

FIRST REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NO. 1153**  
**103RD GENERAL ASSEMBLY**

2504H.02C

JOSEPH ENGLER, Chief Clerk

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**AN ACT**

To repeal sections 168.021 and 168.036, RSMo, and to enact in lieu thereof two new sections relating to certificates of license to teach.

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

Section A. Sections 168.021 and 168.036, RSMo, are repealed and two new sections  
2 enacted in lieu thereof, to be known as sections 168.021 and 168.036, 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:

3 (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  
7 advice from the advisory council established by section 168.015 to any individual who  
8 presents to the state board a valid doctoral degree from an accredited institution of higher  
9 education accredited by a regional accrediting association such as North Central Association.  
10 Such certificate shall be limited to the major area of postgraduate study of the holder, shall be  
11 issued only after successful completion of the examination required for graduation pursuant  
12 to rules adopted by the state board of education, and shall be restricted to those certificates  
13 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  
15 both the general and specialized areas most closely aligned with the current areas of  
16 certification approved by the state board, commensurate with the years of teaching experience  
17 of the applicant, and based upon the following criteria:

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.

18 (a) a. Recommendation of a state-approved baccalaureate-level teacher preparation  
19 program;

20 b. The department of elementary and secondary education shall develop and maintain  
21 an eighteen-hour (one thousand eighty minutes) online teacher preparation program related to  
22 subjects appropriate for elementary and secondary education settings. Any charitable  
23 organization registered in Missouri that is exempt from federal taxation under the Internal  
24 Revenue Code of 1986, as amended, may submit a teacher preparation program to the  
25 department of elementary and secondary education for approval. Once approved, the  
26 charitable organization shall be certified to develop and maintain a teacher preparedness  
27 program. Approved teacher preparedness programs created by a charitable organization shall  
28 be made available by the department of elementary and secondary education. An individual  
29 with a bachelor's degree may complete an eighteen-hour online training program, either  
30 created by the department or by a charitable organization, and receive a teacher certificate.  
31 Such certificate shall not be accepted by Missouri public schools, and nonpublic schools shall  
32 not be required to accept the certificate, but shall be accepted by private schools and private  
33 school accrediting agencies;

34 (b) a. Successful attainment of the Missouri qualifying score on the exit assessment  
35 for teachers or administrators designated by the state board of education;

36 b. (i) Applicants who have not successfully achieved a qualifying score on the  
37 designated examinations will be issued a two-year nonrenewable provisional certificate;

38 (ii) During the two-year nonrenewable provisional certification, an individual teacher  
39 may gain full professional certification by:

40 i. Achieving a qualifying score on the designated exam; or

41 ii. Successfully achieving an acceptable score on the state-approved teacher  
42 evaluation system from seven walk-through evaluations, two formative evaluations, and one  
43 summative evaluation for each of the two probationary years and being offered a third  
44 contract by the employing district. For any applicant who has a change in job status because  
45 of a reduction in the workforce or a change in life circumstances, the scores required under  
46 this item may be scores achieved in any school district during the two-year nonrenewable  
47 provisional certification period; and

48 (iii) The employing school district shall recommend to the department of elementary  
49 and secondary education that the individual teacher be awarded a full professional  
50 certification by the state board under rules prescribed by the state board; and

51 (c) Upon completion of a background check as prescribed in section 168.133 and  
52 possession of a valid teaching certificate in the state from which the applicant's teacher  
53 preparation program was completed;

54 (4) By the state board, under rules prescribed by it, on the basis of a relevant  
55 bachelor's degree, or higher degree, and a passing score for the designated exit examination,  
56 for individuals whose academic degree and professional experience are suitable to provide a  
57 basis for instruction solely in the subject matter of banking or financial responsibility, at the  
58 discretion of the state board. Such certificate shall be limited to the major area of study of the  
59 holder and shall be restricted to those certificates established under subdivision (2) of  
60 subsection 3 of this section. Holders of certificates granted under this subdivision shall be  
61 exempt from the teacher tenure act under sections 168.102 to 168.130 and each school district  
62 shall have the decision-making authority on whether to hire the holders of such certificates;

63 (5) By the state board, under rules and regulations prescribed by it, on the basis of  
64 certification by the American Board for Certification of Teacher Excellence (ABCTE) **or**  
65 **Teachers of Tomorrow** and verification of ability to work with children as demonstrated by  
66 sixty contact hours in any one of the following areas as validated by the school principal:  
67 sixty contact hours in the classroom, of which at least forty-five must be teaching; sixty  
68 contact hours as a substitute teacher, with at least thirty consecutive hours in the same  
69 classroom; sixty contact hours of teaching in a private school; or sixty contact hours of  
70 teaching as a paraprofessional, for an initial four-year ABCTE **or Teachers of Tomorrow**  
71 certificate of license to teach, except that such certificate shall not be granted for the areas of  
72 early childhood education, or special education. For certification in the area of elementary  
73 education, ninety contact hours in the classroom shall be required, of which at least thirty  
74 shall be in an elementary classroom. Upon the completion of the following requirements, an  
75 applicant shall be eligible to apply for a career continuous professional certificate under  
76 subdivision (3) of subsection 3 of this section:

