district issues a school district teaching permit.
 - (2) Any school district that issues a school district teaching permit under this section shall develop a policy listing the qualifications an individual shall meet to be eligible for the teaching permit. The qualifications required in the school district's policy shall include, but not be limited to:
 - (a) Attainment of a bachelor's degree;
 - (b) Participation in professional development in lesson planning and classroom management;
 - (c) Participation in a mentorship program for the permitted teacher; and
 - (d) Completion of a background check as required in section 168.133.

16 The policy described in this subdivision must be submitted to the Department of Elementary and Secondary Education. The policy described in this subdivision is not

subject to approval or disapproval by the Department of Elementary and Secondary Education.

- (3) Immediately after employing an individual under this section, the school district shall send to the state board of education a written statement identifying the individual, the individual's qualifications as a teacher, and the subject or class the individual will teach.
- 3. No individual authorized to teach under this section shall be authorized to teach in another school district unless the other district issues teaching permits under this section and recognizes the issuing district's teaching permit. Any teaching permit issued under this section shall be valid in the school district issuing the teaching permit and in any school district recognizing the teaching permit as provided in this section. Any teaching permit issued under this section shall remain valid unless the issuing district revokes the teaching permit for cause.
- 4. The percentage of a school district's teachers issued any teaching permit under this section and employed by the school district shall not exceed fifteen percent of the total number of teachers employed by the school district.
- 5. Any individual issued a teaching permit under this section shall be issued a teaching certificate by the state board of education as provided in subdivision (7) of subsection 1 of section 168.021. Any individual issued a teaching permit under this section may be issued a teaching certificate by the state board of education under the applicable provisions of subdivisions (1) to (6) of subsection 1 of section 168.021 if the individual has taught with a teaching permit issued under this section for at least four years and meets the qualifications established in chapter 168.
- 6. No school district issuing teaching permits under this section shall be deemed a teacher training institution or teacher education program for purposes of section 161.097.
- 7. Any individual issued a teaching permit under this section shall be deemed a teacher for purposes of minimum salary requirements in section 163.172, the teacher tenure act in sections 168.102 to 168.130, and the public school retirement systems created in sections 169.010 to 169.141, 169.270 to 169.400, and 169.410 to 169.540.
- 168.036. 1. In addition to granting certificates of license to teach in public schools of the state as provided in section 168.021, the state board of education shall grant substitute teacher certificates as provided in this section to any individual seeking to substitute teach in any public school in this state.
- 2. (1) The state board shall not grant a certificate of license to teach under this section to any individual who has not completed a background check as described in section 168.133.

8 (2) A background check conducted under this subsection shall be valid for four 9 years for purposes of the certificate granted under this section and shall be transferrable 10 from one school district to another district except as provided in subdivision (3) of this subsection.

- (3) A school district employing a substitute teacher who has a certificate granted under this section may require the teacher to complete the background check annually. A school district may require the background check required in this section for a newly hired substitute teacher to be conducted at the teacher's expense.
- (4) The state board may refuse to issue or renew, suspend, or revoke any certificate sought or issued under this section in the same manner and for the same reasons as provided in section 168.071.
- 3. The state board may grant a certificate under this section to any individual who has completed the background check required in this section and who has completed:
- (1) At least thirty-six semester hours at an accredited institution of higher education and the orientation required in subsection 6 of this section; or
- (2) The twenty-hour online training program required in this section and who possesses a high school diploma or the equivalent thereof.
- 4. The state board may grant a certificate under this section to any highly qualified individual with expertise in a technical or business field or with experience in the Armed Forces of the United States who has completed the background check required in this section but does not meet any of the qualifications in subdivision (1) or (2) of subsection 3 of this section if the superintendent of the school district sponsors such individual and the school board of the school district in which the individual seeks to substitute teach votes to approve such individual to substitute teach.
- 5. (1) An individual to whom the state board grants a certificate under this section may be a substitute teacher in any public school in the state if a school district superintendent, school district assistant superintendent, or public school principal in this state agrees to employ the individual as a substitute teacher.
- (2) No individual to whom the state board grants a certificate under this section and who is under twenty years of age shall be a substitute teacher in grades nine to twelve.
- 6. An individual to whom the state board grants a certificate under this section shall complete an orientation developed and offered by the school district for which the individual originally teaches. The orientation for such individual shall contain at least two hours of subjects appropriate for substitute teachers and shall contain instruction on the school district's best practices for classroom management. Such orientation completed in any school district may be accepted by any subsequent district in which the individual

substitute teaches. A subsequent school district may require the individual to complete a separate and distinct local orientation for the particular school district before the individual may substitute teach in the subsequent school district.

