

1 **Browning Public Schools**

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3 Policy # **5009**

4 Policy Name: *Flexible Instructor Licensing*

5 Regulation:

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7 It is the policy of the District to increase the flexibility and efficiency of the District’s resources
8 by utilizing the provision of law allowing flexibility in licensure of instructors and as a means of
9 addressing recruitment and retention of staff. Flexibilities in the following areas are available for
10 the District’s enhancement of its programs and services to enhance student achievement.

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12 • Internships
- 13 ○ Available to anyone with a current license and endorsement in one subject who wants
 - 14 to move to a new licensed role/endorsed area.
 - 15 ○ Requirements must be satisfied within 3 years
 - 16 ○ Must include a plan between the intern, the school district and an accredited
 - 17 preparation program
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- 19 • Provisionally Certified
- 20 ○ May be issued to an otherwise qualified applicant who can provide satisfactory
 - 21 evidence of:
 - 22 ○ The intent to qualify in the future for a class 1 or class 2 certificate and
 - 23 ○ Who has completed a 4-year college program or its equivalent, and
 - 24 ○ Holds a bachelor’s degree from a unit of the Montana university system or its
 - 25 equivalent.
 - 26 ○ ~~Must have taken and passed the praxis~~
- 27
- 28 • Substitutes
- 29 ○ Must have a GED or high school diploma
 - 30 ○ Will have completed 3 hours of training by the district
 - 31 ○ Will have submitted a fingerprint background check (All requirements can be waived
 - 32 by the district if the substitute has prior substitute teaching experience in another
 - 33 public school from November 2002 to earlier)
 - 34 ○ May not substitute more than 35 consecutive days for the same teacher, however the
 - 35 same substitute can be used for successive absences of different staff as long as each
 - 36 regular teacher for whom the substitute is covering is back by 35 consecutive
 - 37 teaching days
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- 39 • Retired Educators
- 40 ○ School district must certify to OPI and TRS that the district has been unable to fill the
 - 41 position due to no qualified applications or no acceptance of offer by a non-retired
 - 42 teacher
 - 43 ○ No limit on the district
 - 44 ○ Retired teacher must have 30 years of experience in TRS
 - 45 ○ There is a 3 year lifetime limit on the retired individual going to work under this
 - 46 provision
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- Class 4 for CTE
 - Valid for a period of 5 years
 - Renewable pursuant to the requirements of 10.57.215, ARM and the requirements specific to each type of Class 4 license.
 - 4A – for licensed teachers without a CTE endorsement
 - 4B – for individuals with at least a bachelor’s degree
 - 4C – for individuals with a minimum of a high school diploma or GED

- Class 5 alternatives
 - Good for a maximum of 3 years
 - Requirements dependent upon the alternative the district is seeking

- Emergency authorization of employment
 - Individual must have previously held a valid teacher or specialist certificate or have met requirements of rule 10.57.107, ARM
 - Emergency authorization is valid for one year, but can be renewed from year to year provided conditions of scarcity continue to persist

Legal References: 10.55.716, ARM Substitute Teachers
10.55.607, ARM Internships
10.57.107, ARM Emergency Authorization of Employment
10.57.215, ARM Renewal Requirements
10.57.420, ARM Class 4 Career and Technical Education License
10.57.424, ARM Class 5 Provisional License
19-20-732, MCA Reemployment of certain retired teachers,
specialists and administrators – procedure –definitions

Policy History:

Adopted on: 1/10/17

Amended on: 7/11/17