

1999 HOUSE EDUCATION

HB 1274

1999 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 1274

House Education Committee

Conference Committee

Hearing Date 2-8-99

Tape Number	Side A	Side B	Meter #
Tape # 1	x		0.1 to 31.8
Committee Clerk Signature <i>Jean Diers</i>			

Minutes:

Chairman R. Kelsch , Vice-Chair Drovdal , Rep Brandenburg , Rep Brusegaard , Rep. Haas ,
Rep. Johnson , Rep. Nelson , Rep. Nottestad , Rep. L. Thoreson , Rep. Grumbo , Rep. Hanson ,
Rep. Lundgren , Rep. Mueller , Rep. Nowatzki , Rep. Solberg .

Chairman R. Kelsch : We will open the hearing on HB 1274 and ask the clerk to read the title.

Rep Brandenburg : sponsor of the bill. District 26. This bill would grant a provisional teaching certificate to a person who holds a valid teaching license or certificate from another state with provisions. (see written attached from Ellen Eppen).

Rep. Mueller : Did you find a number of others that were negatively affected?

Rep Brandenburg : I can't say that I have a specific number. My concern is that we are looking to have people to come to North Dakota and they should be able to work. We have people that are Nationally certified but if they came to North Dakota (with our standards so high) they may not

be able to teach. I don't want to lower the standards, just the flexibility to work with these people so that they can teach in North Dakota.

Rep. L. Thoreson : Are you saying that this person should come into the state at elementary or secondary level?

Rep Brandenburg : I'm not saying that at all, what I am saying is that I would like the Standards and Practices Board have flexibility to deal with these teachers as they come in.

Rep. L. Thoreson : At the high school level, who decides what they need as a background to teach?

Rep Brandenburg : The Standards and Practices Board is going to have to deal with, if the teacher doesnot have the credits, it would allow up to four years to become certified.

Matt Herman: High School Principal at Ellendale. Because of the location of the city, they have had such problems of certification. I am in support of HB 1274.

Chairman R. Kelsch : Anyone wishing to speak in opposition of HB 1274.

Deb Jensen: Assistant Director of Education Standards and Practices Board, appearing neutral (see written attached). (their proposed amendments attached to testimony).

Rep. L. Thoreson : Can you give us an over view of what the amendments do?

Jensen: Gave an over view on the amendments.

Vice-Chair Drovdal : ESPB says they have flexibility, how many applications have you received and how many times have you issues a temporary license.

Jensen: We issue about one thousand certificates a year to new applicants. About one sixty seven are out of state people who meet our standards with no problem. The emergency

certificates, we opened up shortage areas and over the last four or five years we have issued two to four certificates a year.

Rep. Nelson : The provisional period can be no longer than two years, can a teacher require more time than the two years allow to bring certificate up to standard.

Jensen: Interim emergency certificate requires requires the individual to get 8 semester hours per year. They have been able to do that. We are concerned about the four year time limit in the bill.

Rep. Nelson : A school counselor at one time a person could have very little hours in counseling and yet if they had a teachers certificate, could work towards a counseling certification, wasn't that four years in that case?

Jensen: We have a seven year counselor option bill for the individual that already has a degree in counseling and is working towards the teaching requirements. We also have one where a teacher can work towards a counseling requirement.

Rep. Nelson : What is length of that certification?

Jensen: That is handled through DPI and there is a variety of levels of certification.

Rep. Nelson : What is the longest period of teaching without that certificates is?

Jensen: I can't answer that.

Rep. Nottestad : In your second amendment, you state that the school board would have to make the request for certification. You commented that you don't know why anyone would apply for it unless they had a job. One of the standard questions on a job application forms is, do you have or are you eligible for a North Dakota credentials, yes or no? If you answer no to that question, you know your application will be kicked out.

Jensen: An individual could apply at any time and have transcripts reviewed.

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Rep Brandenburg : With this bill, will it speed up the process of certification?

Jensen: Most of the delays have not been related to educational requirements, but rather with finger print delays.

Bev Nielson: North Dakota School Board Association. I appear in a neutral position.

Joe Westby: NDEA we too would support the amendments to this bill. We would like to submit an amendment on line 7 change shall to may.

Chairman R. Kelsch : Anyone else wishing to appear in opposition of HB 1274? Hearing none we will close the hearing on HB 1274.

1999 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1274-2-9-99

House Education Committee

Conference Committee

Hearing Date 2-9-99

Tape Number	Side A	Side B	Meter #
1		x	30.9--end
2	x		0.1-3.8
Committee Clerk Signature <i>Joan Diers</i>			

Minutes: Chairman R. Kelsch : Let's take up HB 1274.

Rep Brandenburg : I asked Deb Jensen to come and speak about these amendments to clarify.

The amendment I am concerned about, deals with superintendents getting involved with the person coming from another state. When certification is requested by an approved school or district. What does this mean.

Deb Jensen : To clarify; when an individual comes in, they can apply to our board immediately, to have their transcript analysis done up front. We can tell them if they need anything. I put that in the amendment, because there is a cost to applicant, whether they are employed or not. Also, the standards boards would have to be keeping records on that individual, because they have a license. In some ways, it may be redundant. This should not slow down the process. Maybe the finger printing may cause a delay.

Rep. Nottestad : I want to go back to that "approved school" asking for it. I still see that if the individual chooses to get the certificate, so they could be searching for a job, that puts it on their back. Whether or not they are into that two year cycle of having to get started on getting the proper classes. That is their choice to make. Someone with a certificate in hand, to me, is immediately available. I think we are hurting the individuals, applying, by putting that in place.

Rep. Haas : I agree with Rep. Nottestad. To make them jump through a hoop and go to the superintendent and send a letter of request to you, is ridiculous.

Rep. Nottestad : But it would be their choice. I wonder how many will go to superintendents asking them to give them a letter so they can get certified, whether they hire them or not.

Rep. Nowatzki : On line 7, there was some talk about changing "shall" to "may". Is this needed. We want added flexibility, right.

Chairman R. Kelsch : If you change to "shall", then you have to do it.

Rep Brandenburg : We are trying to help teachers who come into the state, and make it easier to get certified.

Deb : In either case, they have to meet our standards. "May" makes them get closer to our standards, maybe.

Rep. L. Thoreson : On amendment three it says, at the end of the two year period, you can renew it for additional two year period. Is that standard practice?

Deb : Right now, they would have had to complete some part of their educational plan to get the second renewal. Legally, we can't make them give us any hours unless they are employed. By taking that line out, you make this indefinitely renewable.

Tape 2, side A begins:

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House Education Committee

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Hearing Date 2-9-99

Rep Brusegaard : 0.1 made a motion for amendment 1, amendment 2, except for that line that says "when such certification is requested by an approved school or district", and amendment 3.

Rep. Brandenburg seconded the motion. VOICE VOTE for the amendments was unanimous.

Amendments passed.

ACTION: Rep. Brandenburg moved a DO PASS AS AMENDED and Rep. L. Thoreson seconded the motion.

ROLL CALL VOTE: 13 YES and 1 NO with 1 ABSENT. Passed. Rep. Brandenburg will carry the bill.

FISCAL NOTE

Return original and 10 copies)

Bill/Resolution No.: HB 1274 Amendment to: _____

Requested by Legislative Council _____ Date of Request: 1-13-99

1. Please estimate the fiscal impact (in dollar amounts) of the above measure for state general or special funds, counties, cities, and school districts.

Narrative:

There will be no fiscal impact on the state general or special funds, counties, cities, and school district.

2. State fiscal effect in dollar amounts:

	1997-99 Biennium		1999-2001 Biennium		2001-03 Biennium	
	General Fund	Special Funds	General Fund	Special Funds	General Fund	Special Funds
Revenues:	0	0	0	0	0	0
Expenditures:	0	0	0	0	0	0

3. What, if any, is the effect of this measure on the appropriation for your agency or department:

- a. For rest of 1997-99 biennium: n/a
- b. For the 1999-2001 biennium: n/a
- c. For the 2001-03 biennium: n/a

4. County, City, and School District fiscal effect in dollar amounts:

1997-99 Biennium			1999-2001 Biennium			2001-03 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
0	0	0	0	0	0	0	0	0

If additional space is needed, attach a supplemental sheet.