77 (a) Completion of thirty contact hours of professional development within four years,  
78 which may include hours spent in class in an appropriate college curriculum;

79 (b) Validated completion of two years of the mentoring program of the American  
80 Board for Certification of Teacher Excellence, **Teachers of Tomorrow**, or a district  
81 mentoring program approved by the state board of education;

82 (c) Attainment of a successful performance-based teacher evaluation; and

83 (d) Participation in a beginning teacher assistance program;

84 (6) (a) By the state board, under rules and regulations prescribed by the board, which  
85 shall issue an initial visiting scholars certificate at the discretion of the board, based on the  
86 following criteria:

87 a. Verification from the hiring school district that the applicant will be employed as  
88 part of a business-education partnership initiative designed to build career pathways systems  
89 or employed as part of an initiative designed to fill vacant positions in hard-to-staff public  
90 schools or hard-to-fill subject areas for students in a grade or grades not lower than the ninth

91 grade for which the applicant's academic degree or professional experience qualifies the  
92 applicant;

93       b. Appropriate and relevant bachelor's degree or higher, occupational license, or  
94 industry-recognized credential;

95       c. Completion of the application for a one-year visiting scholars certificate; and

96       d. Completion of a background check as prescribed under section 168.133.

97       (b) The initial visiting scholars certificate shall certify the holder of such certificate to  
98 teach for one year. An applicant shall be eligible to renew an initial visiting scholars  
99 certificate a maximum of two times, based upon the completion of the requirements listed  
100 under subparagraphs a., b., and d. of paragraph (a) of this subdivision; completion of  
101 professional development required by the school district and school; and attainment of a  
102 satisfactory performance-based teacher evaluation; or

103       (7) By the state board, which shall issue an additional professional subject-area  
104 certification for specific content knowledge or for a specialty area to a certificate holder who:

105       (a) Applies for an additional professional subject-area certification;

106       (b) Successfully achieves an acceptable score on the state-approved teacher  
107 evaluation system from seven walk-through evaluations, two formative evaluations, and one  
108 summative evaluation of the applicant teaching specific content knowledge or the specialty  
109 area for which the additional professional subject-area certification is sought;

110       (c) Receives a recommendation from the applicant's employing school district that the  
111 applicant be awarded an additional professional subject-area certification by the state board  
112 under rules prescribed by the state board; and

113       (d) Completes a background check as prescribed in section 168.133.

114       2. All valid teaching certificates issued pursuant to law or state board policies and  
115 regulations prior to September 1, 1988, shall be exempt from the professional development  
116 requirements of this section and shall continue in effect until they expire, are revoked or  
117 suspended, as provided by law. When such certificates are required to be renewed, the state  
118 board or its designee shall grant to each holder of such a certificate the certificate most nearly  
119 equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II,  
120 or continuous professional certificate shall, upon expiration of such person's current  
121 certificate, be issued the appropriate level of certificate based upon the classification system  
122 established pursuant to subsection 3 of this section.

123       3. (1) Certificates of license to teach in the public schools of the state shall be based  
124 upon minimum requirements prescribed by the state board of education which shall include  
125 completion of a background check as prescribed in section 168.133. The state board shall  
126 provide for the following levels of professional certification: an initial professional certificate  
127 and a career continuous professional certificate.

128 (2) The initial professional certificate shall be issued upon completion of  
129 requirements established by the state board of education and shall be valid based upon  
130 verification of actual teaching within a specified time period established by the state board of  
131 education. The state board shall require holders of the four-year initial professional certificate  
132 to:

133 (a) Participate in a mentoring program approved and provided by the district for a  
134 minimum of two years;

135 (b) Complete thirty contact hours of professional development, which may include  
136 hours spent in class in an appropriate college curriculum, or for holders of a certificate under  
137 subdivision (4) of subsection 1 of this section, an amount of professional development in  
138 proportion to the certificate holder's hours in the classroom, if the certificate holder is  
139 employed less than full time; and

140 (c) Participate in a beginning teacher assistance program.

141 (3) (a) The career continuous professional certificate shall be issued upon  
142 verification of completion of four years of teaching under the initial professional certificate  
143 and upon verification of the completion of the requirements articulated in paragraphs (a) to  
144 (c) of subdivision (2) of this subsection or paragraphs (a) to (d) of subdivision (5) of  
145 subsection 1 of this section.

