

DRAFT 3  
**SUBSTITUTE FOR**  
**HOUSE BILL NO. 4342**

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



1 role is defined by the superintendent of public instruction, unless  
2 the individual meets 1 or more of the following:

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

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

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

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

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

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

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

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

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

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

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

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

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

29 (ii) Has successfully completed the department's guidance



1 counselor examination.

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

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

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

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

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



1 (i) Has a high school diploma or a high school equivalency  
2 certificate as **that term is** defined in section 4 of the state  
3 school aid act of 1979, MCL 388.1604.

4 (ii) For substitute teaching in a subject matter or field in  
5 which a professional license or certification is required, at least  
6 1 of the following:

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

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

14 (iii) Has at least 2 cumulative years of professional experience  
15 in that same subject matter or field in the immediately preceding  
16 10 years.

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



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

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

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

29 (9) The superintendent of public instruction shall promulgate



1 or modify rules as necessary to implement subsections (6) to (8).

2 (10) Beginning on the effective date of the amendatory act  
3 that added this subsection, for the 2020-2021 school year only, the  
4 board of a school district or intermediate school district may  
5 employ an individual without a certificate or permit who does not  
6 meet the requirements under subsection (5) as a substitute teacher  
7 if the individual meets both of the following:

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

11 (b) Is employed by or works at the school district or  
12 intermediate school district.