- 7. A certificate granted under this section shall be valid for four years. A certificate granted under this section shall expire at the end of any calendar year in which the individual fails to substitute teach for at least five days or forty hours of in-seat instruction.
- 8. The department of elementary and secondary education shall develop an online training program for individuals granted a certificate under subdivision (2) of subsection 3 of this section. The training program shall consist of twenty hours of training related to subjects appropriate for substitute teachers as determined by the department. A substitute teacher shall complete an orientation for substitute teachers provided by the school district in which the substitute teacher teaches.
- 9. Any individual possessing a valid certificate of license to teach granted by the state board shall be deemed to be a substitute teacher under this section if the individual has completed a background check as required in this section.
- 10. The state board may exercise the board's authority as provided in chapter 161 to promulgate all necessary rules and regulations necessary for the administration of this section.
- 168.133. 1. As used in this section, "screened volunteer" shall mean any person who assists a school by providing uncompensated service and who may periodically be left alone with students. The school district shall ensure that a criminal background check is conducted for all screened volunteers, who shall complete the criminal background check prior to being left alone with a student. Screened volunteers include, but are not limited to, persons who regularly assist in the office or library, mentor or tutor students, coach or supervise a school-sponsored activity before or after school, or chaperone students on an overnight trip. Screened volunteers [may only] shall access student education records only when necessary to assist the district and while supervised by staff members. Volunteers [that] who are not screened shall not be left alone with a student or have access to student records.
 - 2. The school district shall ensure that a criminal background check is conducted on any person employed after January 1, 2005, authorized to have contact with pupils and prior to the individual having contact with any pupil. Such persons include, but are not limited to, administrators, teachers, **substitute teachers**, aides, paraprofessionals, assistants, secretaries, custodians, cooks, screened volunteers, and nurses. The school district shall also ensure that a criminal background check is conducted for school bus drivers. The district may allow such drivers to operate buses pending the result of the criminal background check. For bus drivers, the school district shall be responsible for conducting the criminal background check on drivers

employed by the school district. For drivers employed by a pupil transportation company under contract with the school district, the criminal background check shall be conducted pursuant to section 43.540 and conform to the requirements established in the National Child Protection Act of 1993, as amended by the Volunteers for Children Act. Personnel who have successfully undergone a criminal background check and a check of the family care safety registry as part of the professional license application process under section 168.021 and who have received clearance on the checks within one prior year of employment shall be considered to have completed the background check requirement. A criminal background check under this section shall include a search of any information publicly available in an electronic format through a public index or single case display.

- 3. In order to facilitate the criminal history background check, the applicant shall submit a set of fingerprints collected pursuant to standards determined by the Missouri highway patrol. The fingerprints shall be used by the highway patrol to search the criminal history repository and shall be forwarded to the Federal Bureau of Investigation for searching the federal criminal history files.
- 4. The applicant shall pay the fee for the state criminal history record information pursuant to section 43.530 and sections 210.900 to 210.936 and pay the appropriate fee determined by the Federal Bureau of Investigation for the federal criminal history record when [he or she] the applicant applies for a position authorized to have contact with pupils pursuant to this section. The department shall distribute the fees collected for the state and federal criminal histories to the Missouri highway patrol.
- under chapter 43, the department of elementary and secondary education shall facilitate an annual check of employed persons holding current active certificates under [section] sections 168.021 and 168.036 against criminal history records in the central repository under section 43.530, the sexual offender registry under sections 589.400 to 589.426, and child abuse central registry under sections 210.109 to 210.183. The department of elementary and secondary education shall facilitate procedures for school districts to submit personnel information annually for persons employed by the school districts who do not hold a current valid certificate who are required by subsection 1 of this section to undergo a criminal background check, sexual offender registry check, and child abuse central registry check. The Missouri state highway patrol shall provide ongoing electronic updates to criminal history background checks of those persons previously submitted, both those who have an active certificate and those who do not have an active certificate, by the department of elementary and secondary education. This shall fulfill the annual check against the criminal history records in the central repository under section 43.530.

55 6. The school district may adopt a policy to provide for reimbursement of expenses incurred by an employee for state and federal criminal history information pursuant to section 57 43.530.

- 7. If, as a result of the criminal history background check mandated by this section, it is determined that the holder of a certificate issued pursuant to [section] sections 168.021 and 168.036 has pled guilty or nolo contendere to, or been found guilty of a crime or offense listed in section 168.071, or a similar crime or offense committed in another state, the United States, or any other country, regardless of imposition of sentence, such information shall be reported to the department of elementary and secondary education.
- 8. Any school official making a report to the department of elementary and secondary education in conformity with this section shall not be subject to civil liability for such action.
- 9. For any teacher who is employed by a school district on a substitute or part-time basis within one year of such teacher's retirement from a Missouri school, the state of Missouri shall not require such teacher to be subject to any additional background checks prior to having contact with pupils. Nothing in this subsection shall be construed as prohibiting or otherwise restricting a school district from requiring additional background checks for such teachers employed by the school district.
- 10. A criminal background check and fingerprint collection conducted under subsections 1 to 3 of this section shall be valid for at least a period of one year and transferrable from one school district to another district. A school district may, in its discretion, conduct a new criminal background check and fingerprint collection under subsections 1 to 3 of this section for a newly hired employee at the district's expense. A teacher's change in type of certification shall have no effect on the transferability or validity of such records.
- 78 11. Nothing in this section shall be construed to alter the standards for suspension, 79 denial, or revocation of a certificate issued pursuant to this chapter.
 - 12. Beginning on January 1, 2022, any substitute teacher may, at the time such substitute teacher submits the fingerprints and information required for the Missouri criminal record review under subsections 2 and 3 of this section, designate up to five school districts to which the results of the substitute teacher's criminal history background check and fingerprint collection shall be disseminated. The substitute teacher shall pay an additional five-dollar fee for such records to be disseminated to the second and third school districts and an additional five-dollar fee for such records to be disseminated to the fourth and fifth school districts.
 - 13. The state board of education may promulgate rules for criminal history background checks made pursuant to this section. Any rule or portion of a rule, as that term is defined in section 536.010, that is created under the authority delegated in this section shall become

effective only if it complies with and is subject to all of the provisions of chapter 536 and, if applicable, section 536.028. This section and chapter 536 are nonseverable, and if any of the powers vested with the general assembly pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after January 1, 2005, shall be invalid and void.

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