



# REVISION TO THE April 4, 2022 RECRUITMENT & RETENTION INITIAIVE

*Presented to the MPSB 10-04-2022*

## Rationale:

Acts **707** and **244** of the 2022 Regular Legislative Session were passed removing the requirement of a core academic skills assessment (e.g. Praxis Core, ACT, SAT) as a requirement for entering the profession and for teacher licensure.

In August, **BESE approved** the removal of the requirement of a core academic skills assessment (e.g. Praxis Core) for both entrance into a Teacher Preparation Program and for licensure. All other requirements (Praxis II Content), PLT, one-year residency, etc.) remain the same.

## Praxis I (Core) Update

For the **exam** portion of requirements for the following certificates, this means:

- Praxis **Core (R,W, & M)** is **not required** for issuance of a **Resident Certificate**
  - Praxis **Content** is **required** for **renewal** of a **Resident Certificate**
- Praxis **Core (R,W, & M)** is **not required** for issuance of a **Practitioner's License (PL)**
  - Praxis **Content** is **REQUIRED** for issuance of a **Practitioner's License (PL)**
- Praxis **Core (R,W, & M)** is **not required** for issuance of an **initial Level 1 (or higher)**
  - Praxis **Content, Pedagogy, and Specialty exams** are **REQUIRED** for issuance of **Level 1 (or higher)** certificate
- Praxis **Core (R,W, & M)** is **not required** for issuance of a **Temporary Authority to Teach (TAT)**
  - Praxis **Content** exam is **REQUIRED (two attempts)** for **renewal** of a **TAT**

Believes

## Out-of-State Reciprocity

Act [244](#) of the 2022 Regular Legislative Session amended [Out-of-State certification](#) reciprocity requirements.

- Out-of-State educators meeting all other Louisiana certification requirements except exams **and** having [three years of Out-of-State successful experience teaching](#) out-of-state **prior** to coming to Louisiana can now be issued a standard level teaching certificate.
- All other Out-of-State educators meeting all other Louisiana certification requirements except exams will be issued a three-year provisional certificate. These educators are **required** to take and **pass Louisiana exams**.

## Temporary Employment Permit (TEP)

Act [244](#) of the 2022 Regular Legislative Session expanded options for the [Temporary Employment Permit \(TEP\)](#).

- There are **two** options for issuance of a TEP.
  - Educators possessing a graduate degree in the area in which he/she is seeking employment may be eligible for a TEP. ([Graduate Degree Option](#))
  - Educators completing a teacher preparation program but lacking [required exams](#) by 10% only may be eligible for a TEP. ([Preparation Option](#))
- No TEPs will be issued in Special Education or Agriculture\* areas.
- TEPs in Elementary and Physical Education will only be issued via the preparation route.
- After five years of successful evaluations\* or passage of exams, candidate can move to the standard professional level teaching certificate

Believes

## Temporary Employment Permit (TEP)

- TEP candidates possessing a graduate degree and never having completed a teacher preparation program must complete a pre-service classroom readiness training prior to entering the classroom.
- **All** TEP candidates must be **mentored** by a certified mentor teacher **each year** on the TEP.
- Candidates must be evaluated via Compass and found **effective proficient** or **highly effective**.

TEPs may be held for up to five years provided:

- candidates are mentored by a certified mentor teacher
- candidates meet effectiveness requirements
- attestations are signed stating no suitable certified teacher has been found
- two attempts at \*required exams have been made since issuance or last renewal

Believes

## RUBRIC FOR TEACHER PAY &amp; STIPENDS – UNCERTIFIED TO TAT/PL/OS CERTIFIED

## III. Base Pay \$31,886 to BA 0 years Teacher Pay; No Step Increases

STATUS	REQUIREMENTS	EVIDENCE	AMOUNT AWARDED VIA Sales Tax	TOTAL
<b>Not Certified</b>	<b>Step 1</b> Registration in a Teacher Preparation Program and completion of preliminary prerequisite courses.  iTeach: 4 preliminary courses/modules Others: 2 courses	Registration Fee Receipt Unofficial Transcript Official Record of Completion ( <i>i.e. Grades</i> )	\$1,000	\$31,886 Base + \$1,000= \$ 32,886
<b>TAT / PL</b>	<b>Step 2 A – TAT</b>	Submit TAT Application: BA or BS (Or higher) Official Transcript Undergraduate GPA of 2.2 or higher	Reimbursement of TAT Application once issued \$50.00	
	<b>Step 2 B – Pre PL</b>	1) Passing Praxis II Content Scores *Elem Praxis (R, M, Sci, SS) *Secondary – Declared Content Area	\$ 1,000	\$ 32,886 + \$1,000 = \$33,886
	<b>Step 2 C – TAT or PL Certificate</b>	1) TAT or PL Certificate issued by LDOE 2) Continued enrollment in a LA approved Teacher Preparation Program	Eligible for Sales Taxes ST1(10% of base) ST2 - \$2,000 ST3 - \$4,000 <b>No Step Increases</b>	\$ 43,275
<b>Needs OS</b>	<b>OS Step 1:</b> Employee holds a valid teacher's license from another state.	1) Valid / current teacher's license from another state ( <i>i.e</i> AR, TX) 2) Complete and submit an LDOE OS application to T. Carson	<b>\$31,886 Base +</b> \$1,500 Stipend	\$ 33,386
	<b>OS Step 2:</b> LDOE OS Certificate	OS Certificate Issued by LDOE <i>*Pay is going to be prorated – payroll change takes effect the date the license is issued.</i>	Eligible for Sales Taxes & Step Increases	Pay according to verified credentials (Education & Years of Experience)
		If OS is not issued by LDOE	Not Eligible for Sales Taxes & Step Increases	\$31,886 Base
<b>Expired Teaching Certificates</b>	Teachers will be given one (1) calendar year grace period (to meet the requirements for license issuance) beginning the date the date of license expiration before salary is changed to uncertified pay.		Not Eligible for Sales Taxes & Step Increases	\$31,886 Base