Signed Janet Placek
 Typed Name Janet L. Placek

Date Prepared: 1-14-99

Department Education Standards and Practices Board
 Phone Number 328-1659

VRC
2/11/99

HOUSE AMENDMENTS TO HOUSE BILL NO. 1274 Edu 2-11-99

Page 1, line 2, replace "provisional" with "interim reciprocity"

Page 1, line 6, replace "**Provisional**" with "**Interim reciprocity**"

Page 1, line 7, replace "a provisional" with "an interim reciprocity"

Page 1, line 8, after "certificate" insert "in accordance with sections 15-47-46 and 15-41-25"
and after "valid" insert "regular"

Page 1, line 10, after "a." insert "The certification is based upon a minimum of a bachelor's
degree with a major that meets the issuing state's requirements in elementary
education, middle-level education, or a content area taught in public high schools;

b. The certification requires the completion of a professional education
sequence from a state-approved teacher education program, including
supervised student teaching;

c."

Page 1, line 12, replace "b" with "d"

Page 1, line 14, replace "c" with "e"

Page 1, replace lines 16 and 17 with:

"2. An interim reciprocity certificate granted under this section is valid for two
years. The individual shall submit evidence of progress on the individual's
educational plan to the education standards and practices board at the end
of the two-year period. The interim reciprocity certificate may be renewed
for one additional two-year period if satisfactory progress is demonstrated."

Page 1, line 18, replace "a provisional" with "an interim reciprocity"

Re-number accordingly

Date: 2-09-99
Roll Call Vote #: 1

1999 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1274

House Education Committee

Subcommittee on _____
or
 Conference Committee

Legislative Council Amendment Number 90464.0201 title, 0300

Action Taken Do Pass as amended

Motion Made By Brandenburg Seconded By Thoreson

Representatives	Yes	No	Representatives	Yes	No
Rep. ReaAnn Kelsch-Chairperson	✓		Rep. Dorvan Solberg	✓	
Rep. David Drovdal-Vice Chair	✓				
Rep. Michael D. Brandenburg	✓				
Rep. Thomas T. Brusegaard	✓				
Rep. C. B. Haas	✓				
Rep. Dennis E. Johnson	✓				
Rep. Jon O. Nelson	✓				
Rep. Darrell D. Nottestad	✓				
Rep. Laurel Thoreson	✓				
Rep. Howard Grumbo	✓				
Rep. Lyle Hanson		✓			
Rep. Deb Lundgren					
Rep. Phillip Mueller	✓				
Rep. Robert E. Nowatzki	✓				

Total (Yes) 13 No 1

Absent ~~0~~ 1

Floor Assignment Brandenburg

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1274: Education Committee (Rep. R. Kelsch, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends **DO PASS** (13 YEAS, 1 NAY, 1 ABSENT AND NOT VOTING). HB 1274 was placed on the Sixth order on the calendar.

Page 1, line 2, replace "provisional" with "interim reciprocity"

Page 1, line 6, replace "**Provisional**" with "**Interim reciprocity**"

Page 1, line 7, replace "a provisional" with "an interim reciprocity"

Page 1, line 8, after "certificate" insert "in accordance with sections 15-47-46 and 15-41-25" and after "valid" insert "regular"

Page 1, line 10, after "a." insert "The certification is based upon a minimum of a bachelor's degree with a major that meets the issuing state's requirements in elementary education, middle-level education, or a content area taught in public high schools;

b. The certification requires the completion of a professional education sequence from a state-approved teacher education program, including supervised student teaching;

c."

Page 1, line 12, replace "b" with "d"

Page 1, line 14, replace "c" with "e"

Page 1, replace lines 16 and 17 with:

"2. An interim reciprocity certificate granted under this section is valid for two years. The individual shall submit evidence of progress on the individual's educational plan to the education standards and practices board at the end of the two-year period. The interim reciprocity certificate may be renewed for one additional two-year period if satisfactory progress is demonstrated."

Page 1, line 18, replace "a provisional" with "an interim reciprocity"

Renumber accordingly

1999 SENATE EDUCATION

HB 1274

1999 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1274

Senate Education Committee

Conference Committee

Hearing Date March 15, 1999

Tape Number	Side A	Side B	Meter #
1	x		2537-End
		x	0-533
1		x	3359-end
3/17/99 1	x		3402-4180
Committee Clerk Signature <i>Janda Christman</i>			

Minutes:

SENATOR FREBORG opened the hearing on HB1274. All committee members were present. REPRESENTATIVE BRANDENBURG, District 26 testified in favor of HB1274. HB1274 is the bill that deals with teachers that come from out of state. We had a situation with a teacher from Nebraska who moved to ND. She had a teaching certificate in Nebraska and they moved to ND and she had intentions of teaching. When she tried to get certified in ND she was informed by ESPB that she did not qualify to get her teaching certificate. She had four minors and no major. She discovered that she'd have to go back for a year and a half to qualify. This bill is about flexibility (see written testimony attached). HB1274 allows a person to move from another state to be able to teach and have up to two years to develop a plan to become certified in ND. They have up to four years total but its on a two year program if they start and within the two years they are making progress they will be granted another two years.

SENATOR O'CONNELL: Why did the House put the amendments on it?

REPRESENTATIVE BRANDENBURG: They changed it from provisional to interim reciprocal reciprocity agreement.

SENATOR COOK: On line 12, it still makes reference to a major, she still doesn't have a major if I understand correctly.

REPRESENTATIVE BRANDENBURG: That is true but this bill would allow the teacher to teach and work over a period of time to be certified in ND.

SENATOR REDLIN: Would this allow the outside teacher coming in from another state to do something that a teacher within the state wouldn't do?

REPRESENTATIVE BRANDENBURG: I don't see that that would allow them. People move here and aren't allowed to teach; they send the wrong message to people back home.

REPRESENTATIVE C.B. HAAS, DISTRICT 36. I'm proposing an amendment to the bill. This bill is really about reciprocity with at least our neighboring states: MN, SD and MT. I believe it is time we put forth a plan and really get serious in developing reciprocity with our neighboring states. This would be a first step. ND does not have a monopoly of producing good teachers. Many other states produce excellent teachers. If we were able to develop reciprocity with MN, SD and MT we would be doing our own state a service. We need to make it easy for teachers from other states to come here and teach who are qualified. So this amendment simply says ESPB must begin immediately to establish full reciprocity with MN, SD and MT. Sometime during the next three years they provide an interim committee with a full report on their progress in establishing that.

SENATOR FREBORG: What if the other states don't want to establish reciprocity?

REPRESENTATIVE HAAS: I believe that they will. We need to explore it.

SENATOR FREBORG: I don't know if this is a problem or not but it says the board shall implement a program.

REPRESENTATIVE HAAS: If you feel the language needs to be changed in there, I would be totally agreeable.

SENATOR FREBORG: It does say by July 1, 2001 ESPB shall implement a program with reciprocal acceptance of teaching certificates issued by the states to MN, SD, and MT.

REPRESENTATIVE HAAS: I don't feel that it is an unrealistic goal.

SENATOR FREBORG: Not an unrealistic goal but if one or more of the states do not cooperate it is not possible. Maybe we should say they will work toward implementation of a program.

REPRESENTATIVE HAAS: I am totally agreeable to change the language.

REPRESENTATIVE CARLSON, DISTRICT 41 testified in favor of HB1274. I'm in support of the bill as amended or the amendments proposed by Representative Haas. I have a daughter educated at a Minnesota school system, at MSU. She received a special education degree and knew going in that there were problems getting certified in ND. In Minnesota when you get a four year degree in special education you are allowed to be a certified teacher in Minnesota and the surrounding states except North Dakota. North Dakota requires you to have a teaching certificate plus you have master level classes beyond that. I went through the credentials and compared her classes to graduate classes in ND and they were the same. She would like to teach in ND but can't become qualified. I believe there should be a reciprocity. She is very qualified, she student taught in two or three Fargo schools. This is an issue that needs to be dealt with throughout the entire teaching system in ND. Talk about shortage of teachers in years to come,

they want the finest and brightest teachers in our system but we don't want to put a barrier up that keeps them out of here.

SENATOR REDLIN: One of the reasons your daughter is teaching in Minnesota may have to do with the salary.

REPRESENTATIVE CARLSON: She makes good money but she does want to come home.

DEB JENSEN, ASSISTANT DIRECTOR TO ESPB testified in a neutral position and proposed amendments.

SENATOR COOK: The case in Nebraska where she wasn't allowed to teach in ND. Does this bill solve the problems?

DEB JENSEN: This is a unique case; she had three minors and no major. I believe she needed two additional classes to meet our education requirements. Two classes is fairly common for people moving from state to state. She did have an option of taking the two additional classes.

SENATOR COOK: If this legislation was originally introduced to solve that particular problem, the bill as amended does not.

DEB JENSEN: The part she would not meet is that she has a Bachelor of Science degree with a major that didn't meet issuing requirements in elementary education. I have not called Nebraska. We would have to determine if that was an appropriate major in Nebraska.

