

**SENATE SUBSTITUTE FOR**  
**HOUSE BILL NO. 4294**

A bill to amend 1976 PA 451, entitled  
"The revised school code,"  
by amending section 1233 (MCL 380.1233), as amended by 2018 PA 418.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           Sec. 1233. (1) Except as otherwise provided by law, and  
2 subject to sections 1233b and 1233c, the board of a school district  
3 or intermediate school district shall not permit a teacher who does  
4 not hold a valid teaching certificate to teach in a grade or  
5 department of the school.

6           (2) The board of a school district or intermediate school  
7 district shall not allow an individual to serve in a counseling  
8 role in the school district or intermediate school district, as the  
9 role is defined by the superintendent of public instruction, unless

1 the individual meets 1 or more of the following:

2 (a) The individual holds a valid teaching certificate with a  
3 school counseling endorsement.

4 (b) The individual meets all of the following:

5 (i) Holds a master's degree awarded after completion of an  
6 approved school counselor education program that includes at least  
7 all of the following skills and content areas or their equivalent:

8 (A) Guidance services--philosophy, principles, and practices.

9 (B) Individual and group analysis--nature and range of human  
10 characteristics and appraisal methods.

11 (C) Guidance information--vocational development theory,  
12 educational and occupational information.

13 (D) Counseling theory and practice--individual and group  
14 procedures, administration and coordination relationships,  
15 professional relationships, and ethics.

16 (E) Supervised experiences--laboratory, practicum, or  
17 internship.

18 (F) Evaluation--statistics and research methodology, follow-up  
19 evaluation, and measurement methods.

20 (ii) Has successfully completed the department's guidance  
21 counselor examination.

22 (iii) Has been recommended by an approved school counselor  
23 education program to provide services as a school counselor.

24 (c) The individual meets both of the following:

25 (i) Has at least 5 years of successful experience serving in a  
26 school counseling role in another state within the immediately  
27 preceding 7-year period.

28 (ii) Has successfully completed the department's guidance  
29 counselor examination.

1           (3) Except for teachers engaged to teach under section 1233b  
 2 and teachers engaged to teach in a community district under section  
 3 1233c, the intermediate superintendent shall notify the  
 4 superintendent of public instruction immediately of the names of  
 5 noncertificated teachers teaching in violation of subsection (1)  
 6 and the names of individuals serving in counseling roles in  
 7 violation of subsection (2), the employing district, and the amount  
 8 of time the noncertificated teachers or unqualified individuals  
 9 were employed.

10           (4) A vocational teacher preparation institution shall utilize  
 11 the employment experience of an annually authorized teacher for the  
 12 purpose of waiving student teaching as a requirement for vocational  
 13 certification if the annually authorized teacher is supervised by  
 14 the teacher preparation institution.

15           (5) ~~The~~ **Subject to subsection (10), the** board of a school  
 16 district or intermediate school district may employ an individual  
 17 without a teaching certificate as a substitute teacher if either of  
 18 the following requirements ~~are~~ **is** met, if applicable:

19           (a) The individual has at least 60 semester hours of college  
 20 credit or an associate degree from a college, university, or  
 21 community college. The 60 semester hours do not need to be from the  
 22 same college, university, or community college.

23           (b) For substitute teaching a course in an industrial  
 24 technology education program or a career and technical education  
 25 program, the individual is engaged to substitute teach in a subject  
 26 matter or field in which the individual has achieved expertise, as  
 27 determined by the board of a school district or intermediate school  
 28 district and satisfies all of the following, if applicable:

29           (i) Has a high school diploma or a high school equivalency

1 certificate as **that term is** defined in section 4 of the state  
2 school aid act of 1979, MCL 388.1604.

3 (ii) For substitute teaching in a subject matter or field in  
4 which a professional license or certification is required, at least  
5 1 of the following:

6 (A) Holds a professional license or certification in that same  
7 subject matter or field.

8 (B) Previously held a professional license or certification in  
9 that same subject matter or field that expired not more than 2  
10 years before the noncertificated substitute teacher's initial  
11 employment under this section and was in good standing immediately  
12 before the license or certification expired.

