

Legislative Analysis



USE OF NONCERTIFICATED, NONENDORSED STUDENT TEACHERS

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House Bill 5685 as introduced
Sponsor: Rep. Pamela Hornberger
Committee: Education
Complete to 1-31-22

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 5685 would add a section to the Revised School Code that would allow the board of a school district or intermediate school district (ISD) or the board of directors of a public school academy (PSA, or charter school) to employ directly, employ through a contract, or contract for a full-time or part-time noncertificated, nonendorsed student teacher without permit to teach in a school operated by the board for up to one year.

MCL 380.1231 and proposed MCL 380.1233d

BACKGROUND:

Of note, an August 2020 memorandum¹ from the Michigan Department of Education (MDE) stated that students enrolled in teacher preparation programs have long been underutilized in filling vacancies when districts struggle to find fully certified teachers. The memo notes that, while “this approach should not be used to circumvent the hiring of fully credentialed staff, or be implemented in a widespread manner, hiring student teachers does provide a choice that is better than hiring an individual with no training or no experience.”

The memo goes on to say that districts may hire student teachers for a teaching assignment by utilizing the full-year basic substitute permit,² which requires at least 60 semester hours of satisfactory credit from a qualifying college or university; a relevant major, 30 hours in the content area, or passing scores on the state-approved discipline area test if the assignment is in a core discipline; and that a mentor teacher be assigned. The permit can be renewed for subsequent years if certain conditions are met.

Additionally, a November 2021 appeal³ by MDE identified the teacher shortage as the greatest issue facing Michigan schools and school children. Among its recommendations to address the shortage was a stipend for student teachers willing to relocate to high-needs school districts. The proposed stipend would pay for relocation and housing and would last for up to one year.

¹ https://www.michigan.gov/documents/mde/Teaching_Candidates_698430_7.pdf

² https://www.michigan.gov/documents/mde/Permit_Options_534628_7.PDF

³ https://content.govdelivery.com/attachments/MIMDE/2021/12/08/file_attachments/2016378/Teacher%20Recruitment%20and%20Retention%20Letter%20November%202021.pdf

FISCAL IMPACT:

The bill could increase costs for the state and could reduce costs for local school districts, ISDs, and PSAs.

MDE could incur administrative costs to provide guidance to districts, ISDs, and PSAs on the bill's allowance for noncertificated, nonendorsed student teachers to be employed without a permit for up to one year. This cost would likely be absorbed using existing staff time.

The bill could reduce costs for districts, ISDs, and PSAs by increasing the supply of teachers. A district, ISD, or PSA may also see a cost savings to the extent that they would have hired the student teacher through a full-year basic substitute permit, which costs \$45 per application.

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