146 (b) The career continuous professional certificate shall be continuous based upon  
147 verification of actual employment in an educational position as provided for in state board  
148 guidelines and completion of fifteen contact hours of professional development per year  
149 which may include hours spent in class in an appropriate college curriculum. Should the  
150 possessor of a valid career continuous professional certificate fail, in any given year, to meet  
151 the fifteen-hour professional development requirement, the possessor may, within two years,  
152 make up the missing hours. In order to make up for missing hours, the possessor shall first  
153 complete the fifteen-hour requirement for the current year and then may count hours in excess  
154 of the current year requirement as make-up hours. Should the possessor fail to make up the  
155 missing hours within two years, the certificate shall become inactive. In order to reactivate  
156 the certificate, the possessor shall complete twenty-four contact hours of professional  
157 development which may include hours spent in the classroom in an appropriate college  
158 curriculum within the six months prior to or after reactivating the possessor's certificate. The  
159 requirements of this paragraph shall be monitored and verified by the local school district  
160 which employs the holder of the career continuous professional certificate.

161 (c) A holder of a career continuous professional certificate shall be exempt from the  
162 professional development contact hour requirements of paragraph (b) of this subdivision if  
163 such teacher has a local professional development plan in place within such teacher's school  
164 district and meets two of the three following criteria:

- 165           a. Has ten years of teaching experience as defined by the state board of education;  
166           b. Possesses a master's degree; or  
167           c. Obtains a rigorous national certification as approved by the state board of  
168 education.
- 169           4. Policies and procedures shall be established by which a teacher who was not  
170 retained due to a reduction in force may retain the current level of certification. There shall  
171 also be established policies and procedures allowing a teacher who has not been employed in  
172 an educational position for three years or more to reactivate the teacher's last level of  
173 certification by completing twenty-four contact hours of professional development which  
174 may include hours spent in the classroom in an appropriate college curriculum within the six  
175 months prior to or after reactivating the teacher's certificate.
- 176           5. The state board shall, upon completion of a background check as prescribed in  
177 section 168.133, issue a professional certificate classification in the areas most closely  
178 aligned with an applicant's current areas of certification, commensurate with the years of  
179 teaching experience of the applicant, to any person who is hired to teach in a public school in  
180 this state and who possesses a valid teaching certificate from another state or certification  
181 under subdivision (4) of subsection 1 of this section, provided that the certificate holder shall  
182 annually complete the state board's requirements for such level of certification, and shall  
183 establish policies by which residents of states other than the state of Missouri may be assessed  
184 a fee for a certificate of license to teach in the public schools of Missouri. Such fee shall be in  
185 an amount sufficient to recover any or all costs associated with the issuing of a certificate of  
186 license to teach. The board shall promulgate rules to authorize the issuance of a provisional  
187 certificate of license, which shall be valid for three years and shall allow the holder to assume  
188 classroom duties pending the completion of a criminal background check under section  
189 168.133, for any applicant who:
- 190           (1) Is the spouse of a member of the Armed Forces stationed in Missouri;  
191           (2) Relocated from another state within one year of the date of application;  
192           (3) Underwent a criminal background check in order to be issued a teaching  
193 certificate of license from another state; and  
194           (4) Otherwise qualifies under this section.
- 195           6. The state board may assess to holders of an initial professional certificate a fee, to  
196 be deposited into the excellence in education fund established pursuant to section 160.268, for  
197 the issuance of the career continuous professional certificate. However, such fee shall not  
198 exceed the combined costs of issuance and any criminal background check required as a  
199 condition of issuance. Applicants for the initial ABCTE certificate shall be responsible for  
200 any fees associated with the program leading to the issuance of the certificate, but nothing in  
201 this section shall prohibit a district from developing a policy that permits fee reimbursement.

202           7. Any member of the public school retirement system of Missouri who entered  
203 covered employment with ten or more years of educational experience in another state or  
204 states and held a certificate issued by another state and subsequently worked in a school  
205 district covered by the public school retirement system of Missouri for ten or more years who  
206 later became certificated in Missouri shall have that certificate dated back to the member's  
207 original date of employment in a Missouri public school.

208           8. Within thirty days of receiving an application from a spouse of an active duty  
209 member of the Armed Forces of the United States who has been transferred or is scheduled to  
210 be transferred to the state of Missouri, or who has been transferred or is scheduled to be  
211 transferred to an adjacent state and is or will be domiciled in the state of Missouri, or has  
212 moved to the state of Missouri on a permanent change-of-station basis and has successfully  
213 completed the background check described under subsection 5 of this section and section  
214 168.133, the state board shall issue to such applicant a full certificate of license to teach,  
215 provided that the applicant has paid all necessary fees and has otherwise met all requirements  
216 to be issued such a certificate.