SENATOR KELSH: In testimony, ESPB offered no alternative but later would offer her a certificate so she could substitute. Why was that change made? Why was it offered later and not at first? We have a new emergency substitute rule.

DEB JENSEN: What she was referring to there was that she still would not have been eligible for a regular certificate but she could have gotten an emergency if the school had requested.

SENATOR KELSH: What you're saying is that new emergency rule was between the time she first contacted you and the second contact?

DEB JENSEN: I believe it was.

SENATOR KELSH: Does this bill in any way allow someone to come in from out of state any more privileges than it would offer anyone who is in state that holds a certificate?

DEB JENSEN: The way it was originally amended, I don't believe there would be. There would be the two to four year grace period which could be considered an advantage.

MAX LAIRD, NDEA testified in a neutral position. This is a one person one bill type of legislation. What are all the ramifications for all people and possibilities coming into or leaving the state of ND relative to our standards in ND. This causes us concern when we're trying to access legislation of this type. There are circumstances wherein because of the nature of some of our shortages in ND we have circumstances that we need to have some additional flexibility. We do not wish to have our standards in any way, shape, or form diminished. We are perceived in ND as having some of the highest standards in the nation, our major/minor law in fact can be argued as being the reason for our quality of student product. We continue to stand behind that. I would suggest to you that the Haas amendment as you have in front of you is an amendment that is a reflection of a previous legislation that was in fact defeated in the House. It appears to be a one person, one bill piece of legislation with all due respect to all parties that testified and in fact implied a one way reciprocity like a contest rather than two way. If we're going to have reciprocity with other states we need to ensure that our quality standards are held up when folks come to ND to teach and that other state's quality standards are held up when our folks go there to teach. I would encourage you to consider the bill in its amended form as recommended by

Deb Jensen. It is really where we should be at with reciprocity today and not amend the Haas amendment into the legislation.

SENATOR KELSH: Did you say some other states are actually lowering their standards to allow more teachers into the system?

MAX LAIRD: It is true.

SENATOR FREBORG: We will close the hearing.

SENATOR FREBORG opened discussion on HB1274.

SENATOR KELSH: I think your concern about reciprocity is well founded. If a state is lowering their standards somewhat to attract teachers because of the shortage and we're going to have a reciprocity agreement with them the only thing we would be able to do is lower our standards. Otherwise they are not going to say well we'll go up to your standards when they are already in the process of lowering theirs. I think they would be apt to lower our standards and I don't know if we are at the point of wanting to do that.

SENATOR FREBORG: Are you speaking to the way the bill came over from the House.

SENATOR KELSH: No, I'm speaking to the amendment that was proposed.

SENATOR FREBORG: Speak for the bill, we haven't adopted any amendment.

SENATOR COOK: I'm still not sure if the engrossed bill does exactly what it is that even the sponsors want to do. It starts out subsection 1, in accordance with sections 15-47-46 and 15-41-25 those are North Dakota standards for a teacher certificate. I don't know how we are lowering any standards and it says provided and it is not exceptions that follow the subsections. I don't know if Minnesota standards are lower than ours, I don't think they are. I think they have quality teachers teaching in Minnesota. I've talked to administrators in my school districts and

they have made the point to me that there are quite a few times when they have had to say no to a Minnesota teacher because they don't yet have a teacher's certificate in North Dakota and can't get one. They do have 3 or 4 per year where they have teachers certified in Minnesota, teaching in Minnesota that want to come back to North Dakota. They are probably students who grew up in North Dakota and got their degree at Moorhead State and have been teaching in Minnesota because they make more money there but still they want to come home. It has been made clear to me that they would like something to pass out of here that allows Minnesota certified teachers to come back and get some sort of reciprocal certificate in Minnesota. Are we really doing it here.

SENATOR REDLIN: Appears to me when we start lowering standards that we're in all cases that I am aware of we're dealing with emergency situations. As I understand it the ESPB now has authority to deal with this kind of a situation when it evolves around an emergency that is very serious and it is impossible to fill the position with one that meets every jack and fiddle. So I'm thinking we now have that capacity and I'm worried about the fact that we're setting up a small little nose under the tent, that we're willing to break down our standards. I think that is one of the great things that we have in North Dakota, that the people educated in North Dakota are the finest there are. Basis of standards makes that decision possible.

SENATOR KELSH: The one thing that concerns me and that is that we have our standards in North Dakota and basically they were developed by higher ed institutions, they give approval before certification, if they don't give approval there is no certification, we have control over what our higher ed institutions do. That is our standard as far as teaching is concerned. I don't

think we want to get catch at this point in the game of lowering our standards to allow someone to come from Minnesota or wherever.

SENATOR FREBORG: Do you believe the engrossed bill lowers our standards.

SENATOR KELSH: Yes, to give a teacher that is not certifiable in North Dakota up to four years to be able to teach in North Dakota. As I understood from the testimony, it would give a teacher that is not certifiable at this point in the state of North Dakota, at the end of two years they can go another two years if satisfactory progress is being made, so a teacher that is non-certifiable in the state of North Dakota can have up to four years to meet our standards.

SENATOR FREBORG: So we're not really lowering our standards in the bill we're giving them two years but possibly four to meet those standards.

SENATOR KELSH: A student that went through the systems in North Dakota does not have that option, they either learn and are certifiable when they graduate or they don't get certified they go back and get their courses, then they can teach in North Dakota. They can't teach until then.

SENATOR FREBORG: We heard this morning that we're going to allow two years for teachers under recertification that haven't met the requirements and they are not certified at the end of that 5 year period, they are giving them two years to pick up the credits.

SENATOR KELSH: They have to double that credit amount to do that.

SENATOR FREBORG: But you said there are no exceptions in North Dakota. We just heard about them this morning on another bill.

SENATOR KELSH: I never said there was no exceptions in North Dakota, I said that we're making a big exception here just because a teacher was certified someplace else. Those people have already been certified in North Dakota. They goofed up because they missed the mail, they forgot or because they couldn't manage their time, I agree that they have to double the amount of time they have to go to college but they have to pay a fine. That bill would allow the ESPB to set up a fine system and that is a whole lot different exception than allowing somebody that's not certifiable in the state of North Dakota to come in and teach. These people have already been certified in the state of North Dakota.

SENATOR COOK: When I think of Rep. Carlson's comments, it didn't have to do with what courses the student took, it had to do with how the various universities recognized the courses. She took her courses at Moorhead State and got a major whereas if she had taken those courses in North Dakota they would have been recognized for a masters. I think the standards were met.

SENATOR KELSH: No, they were not met. She knew she was not certifiable in North Dakota by taking the courses that she took at Moorhead State. She chose to do that.

SENATOR FLAKOLL: I was just thinking about higher education. Basically the litmus test is that they don't care if you come from Texas, Maryland, etc. but the hiring body if they think they are qualified to teach a specific class or classes that decision is made by the hiring practices.

SENATOR KELSH: If we allow this and we have teachers that other states don't want are we allowing North Dakota to hire, opening up a can of worms that would allow those teachers to come to North Dakota and under emergency situations to be teaching, when they don't meet our standards.

SENATOR COOK: There is one criteria that would have to be met for that scenario to be met

and that would be that the local school board that has looked at the teacher's credentials and has determined that they want to hire that particular teacher. What this is trying to solve is particular individuals who has somebody in North Dakota that wants to hire them and they can't.

SENATOR KELSH: So we'll lower our standards so we can.

SENATOR FLAKOLL: In some cases for example myself, I probably 40 credits in biochemistry but I don't have a minor in it. There are people that could take 16 credits to get a minor, am I less qualified than those who actively sought their minor versus one that has over twice the number of credits and a broader basis of knowledge in that area.

SENATOR KELSH: I Move a DO NOT PASS.

SENATOR REDLIN: 2nd

Vote: 2 Yes 3 No

SENATOR COOK: I move a DO PASS as amended.

SENATOR FLAKOLL: 2nd

Vote: 3 Yes 3 No

SENATOR FREBORG : The vote is tied we will act on the bill at a later time.

Closed the hearing.

3/17/99

SENATOR FREBORG opened discussion on HB1274.

SENATOR COOK : I move for a DO PASS.

SENATOR FLAKOLL : 2nd

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Senate Education Committee
Bill/Resolution Number ED HB1274
Hearing Date March 15, 1999

SENATOR COOK: I made a motion on the reciprocal amendment. We need to adopt all of that.
The motion is to replace the word reciprocity with reciprocal in all areas.

SENATOR FLAKOLL: 2nd

Motion Carried.