13 (iii) Has at least 2 cumulative years of professional experience  
14 in that same subject matter or field in the immediately preceding  
15 10 years.

16 (6) ~~Beginning February 6, 2020, the~~ **The** department shall not  
17 renew an individual's school counselor credential unless the  
18 department determines that, within the time period since the  
19 individual's school counselor credential was issued or last  
20 renewed, whichever is most recent, the individual has completed at  
21 least 25 hours of professional development approved by the  
22 department under subsection (8) covering counseling about the  
23 college preparation and selection process and at least 25 hours of  
24 professional development approved by the department under  
25 subsection (8) covering career counseling. For the purposes of this  
26 subsection, career counseling includes, but is not limited to,  
27 exploration of military career options and the skilled trades as  
28 well as other careers and pathways that lead to industry  
29 credentials awarded in recognition of an individual's attainment of

1 measurable technical or occupational skills necessary to obtain  
2 employment or advance within an occupation. The hours of  
3 professional development required under this subsection covering  
4 career counseling must include at least 5 hours covering military  
5 career options. The hours of professional development required  
6 under this subsection are a part of and not in addition to  
7 professional development requirements under department rule.

8 (7) An individual may complete the professional development  
9 hours for the purposes of subsection (6) as part of the  
10 professional development provided by a school district,  
11 intermediate school district, public school academy, or nonpublic  
12 school under section 1527 if the content and curriculum of the  
13 professional development provided under section 1527 are approved  
14 by the department under subsection (8).

15 (8) The department shall approve the professional development  
16 for the purposes of subsection (6). The department shall only  
17 approve a professional development program or course for the  
18 purposes of subsection (6) if the department determines that the  
19 content and curriculum for the professional development meet  
20 standards that are developed by the department in consultation with  
21 the department of ~~talent and economic development~~ **labor and**  
22 **economic opportunity** and groups representing school counselors,  
23 college admissions professionals, financial aid officers,  
24 employers, and others as determined appropriate by the department.  
25 The department shall develop these standards by July 1, 2018 and  
26 shall facilitate the involvement in the development of the  
27 standards of the groups required under this subsection.

28 (9) The superintendent of public instruction shall promulgate  
29 or modify rules as necessary to implement subsections (6) to (8).

1           (10) Subject to subsection (12), beginning on the effective  
2 date of the amendatory act that added this subsection through June  
3 30, 2022, the board of a school district or intermediate school  
4 district may employ an individual without a certificate or permit  
5 who does not meet the requirements under subsection (5) as a  
6 substitute teacher if both of the following are met:

7           (a) Both of the following apply to the individual:

8           (i) The individual has a high school diploma or high school  
9 equivalency certificate as that term is defined in section 4 of the  
10 state school aid act of 1979, MCL 388.1604.

11           (ii) The individual is employed by or works at the school  
12 district or intermediate school district.

13           (b) The board ensures that both of the following are met, as  
14 applicable:

15           (i) If the individual's existing salary as an employee of or  
16 worker at the school district or intermediate school district is  
17 higher than the salary of a substitute teacher who is employed at  
18 or works at the school district or intermediate school district,  
19 the individual's salary for his or her employment or work as a  
20 substitute teacher under this subsection must not be lower than his  
21 or her existing salary.

22           (ii) If the individual's existing salary as an employee of or  
23 worker at the school district or intermediate school district is  
24 lower than the salary of a substitute teacher who is employed at or  
25 works at the school district or intermediate school district, the  
26 individual's salary for his or her employment or work as a  
27 substitute teacher under this subsection must be in an amount that  
28 is equal to or greater than the salary of a substitute teacher who  
29 is employed at or works at the school district or intermediate

1 school district.

2 (11) An individual who declines employment or assignment as a  
3 substitute teacher under subsection (10) must not be terminated  
4 from his or her existing employment or assignment and must not be  
5 subject to retaliation solely for declining the employment or  
6 assignment under subsection (10).

7 (12) Notwithstanding any other provision of this act, sections  
8 1230(2) and 1230a(2) do not apply to an individual employed under  
9 subsection (10). However, all other requirements under sections  
10 1230 and 1230a apply to the employment of an individual under  
11 subsection (10).