          168.036. 1. In addition to granting certificates of license to teach in public schools of  
2 the state under section 168.021, the state board of education shall grant substitute teacher  
3 certificates as provided in this section to any individual seeking to substitute teach in any  
4 public school in this state.

5           2. (1) The state board shall not grant a certificate of license to teach under this section  
6 to any individual who has not completed a background check as required under section  
7 168.021.

8           (2) The state board may refuse to issue or renew, suspend, or revoke any certificate  
9 sought or issued under this section in the same manner and for the same reasons as under  
10 section 168.071.

11           3. The state board may grant a certificate under this section to any individual who has  
12 completed:

13           (1) At least thirty-six semester hours at an accredited institution of higher education;  
14 or

15           (2) The twenty-hour online training program required in this section and who  
16 possesses a high school diploma or the equivalent thereof.

17           4. The department of elementary and secondary education shall develop and maintain  
18 an online training program for individuals, which shall consist of twenty hours of training  
19 related to subjects appropriate for substitute teachers as determined by the department.

20           5. The state board may grant a certificate under this section to any highly qualified  
21 individual with expertise in a technical or business field or with experience in the Armed  
22 Forces of the United States who has completed the background check required in this section

23 but does not meet any of the qualifications under subdivision (1) or (2) of subsection 3 of this  
24 section if the superintendent of the school district in which the individual seeks to substitute  
25 teach sponsors such individual and the school board of the school district in which the  
26 individual seeks to substitute teach votes to approve such individual to substitute teach.

27         6. (1) Notwithstanding any other provisions to contrary, beginning on June 30, 2022,  
28 and ending on June 30, ~~2025~~ 2030, any person who is retired and currently receiving a  
29 retirement allowance under sections 169.010 to 169.141 or sections 169.600 to 169.715, other  
30 than for disability, may be employed to substitute teach on a part-time or temporary substitute  
31 basis by an employer included in the retirement system without a discontinuance of the  
32 person's retirement allowance. Such a person shall not contribute to the retirement system, or  
33 to the public school retirement system established by sections 169.010 to 169.141 or to the  
34 public education employee retirement system established by sections 169.600 to 169.715,  
35 because of earnings during such period of employment.

36         (2) In addition to the conditions set forth in subdivision 1 of this subsection, any  
37 person retired and currently receiving a retirement allowance under sections 169.010 to  
38 169.141, other than for disability, who is employed by a third party or is performing work as  
39 an independent contractor may be employed to substitute teach on a part-time or temporary  
40 substitute basis, if such person is performing work for an employer included in the retirement  
41 system without a discontinuance of the person's retirement allowance.

42         (3) If a person is employed pursuant to this subsection on a regular, full-time basis the  
43 person shall not be entitled to receive the person's retirement allowance for any month during  
44 which the person is so employed. The retirement system may require the employer, the third-  
45 party employer, the independent contractor, and the retiree subject to this subsection to  
46 provide documentation showing compliance with this subsection. If such documentation is  
47 not provided, the retirement system may deem the retiree to have exceeded the limitations  
48 provided in this subsection.

49         7. A certificate granted under this section shall be valid for four years. A certificate  
50 granted under this section shall expire at the end of any calendar year in which the individual  
51 fails to substitute teach for at least five days or forty hours of in-seat instruction.

52         8. (1) An individual to whom the state board grants a certificate under this section  
53 may be a substitute teacher in a public school in the state if the school district agrees to  
54 employ the individual as a substitute teacher and such individual has completed a background  
55 check as required in subsection 10 of this section.

56         (2) No individual to whom the state board grants a certificate under this section and  
57 who is under twenty years of age shall be a substitute teacher in grades nine to twelve.

58         9. Each school district may develop an orientation for individuals to whom the state  
59 board grants a certificate under this section for such individuals employed by the school

60 district and may require such individuals to complete such orientation. Such orientation shall  
61 contain at least two hours of subjects appropriate for substitute teachers and shall contain  
62 instruction on the school district's best practices for classroom management.

63         10. Beginning January 1, 2023, any substitute teacher may, at the time such substitute  
64 teacher submits the fingerprints and information required for the background check required  
65 under section 168.021, designate up to five school districts to which such substitute teacher  
66 has submitted an application for substitute teaching to receive the results of the substitute  
67 teacher's criminal history background check and fingerprint collection. The total amount of  
68 any fees for disseminating such results to up to five school districts under this subsection shall  
69 not exceed fifty dollars.

70         11. The state board may exercise the board's authority under chapter 161 to  
71 promulgate all necessary rules and regulations necessary for the administration of this section.

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