SENATOR O'CONNELL: I move to further amend. This motion is for page 1, line 7 change shall to may.

SENATOR FLAKOLL: 2nd

Motion Failed.

SENATOR COOK: I move a DO PASS as amended.

SENATOR WANZEK: 2nd

Vote: 4 Yes 3 No

CARRIER: SENATOR COOK

Date: 3/15/99
Roll Call Vote #: 1

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. HB 1274

Senate EDUCATION Committee

Subcommittee on _____
or
 Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Not Pass

Motion Made By Kelsh Seconded By Redlin

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman		✓			
Senator Cook, Vice Chairman		✓			
Senator Flakoll		✓			
Senator Wanzek					
Senator Kelsh	✓				
Senator O'Connell					
Senator Redlin	✓				

Total (Yes) 2 No 3

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 3/15/99
Roll Call Vote #: 2

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. HB 1274

Senate EDUCATION Committee

Subcommittee on _____
or

Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass as amended

Motion Made By Cook Seconded By Flakoll

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman	✓				
Senator Cook, Vice Chairman	✓				
Senator Flakoll	✓				
Senator Wanzek					
Senator Kelsh		✓			
Senator O'Connell		✓			
Senator Redlin		✓			

Total (Yes) 3 No 3

Absent _____ ~~Flakoll~~

Floor Assignment Cook

If the vote is on an amendment, briefly indicate intent:

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1274

Page 1, line 1, replace "a" with "two" and replace "section" with "sections"

Page 1, line 2, replace "reciprocity" with "reciprocal" and after "teachers" insert "; and to declare an emergency"

Page 1, line 6, replace "**reciprocity**" with "**reciprocal**"

Page 1, line 7, replace "reciprocity" with "reciprocal"

Page 1, line 23, replace "reciprocity" with "reciprocal"

Page 2, line 2, replace "reciprocity" with "reciprocal"

Page 2, line 4, replace "reciprocity" with "reciprocal"

Page 2, after line 5, insert:

"SECTION 2. A new section to chapter 15-36 of the North Dakota Century Code is created and enacted as follows:

Reciprocal acceptance of teaching certificates - Report. On or before July 1, 2001, the education standards and practices board shall implement a program for the reciprocal acceptance of teaching certificates issued by the states of Minnesota, Montana, and South Dakota. The education standards and practices board shall present a progress report regarding implementation of the program to the legislative council or to a committee designated by the council before October 1, 2000.

SECTION 3. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

Date: 3/17/99
Roll Call Vote #: _____

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. HB 1274

Senate EDUCATION Committee

Subcommittee on _____
or

Conference Committee

Legislative Council Amendment Number _____

Action Taken Moves a Do Pass on reciprocal amendment.

Motion Made By Cook Seconded By Flakoll

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman	✓				
Senator Cook, Vice Chairman	✓				
Senator Flakoll	✓				
Senator Wanzek	✓				
Senator Kelsh					
Senator O'Connell	✓				
Senator Redlin					

Total (Yes) 5 No 0

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 3/17/99
 Roll Call Vote #: 2

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
 BILL/RESOLUTION NO. HB 1874

Senate EDUCATION Committee

Subcommittee on _____
 or

Conference Committee

Legislative Council Amendment Number _____

Action Taken Move to further amend, page 1, line 7

Motion Made By O'Connell Seconded By Flakoll

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman		✓			
Senator Cook, Vice Chairman		✓			
Senator Flakoll		✓			
Senator Wanzek		✓			
Senator Kelsh	✓				
Senator O'Connell	✓				
Senator Redlin	✓				

Total (Yes) 3 No 4

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 3/17/99
 Roll Call Vote #: 3

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
 BILL/RESOLUTION NO. HB 1274

Senate EDUCATION Committee

- Subcommittee on _____
 or
 Conference Committee

Legislative Council Amendment Number _____

Action Taken Moves a Do Pass as amended

Motion Made By Cook Seconded By Wanzek

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman	✓				
Senator Cook, Vice Chairman	✓				
Senator Flakoll	✓				
Senator Wanzek	✓				
Senator Kelsh		✓			
Senator O'Connell		✓			
Senator Redlin		✓			

Total (Yes) 4 No 3

Absent _____

Floor Assignment Cook

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1274, as engrossed: Education Committee (Sen. Freborg, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (4 YEAS, 3 NAYS, 0 ABSENT AND NOT VOTING). Engrossed HB 1274 was placed on the Sixth order on the calendar.

Page 1, line 2, replace "reciprocity" with "reciprocal"

Page 1, line 6, replace "**reciprocity**" with "**reciprocal**"

Page 1, line 7, replace "reciprocity" with "reciprocal"

Page 1, line 23, replace "reciprocity" with "reciprocal"

Page 2, line 2, replace "reciprocity" with "reciprocal"

Page 2, line 4, replace "reciprocity" with "reciprocal"


Renumber accordingly

**1999 HOUSE EDUCATION
HB 1274
CONFERENCE COMMITTEE**

1999 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB-1274-CC

House Education Committee

 Conference Committee

Hearing Date 4-6-99

Tape Number	Side A	Side B	Meter #
Tape # 2	x		0.1 to 24.0
Committee Clerk Signature <i>Joan Diers</i>			

Minutes:

Chr Brandenburg, Rep Haas, Rep. Nowatzki, Sen Cook, Sen Flakoll, Sen O'Connell.

Chairman Brandenburg: Called the conference committee to order and had the clerk call the roll.

We are here to discuss the Senate amendments to HB 1274. Rep Haas, those are your amendments and maybe you would wish to speak and get the discussion started.

Rep Haas : There is really only one small change, if you would look at page 2 that has the Senate amendment on it, On or before July 1, 2001 the education standards and practices board shall implement a program for the reciprocal acceptance of teaching certificates issued by the state of Minnesota, Montana and South Dakota. Subsequent to the addition of that amendment, we had had conversations with Janet Placek of the ESPB, that seems a little too restrictive. They didn't want us to specify a particular state, that it should be open to all states, and instead of saying shall implement, we should say shall pursue.

A discussion was then held on the matter of naming only three states and possible litigation problems with reciprocity. The matter of a progress report to the legislature was brought up. Clarification on the authority of ESBP to implement reciprocity was explained. Janet Placek was asked to clarify some points.

Janet Placek: Executive Director of ESBP. A couple of things, right now when we have out of state applications come in, I review all of those out of state transcripts. If they meet our laws, our rule and standards, we issue them a certificate. What this law will do, we will issue them a certificate, but they may not necessary meet our present standards and laws. Right now we have a standard which is mandated by NCATE, which is a national teacher accreditation program. We have denied certificates in the past when they do not meet the standards. She gave examples.

This law would provide the opportunity for them to get a license.

Sen Cook: If South Dakota's standards for teacher certification, were identical to ours, do you have the authority right now to enter a reciprocal agreement, so those teachers are allowed to teach.

Placek: We would give them a license. We wouldn't need an agreement. They would meet our standards.

Cook: I know I read that the authority to enter a reciprocal agreement existed right now. What this is saying is that you have the authority to pursue it. To implement if you can, and if you can't to report back by October 1 of what the obstacles are.

Rep Haas : I think it goes a little bit beyond that, there are some possibilities to explore with other states the actual teacher education programs. Maybe come through the teacher education programs and make some changes and other states make changes and make that flow of teachers

from one state to the other easier. Another area we visited about was student teaching for example. If you find an excellent candidate from out of state that wants to come to North Dakota and teach and the only thing they don't have is student teaching. And lets say they got ten or fifteen of successful teaching experience, it is ridiculous for us to insist that we won't give them a full credential until they have student teaching. There needs to be some modification as to the way we apply our standards to make reciprocity easier. And maybe some other states can do some things also and that would happen through NCATE.

Chairman Brandenburg : What type of report are you looking at, a progress of what is happening.

Rep Haas : Exactly, where are we on granting reciprocity, what are the obstacles? What do we need to over come them.

Cook: It is the last sentence of that amendment, that I think is the most important, where it is pursue or implement, implement is a step further, your report is we have implemented it. The only other question is, Minnesota or South Dakota or Montana, that involves so much work. When you change that to other states, are we saying we are going to pursue this with all other fifty states? Because if that is the case, I would think we are putting a much bigger work burden on the ESBP, what are the costs, should we have a fiscal note, is it not as difficult as I am thinking?

Placek: Our Interstate Contract, Deb Jensen sits on that national conference committee. We are proceeding with taking a second look at the draft of the contract. This law compliments that contract. The only difference is, with the contract , as with this law, we will look at all fifty states

but there is a process to go through to do that. One issue that we are looking at if, we will not be accepting any alternative certificates at this time.

Chairman Brandenburg: Are there any more questions? The committee then spent some time going over the amendments and possible reasons for having the amendments. Rep Haas goes over the amendments one more time. Janet Placek was called again to testify.

Placek: Just one more comment on the equity issue, as I have been reviewing out of state transcripts, I have found that the equity issue lies in those people that have graduated about the time that I graduated up to 1988. NCATE began approving teacher education programs, most colleges now are trying to become NCATE approved teacher education program. Prior to that there wasn't the standard, so what this bill will do is give those teachers a a chance to come up to standard.

More committee discussion was held on NCATE and standards and teacher certification.

Chairman Brandenburg: Senator Cook

Senator Cook: I move that the Senate Recede from the Senate amendments and further amend the amendments on 90464.0304.

Senator O'Connell: seconded the motion.

Chairman Brandenburg: Some questions were asked of Janet Placek about cost. Any further discussion. The clerk will call the roll on the motion Senate Recede from the Senate amendments and further amend with amendments 90464.0304. The motion passes with 6 YES 0 No 0Absent Carriers if needed will be Rep Brandenburg and Sen Cook.

VR
4/6/99

CONFERENCE AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1274 EDU 4-7-99

That the Senate recede from its amendments as printed on page 1019 of the House Journal and pages 856 and 857 of the Senate Journal and that Engrossed House Bill No. 1274 be amended as follows:

Page 1, line 1, replace "a" with "two" and replace "section" with "sections"

Page 1, line 2, replace "reciprocity" with "reciprocal" and after "teachers" insert "; and to declare an emergency"

Page 1, line 6, replace "**reciprocity**" with "**reciprocal**"

Page 1, line 7, replace "reciprocity" with "reciprocal"

Page 1, line 23, replace "reciprocity" with "reciprocal"

CONFERENCE AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1274 Edu 4-7-99

Page 2, line 2, replace "reciprocity" with "reciprocal"

Page 2, line 4, replace "reciprocity" with "reciprocal"

Page 2, after line 5, insert:

"SECTION 2. A new section to chapter 15-36 of the North Dakota Century Code is created and enacted as follows:

Reciprocal acceptance of teaching certificates - Report. On or before July 1, 2001, the education standards and practices board shall pursue the reciprocal acceptance of teaching certificates issued by other states. The education standards and practices board shall present a progress report regarding implementation of the program to the legislative council or to a committee designated by the council before October 1, 2000.

SECTION 3. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

(Bill Number) HB-1274 (, as (re)engrossed):

Your Conference Committee

For the Senate:

Sen Cook	P
Sen Malakoff	P
Sen O'Connell	P

For the House:

Rep Brandenburg	P
Rep Haas	P
Rep Nowatzki	P

recommends that the (SENATE/HOUSE) (ACCEDE to) (RECEDE from) the (Senate/House) amendments on (SJ/HJ) page(s) 1019 - _____

and place _____ on the Seventh order.

, adopt (further) amendments as follows, and place HB-1274 on the Seventh order:

having been unable to agree, recommends that the committee be discharged and a new committee be appointed.

((Re)Engrossed) _____ was placed on the Seventh order of business on the calendar.

DATE: 4/6/99
 CARRIER: Brandenburg/Cook
 LC NO. 90464 . 0304 of amendment
 LC NO. 90464 . 0304 of engrossment
 Emergency clause added or deleted _____
 Statement of purpose of amendment _____

(1) LC (2) LC (3) DESK (4) COMM.

REPORT OF CONFERENCE COMMITTEE

HB 1274, as engrossed: Your conference committee (Sens. Cook, Flakoll, O'Connell and Reps. Brandenburg, Haas, Nowatzki) recommends that the **SENATE RECEDE** from the Senate amendments on HJ page 1019, adopt amendments as follows, and place HB 1274 on the Seventh order:

That the Senate recede from its amendments as printed on page 1019 of the House Journal and pages 856 and 857 of the Senate Journal and that Engrossed House Bill No. 1274 be amended as follows:

Page 1, line 1, replace "a" with "two" and replace "section" with "sections"

Page 1, line 2, replace "reciprocity" with "reciprocal" and after "teachers" insert "; and to declare an emergency"

Page 1, line 6, replace "**reciprocity**" with "**reciprocal**"

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SECTION 3. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

Engrossed HB 1274 was placed on the Seventh order of business on the calendar.

1999 TESTIMONY

HB 1274

February 6, 1999

Dear Members of the Hearing Board,

First let me apologize for not being able to come before you in person. We have an IEP meeting scheduled for our son today. For that reason I am not able to be with you. It is my desire that you will take into consideration what you are about to hear when considering legislation which will change the way teachers moving in are certified in the state of North Dakota.

Before I tell you of the experience that I had in attempting to get certified in the state you should know a little about my background. I attended college from 1978 to 1983 at Concordia Lutheran College in Ann Arbor, Michigan. I graduated from Concordia in May of 1983 with a degree in elementary education. At the time that I was going through the teacher's program those studying to be elementary teachers were being encouraged to take a program of three minors, rather than a major/minor. I obtained a minor in History/Political Science, a minor in Psychology and a minor in Education. Upon graduation I was granted a provisional certificate from the state of Michigan.

Later in May of 1983 I married Alan Eppen, who had graduated from the seminary and was placed in a congregation in Nebraska. After we moved I checked into getting teaching certificate in the state of Nebraska. I had two options: a substitute's certificate or a regular certificate. I opted for a regular certificate and was it granted by the state of Nebraska. While I did not teach full time, I was a substitute teacher for several schools in the area where we lived.

As I was not teaching full time, in order to renew my certificate I was required to take six semester hours every five years. Those credits had to be approved by the certification officer of the college administering the classes. I arranged to take the necessary credits from Wayne State College in Nebraska. Over the last fifteen years I have taken an additional 18 semester hours of education courses. At this time I hold a current Nebraska teaching certificate, which is valid until August of 2002.

In October 1997, Al received a call to be pastor of St. Paul's in Kulm and Zion in Edgeley. He accepted that call in November of 1997. Had he known then what was to happen when I applied for a teaching certificate in North Dakota that

decision would have been much more difficult. In reality, if we would have needed the income from my working as a teacher the decision may have been different.

After some time of adjusting I felt I was ready to get back to substitute teaching. In August I began that process. I filled out the application and sent it to Nebraska for the recommendations that were needed. From there, it went to Concordia to be filled out. All the paper work was done and sent to The Standards and Practices Board for processing. On September 28, 1998 I received a letter from the Standards and Practices Board stating that my application could not be processed because I did not have a certifiable major in the state of North Dakota. If I had questions I could contact the Board but if I wished to pursue a certificate I should contact a college. I questioned the decision about my application, as my three minors contained more credit hours than a major/minor, which the board would accept. I also seemed that the 18 graduate hours in education classes I had taken in Nebraska had never been considered.

After the initial disappointment of that letter I felt I should find out what it would take to meet the requirements that were stated to me. I arranged a meeting with the registrar at Trinity Bible College in Ellendale. At Trinity I learned that while many of my credits from Concordia would transfer, it would take a year to year a half to meet the specifications stated by the Standards and Practices Board. I would have to meet all the requirements of a college graduate entering the teaching profession today. I would have to take some classes over again. The education classes that I had taken in Nebraska would not transfer over because they were graduate level classes. The time involved and the financial end of meeting the requirements would not be feasible. Our family could not afford either.

I also contacted the certification officer at Wayne State and talked with her. I explained the situation and she could not understand why I could not get certified. She informed me that I could continue to renew my Nebraska certificate if I could find a college willing to let me take the necessary credits. At this time I intend to locate a college that will allow me to do that.

As I left Trinity to drive home I was crushed. I wished that we had never moved to North Dakota. If returning to Nebraska had been an option at that time I would have returned. When I got home I told my husband how I felt, it was hard on him. It is one thing to leave a profession because you choose to but it is another thing to be told you can't do it any longer because there is no flexibility in the rules.

As a parent, I am pleased that high standards are desired for our teachers. But flexibility is also needed. I did not feel that my application was given more than a passing glance. My transcript has been misread at least once if not twice in this process. The purpose of high standards is to ensure quality education for our children and no one is qualified simply on the basis of having a recognizable college major. Just because a teacher doesn't have a major doesn't mean that they are not qualified to teach. If that is going to be the determining factor for certification some good teachers are going to be lost.

The initial letter from the Practices Board offered no alternatives. I talked to Mike Brandenburg and told him how I wished we had never moved. He asked why and I explained it to him. He was gracious and offered to help if he could. He made some phone calls. I spoke with Mark Zimmerman in the governor's office. Shortly after they got involved I received a call from Janet Placek. She asked if I would be interested in getting a certificate that would allow me to substitute but I would still be unable to obtain a regular teaching certificate. I told her I was. This option had not been presented earlier. Over the course of the last couple months what I was told changed. First, I couldn't obtain a teacher's certificate. Then I could obtain a substitute certificate. Now if I were to get a contract I can obtain a regular certificate by adding a minimum number of credits. What has changed? Certainly my transcripts did not change, the credits I earned remain the same. I still have three minors with additional graduate education credits. This flexibility should occur based on the qualifications of the applicant and be standard practice. Teachers moving into the state shouldn't have to fight to get certified to teach.

I would like to thank you for letting me have this opportunity to share with you the experience I have gone through. I do not know what lies in the future. I would hope that the Legislature would seriously consider and take action to build some flexibility into the certification process. I may never teach full time but I would like that to be a decision I made not one that was made for me because of technicalities.

Thank you.

Ellen J. Eppen



Education Standards and Practices Board

600 East Boulevard Avenue

Bismarck, ND 58505-0080

(701) 328-2264 fax #328-2815

September 28, 1998

Ellen J. Eppen
118 2nd Ave
Edgeley, ND 58433-0095

Dear Applicant:

The Application for the North Dakota Educator's Professional Certificate submitted recently cannot be processed for the following reason(s):

--Not a certifiable major in our state.

The regulation outlining North Dakota's standards is enclosed. If you have any further questions, feel free to contact our office.

Office of Teacher Certification
Education Standards and Practices Board
600 E Boulevard Ave - 9th Floor
Bismarck, ND 58505-0080
Phone: (701) 328-2264

Sincerely,

Janet Placek
Director

JP:dmw
Enclosures

Professional Education Coursework

Required for North Dakota Teacher Certification

Our secondary certification requires a content specific major plus a minimum of 26 semester hours (40 quarter hours) of professional education coursework including supervised student teaching at the appropriate level. Our elementary education certification requires a major in elementary education plus a minimum of 34 semester hours (50 quarter hours) in professional education coursework including supervised student teaching at the appropriate level(s).

The professional education coursework is in addition to the courses that would be taken for the requirements of the education major. This could include courses such as foundations of education, educational psychology, child development, classroom management, the special methods of teaching in the major, the final supervised student teaching experience, etc., that all education candidates would complete regardless of their major. We allow elementary majors to count five core teaching methods courses in how to teach elementary math, science, social studies, language arts, and reading toward the 34 semester-hour requirement. (Additional elementary methods courses in physical education, art, music, etc., are considered part of the elementary major, not the professional education sequence.)

North Dakota Certifiable Majors

We are providing the following information to clarify what majors are accepted by the State of North Dakota for teacher certification. North Dakota does not certify liberal arts or general studies degrees for teaching, only content specific education majors and attached education minors. We do not place areas of concentration or non-teaching minors on the teaching certificate. The content major needs to be granted by a state approved teacher education program. Our recognized majors and grade levels of certification are listed on the back of the certification application form.

Completing a North Dakota Certifiable Degree

If your current preparation has not met the specifications outlined above and you still wish to pursue a North Dakota teaching certificate, please contact any college or university with a state approved teacher education program. They can assist you in setting up a program of study to complete the necessary requirements. If you feel we did not count parts of your education coursework because they were not clearly identifiable by the transcript description, you may resubmit your application along with catalogue descriptions or syllabi from the degree granting institution for additional clarification.



Education Standards and Practices Board

600 East Boulevard Avenue

Bismarck, ND 58505-0080

(701) 328-2264 Fax #328-2815

Date: January 5, 1999
To: Ellen Eppen
From: Deb Jensen, Asst. Director

We have reviewed your application for certification and received a letter from Supt. Arlyn Irion at Edgeley Public School requesting that you be granted interim (emergency) substitute status. We are sending this letter explaining the details of that status.

You will be receiving a one-year interim teaching certificate that can be renewed on an annual basis if the school district continues to require your services due to a shortage of regularly certified substitutes. Since you will only be substituting, you will not be required to obtain education hours unless you decide to change your status and accept a contracted teaching position.

In the event you decide to accept a contracted teaching position, you would need to complete the following education to meet the North Dakota requirements to be fully certified as an elementary teacher. You would continue to renew your certification on an annual basis and submit transcripts verifying 8 semester hours with each annual renewal.

Your transcript review showed that you would need to complete the following:

- Science: The North Dakota standards for elementary education require the study of three areas of science: biology, earth science, and physical science. BIO 344 Evolution from your Concordia transcript may apply toward the biology requirement. We would need to see a catalogue description or syllabus of the content to make that determination.
- Physical Education and Health: The ND standards for elementary education requires study and experiences in teaching elementary health and physical education.
- Student teaching: ND certification requires a minimum of 10 weeks of supervised student teaching experience at the appropriate grade level. Your transcript lists 8 quarter hours. We would need clarification of the duration of your student teaching.

The review of your transcripts showed coursework in all of the other areas required by our elementary education program standards. Please feel free to call our office if you have any questions.

ENTRANCE



STATE OF NORTH DAKOTA
 EDUCATION STANDARDS AND PRACTICES BOARD
 EDUCATOR'S PROFESSIONAL CERTIFICATE



THIS CERTIFIES THAT THE PERSON NAMED HEREIN HAS MET THE REQUIREMENTS OF THE NORTH DAKOTA EDUCATION STANDARDS AND PRACTICES BOARD WITH SATISFACTORY PREPARATION AND EXPERIENCE FOR THE CERTIFICATE SPECIFIED HEREIN.

Term of Certificate EMERGENCY	NE	Issued 01-05-1999	Expires 01-05-2000
File No. 55678	INDIAN STUDIES REQ.	Grades SEE MAJOR/MINOR BELOW	Institution OUT OF STATE
Issued To: ELLEN J EPPEN 118 2ND AVE EDGELEY	ND 58433-0095	Degree BACHELOR	Major(s) ELEMEDU *****
		Minor(s) *****	Endorsement(s) *****
		Restriction(s) *****	

Janet S. Placik
 Executive Director

Linda Davis
 President of the Board



Education Standards and Practices Board

600 East Boulevard Avenue

Bismarck, ND 58505-0080

(701) 328-2264 Fax #328-2815

Date: January 22, 1999
To: Ellen Eppen
PO Box 95
Edgeley, ND 58433
From: Deb Jensen, Asst. Director

Thank you for providing the additional information regarding your science coursework and student teaching with your January 20 letter. In response to the questions in your letter:

- 1) The letter from Dr. Verseman at Concordia provided the information we needed regarding the duration of your student teaching and satisfied that requirement.
- 2) In our earlier letter, we asked for a course description of BIO 344 Evolution. We regret that request lead you to believe we were not also considering BIO101 General Biology and BIO221 Botany, we simply needed to determine the complete range of your preparation in biology. Your coursework in biology does meet our biology requirement for elementary teachers.
- 3) You asked for more specific information on the coursework you would need to complete if you accept a contracted position. After reevaluating your materials, including the clarifications sent January 20, you would need to complete the following:
 - Science: You would need to complete coursework in both earth science and physical science.
 - Physical Education and Health: The ND standards for elementary education require study and experiences in teaching elementary health and physical education.

These courses will probably total 8-11 semester hours, depending on the classes you choose. The review of your transcripts showed coursework in all of the other areas required by our elementary education program standards.

You can work with any state approved teacher education program to complete these requirements. They can give you advice on the courses they offer that fit these categories and when the courses are scheduled. As we stated in our earlier correspondence, you do not need to complete these hours as long as you are only substitute teaching. If you decide to take a contracted position you would need to submit 8SH with each annual renewal until the requirements listed above have been completed. Once you have met these requirements, you can apply for regular certification. If it is your intent to seek a contracted position, it would be advisable to line up the needed classes as soon as possible, since they may not be offered every semester.

cc: Representative Michael Brandenburg

ACADEMIC RECORD

WAYNE STATE COLLEGE
WAYNE, NEBRASKA

NAME Ellen Jo Eppen
STUDENT NUMBER

BIRTH 03-24

A mark here
indicates a previous record

COURSE NUMBER	COURSE TITLE	GRADE	SEMESTER HOURS (QUALITY) HOURS	GRADE POINTS (QUALITY) POINTS	COURSE NUMBER	COURSE TITLE	GRADE	SEMESTER HOURS (QUALITY) HOURS	GRADE POINTS (QUALITY) POINTS																																				
Official Graduate Academic Record					-----1992 Fall-----																																								
					EDU -0567	HUM REL/MULTCTRL SOCIETY	A	3.00	12.00																																				
Higher Education Institutions: Concordia College					Sep 1978 - May 1983																																								
Current Academic Program: REGISTRAR COLLEGE					<table style="width: 100%; border: none;"> <tr> <td></td> <td>AHRS</td> <td>EHRS</td> <td>QHRS</td> <td>QPTS</td> <td>GPA</td> </tr> <tr> <td>Current</td> <td>3.00</td> <td>3.00</td> <td>3.00</td> <td>12.00</td> <td>4.000</td> </tr> <tr> <td>Cumulative</td> <td>12.00</td> <td>12.00</td> <td>12.00</td> <td>45.00</td> <td>3.750</td> </tr> </table>						AHRS	EHRS	QHRS	QPTS	GPA	Current	3.00	3.00	3.00	12.00	4.000	Cumulative	12.00	12.00	12.00	45.00	3.750																		
	AHRS	EHRS	QHRS	QPTS	GPA																																								
Current	3.00	3.00	3.00	12.00	4.000																																								
Cumulative	12.00	12.00	12.00	45.00	3.750																																								
Majors: CERTIFICATE RENEWAL ELEMENTARY EDUCATION					-----1996 Fall-----																																								
Previous Degrees: BACHELOR OF ARTS Concordia College Cum GPA: 2.540					Program Changed To: Majors: CERTIFICATE RENEWAL ELEMENTARY EDUCATION May 1, 1983																																								
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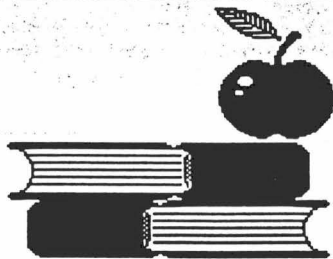
Issued to Student

KEY

R-REPEATING COURSE
*COURSE NOT APPLIED TO CURRENT PROGRAM
NOTICE IN ACCORDANCE WITH FAMILY RIGHTS AND
PRIVACY ACT OF 1974, THIS TRANSCRIPT MUST NOT BE
RELEASED TO A THIRD PARTY WITHOUT WRITTEN
AUTHORIZATION OF THE STUDENT.

Bonnie J. [Signature]
REGISTRAR'S SIGNATURE 08-13-98

YOUR NEBRASKA TEACHING CERTIFICATE



This brochure is intended to provide you with information about Nebraska teaching certificates. While it attempts to address some of the most often misunderstood areas of inquiry, it is not all-inclusive.

If you have questions about your certificate and are not able to get the needed information from your administrator, county superintendent, or other dependable source, contact:

Office of Teacher Certification
P.O. Box 94987
Lincoln, NE 68509
(402) 471-0739

This information should not be deemed accurate after 1/1/98 without verification from a dependable source.

CERTIFICATION OFFICIALS IN NEBRASKA APPROVED STANDARD INSTITUTIONS OF HIGHER EDUCATION

Dr. Joanne Carlson
College of St. Mary
1901 South 72nd Street
Omaha, NE 68124

Dr. Judy Pruess
Concordia Teachers
College
Seward, NE 68434

Dr. Tim Dickel
Creighton University
2500 California Street
Omaha, NE 68178

Dr. Bernard Matthies
Dana College
Blair, NE 68008

Dr. Lyn Forester
Doane College
Crete, NE 68333

Dr. Fred Condos
Hastings College
Hastings, NE 68901

Dr. Lori Moseman
Midland Lutheran College
Fremont, NE 68025

Dr. Tim Anderson
Nebraska Wesleyan
University
50th and St. Paul Streets
Lincoln, NE 68504

Dr. Virginia Simmons
Union College
3800 South 48th Street
Lincoln, NE 68506

Dr. Tom Wandzilak
University of NE-Lincoln
105 Henzlik Hall
Lincoln, NE 68588

Rebecca Schnabel
University of NE-Omaha
60th and Dodge Streets
Omaha, NE 68182

Dr. Don King
Chadron State College
Chadron, NE 69337

Mary Losey
University of NE - Kearney
2001 Founders Halls
Kearney, NE 68847

Dr. David Ainsworth
Peru State College
Peru, NE 68421

Dr. Diane Alexander
Wayne State College
Wayne, NE 68787

Dr. Kathleen Wheeler
York College
York, NE 68467



PROVISIONAL AND TEMPORARY CERTIFICATES

If you hold one of these certificates you must understand very clearly the deficiencies in Nebraska certification, if any, which need to be addressed and also if regular certification can ever be issued. You must know what the limitations on your certificate are and honor those limitations in your use of the certificate. You should pay especially close attention to the renewal requirements of your certificate. Some of these certificates may not be renewed.

SUBSTITUTE TEACHING

Anyone who holds a regular teaching certificate or regular administrative and supervisory certificate is licensed to serve as a substitute teacher. Nebraska also issues two substitute teaching certificates: the substitute teaching certificate (issued to persons who have previously held a regular teaching certificate) is valid for substitute (not based on an employment contract) teaching 180 days in each school year. The local substitute teaching certificate (issued at the request of the employing school and based on a minimal level of college preparation) is valid only for one year and only for forty days of substitute teaching in the requesting school system.

Temporary or provisional teaching certificates are not valid for substitute teaching. The special services certificate is never valid for substitute teaching.

YOUR MASTERS DEGREE

Before beginning your Masters Degree, you must decide if you will seek the approval of the certification recommending official in the teachers college education department for your program of studies. It is NOT necessary to have that recommendation in order to advance to the Nebraska professional certificate. It will be necessary to have that recommendation in many other states. If you do not expect to teach in any other state, you do NOT need the approval of the teacher education department for your Masters Degree. Your Masters in English, for example, may be taken to satisfy only the requirements of the English Department.

In order to advance to the Professional Certificate, however, the MA degree must be in the same areas, or a closely related one, as the endorsement(s) presently on your teaching certificate. Also, the degree must be taken at a college which has an approved teacher training division. Some persons are able to add a new endorsement to their teaching certificate upon completion of the MA; some are able to advance to the professional rank certificate. It is usually not possible to do

both. (PLEASE NOTE: the MAT degree does not function like the MA or MS degree in this matter. Call the teacher certification office for more information if you hold the MAT degree.)

RECIPROCITY

Nebraska does not have official or formal reciprocity with any other states. Teachers and administrators who hold current valid Nebraska certification, however, or who have completed approved training in Nebraska institutions will find that the recommendation for certification or verification of completed training from the Nebraska college will meet that portion of the certification requirements in other states. It is the newer type of requirements - basic skills competency, special education training, human relations training, teaching area competencies, professional development standards - that may cause Nebraska teachers/administrators to have "deficiencies" in moving to other states. Usually, a one year limited certification can be gained to allow persons to teach in the other state while addressing the deficiencies which that state determines to exist.

PERTINENT FACTS ABOUT REGULAR TEACHING CERTIFICATES

The Initial Teaching Certificate

Life of Certificate: Five Years
First Issuance: BA degree in Education, completion of a teacher training program and recommendation from certification official in the college with six semester hours of credit within three years of date of application; basic skills competency passing scores, human relations training, a 3 semester hour course in Special Education, fee, proper documentations.
Renewal: See "Certificate Renewal"

The Standard Teaching Certificate

Life of Certificate: Seven years
First Issuance: Initial teaching certificate (or equivalent from another state) with two consecutive years of experience in the same school system or ESU, human relations training, fee, proper documentations.
Renewal: See "Certificate Renewal"

The Professional Teaching Certificate

Life of Certificate: Ten years
First Issuance: Standard teaching certificate (or equivalent) plus Masters Degree or fifth year program in same areas of endorsement as on Standard certificate, six hours within three years of application, human relations training, fee, proper documentations.
Renewal: See "Certificate Renewal"

QUESTIONS/ANSWERS

Q: What does the level "7" mean on my certificate?

A: Your regular Nebraska certificate is legal for use at all grade levels. Most employers, however, for reasons of accreditation, will assign faculty to subjects or areas in which they are endorsed. See "Understanding Your Endorsements."

Q: Does "approved college credit" have to be taken at a Nebraska college?

A: "Approved college credit" may be taken at any teacher training college which is "approved" within its own state. See Certificate Renewal section for instructions about the fifteen hour sequence to renew long-lapsed certificates.

Q: Will community college work or staff development workshops in my district or ESU be accepted for part of "approved college credit" requirements?

A: No

Q: Who is "the certification recommending official"?

A: Each teacher education college in Nebraska and in other states has on its faculty a person who has been given the authority to approve credits applicable to teacher education. This is the only person who can sign documents for Nebraska certification which require the "certification recommending official's" action. Usually, the individual is the dean or chairman of the education division, but in some colleges the registrar or other faculty have this responsibility.

Q: What is a Temporary Certificate?

A: A temporary certificate is issued for one or two years to persons who have not had the opportunity to meet Nebraska's three statutory requirements of basic skills, human relations training and special education training.

Q: What is a Provisional Certificate?

A: A Provisional Certificate is issued upon the request of an employing Nebraska school system to persons who meet most of the teacher or administrator certification requirements but who have some deficiencies other than the statutory requirements of the temporary certificate. Some provisional certificates may be renewed while others are not, depending on the manner of the deficiencies. All deficiencies must eventually be corrected.

CERTIFICATE RENEWAL

Human Relations Training

The first renewal of ANY Nebraska certificate will require, in addition to all other requirements outlined below, the submission of documents to prove that the applicant has taken course work to meet the Nebraska requirement for HUMAN RELATIONS TRAINING. (Laws, 1989, LB 250) Any Nebraska (or Iowa, South Dakota, Minnesota, Wisconsin) four year teacher training college will be able to assist you in meeting this requirement.

Renewal of Certificate - prior to expiration

Any Standard or Professional Teaching Certificate may be renewed upon application with proper evidence of two consecutive years of teaching experience in the same approved Nebraska school system or ESU within five years prior to the date of application.

Standard and Professional Administrative Certificates renew via the same requirement with the additional provision that the experience has been administrative experience.

Initial teaching certificates may be advanced to the standard rank under the same experience requirement as described above for other regular teaching certificates.

Renewal of Certificate - if you have NOT been teaching

The Initial, Standard or Professional teaching certificate may be renewed without teaching experience upon the presentation of six semester hours of college credit (4 year teacher education college only). These hours must be approved by the college for renewal purposes (completion of Section D on your application form) and they must have been completed within three years of the date on which the application is received in the teacher certification office. They do NOT have to be graduate hours for renewing teaching certificates.

Administrative certificates may be renewed under these same conditions; the hours in this case, however, must be at the graduate level.

Renewal of Certificate - after expiration of five or more years

If your certificate has expired on the date your application is received in the teacher certification office and has been expired by five or more years, renewal will require that you complete a closely structured fifteen semester hours of college credit (graduate level for administrators). Any Nebraska teacher training college will be able to explain to you the program of courses required in that institution to meet the requirement. Persons seeking to meet this requirement at colleges outside Nebraska should request more details about this requirement from the Nebraska teacher certification office in advance of taking the course-work. Persons who wish to teach/administer in Nebraska schools while meeting this program of requirements should inquire about Provisional Teaching or Administrative certification requirements.

None of the requirements explained above apply to the renewal of any Provisional, Trades, Substitute or Temporary certificate, except, the requirement for human relations training.

UNDERSTANDING YOUR CERTIFICATE

Your teaching certificate is a license to practice the profession of teaching. There are very severe penalties prescribed by law for the public school which employs teachers who do not have a valid Nebraska teaching certificate. Any teacher who is teaching without a valid certificate is subject to prompt discharge without recourse to the due process provisions which might otherwise apply to a termination.

It is your responsibility as a professional to keep your Nebraska certificate current (valid) while you teach in Nebraska's approved public or private schools.

UNDERSTANDING YOUR ENDORSEMENT(S)

Your Nebraska teaching certificate indicates areas in which you have been especially prepared to teach by a concentration of college course work. These are your endorsements.

It is not a violation of law if you are assigned by your school to teach classes which are not "covered" by your endorsement. The penalties for such misassignment are born by the school, not by the teacher - WITH ONE EXCEPTION, as described below.

REGISTERING YOUR CERTIFICATE

Nebraska Law requires that you register your certificate in the office of the County Superintendent of Schools in each county in which you teach. Take (or mail) your certificate to the appropriate county superintendent for registration.

The language of the law and a record of the certificate's registration(s) is included on the back of your teaching certificate.

Your certificate does not become valid until it is signed by the County Superintendent.

STANDARDS OF COMPETENCY

Administrative and Supervisory Requirements: Educators must possess the abilities and skills necessary to accomplish the designated task. Each educator shall:

- Keep records for which he or she is responsible in accordance with law and policies of the school system.
- Supervise others in accordance with law and policies of the school system.
- Recognize the role and function of community agencies and groups as they relate to the school and to his or her position, including but not limited to health and social services, employment services, community teaching resources, cultural opportunities, educational advisory committees, and parent organizations.

Each teacher and special services counselor shall:

- Utilize available instructional materials and equipment necessary to accomplish the designated task.
- Adhere to and enforce written and dated administrative policy of the school which has been communicated to the teacher or special services counselor.
- Use channels of communication when interacting with administrators, community agencies, and groups, in accordance with school policy.

Each administrator shall:

- Use available instructional personnel, materials and equipment necessary to accomplish the designated task.
- Adhere to and enforce school law, state board regulation, and written and dated school board policy which has been communicated to the administrator.
- Use channels of communication when interacting with teachers, community agencies and groups in accordance with school policy.

Analysis of Individual Needs and Individual Potential: The educator shall utilize or promote the utilization of diagnostic techniques to analyze the needs and the potential of individuals. These may include but need not necessarily be limited to:

- Personal observation.
- Analysis of individual performance and achievement.
- Specific performance testing.

Instructional Procedures: Each educator shall seek accomplishment of the designated task through selection and utilization of appropriate instructional procedures. Each educator shall:

- Create an atmosphere which fosters interest and enthusiasm for learning and teaching.
- Use procedures appropriate to accomplish the designated task.
- Encourage expressions of ideas, opinions and feelings.

Each teacher shall:

- Create interest through the use of materials and techniques appropriate to the varying abilities and background of students.
- Consider individual student interests and abilities when planning and implementing instruction.

Each administrator shall:

- Support the creation of interest by providing the materials, equipment and encouragement necessary for the teacher to accomplish the designated task.
- Make reasonable assignment of tasks and duties in light of individual abilities and specialties and available personnel resources.

Communication Skills: In communicating with students and other educators, each educator, within the limits prescribed by his or her assignment and role, shall:

- Utilize information and materials that are relevant to the designated task;
- Use language and terminology which are relevant to the designated task;
- Use language which reflects an understanding of the ability of the individual or group;
- Assure that the designated task is understood;
- Use feedback techniques which are relevant to the designated task;
- Consider the entire context of the statements of others when making judgments about what others have said; and,
- Encourage each individual to state his ideas clearly.

Management techniques: The educator shall:

- Resolve discipline problems in accordance with law, school board policy, and administrative regulations and policies;
- Maintain consistency in the application of policy and practice;
- Use management techniques which are appropriate to the particular setting such as group work, seat work, lecture, discussion, individual projects and others; and,
- Develop and maintain positive standards of conduct.

Competence in Specialization: Each educator shall:

- Possess knowledge, within his or her area of specialization, consistent with his or her record of professional preparation;
- Be aware of current developments in his or her field; and,
- Possess knowledge of resources which may be utilized in improving instruction in his or her area of specialization.

Evaluation of Learning and Goal Achievement: An educator shall accept responsibility commensurate with

delegated authority to evaluate learning and goals achievement. Each educator shall:

- Utilize several types of evaluation techniques;
- Provide frequent and prompt feedback concerning the success of learning and goal achievement efforts;
- Analyze and interpret effectively the results of evaluation for judging instruction, the achievement of stated goals, or the need for further diagnosis;
- Utilize the results of evaluation for planning, counseling and program modification; and,
- Explain methods and procedures of evaluation to those concerned.

Human and Interpersonal Relationships: Educators shall possess effective human and interpersonal relations skills. Each educator shall:

- Allow others who hold and express differing opinions or ideas to freely express such ideas;
- Not knowingly misinterpret the statement of others;
- Not show disrespect for or lack of acceptance of others;
- Provide leadership and direction for others by appropriate example;
- Offer constructive criticism when necessary;
- Comply with reasonable request and orders given by and with proper authority;
- Not assign unreasonable tasks; and,
- Demonstrate self-confidence and self-sufficiency in exercising authority.

Personal Requirements: In assessing the mental or physical health of educators, no decision adverse to the educator shall be made except on the advice or testimony of personnel competent to make such judgment by reason of training, licensure and experience. However, certain behaviors are held to be probable cause to examine, and each educator within the scope of delegated authority shall:

- Be able to engage in physical activity appropriate to the designated task except for temporary disability;
- Be able to communicate so effectively as to accomplish the designated task;
- Appropriately control his or her emotions; and,
- Possess and demonstrate sufficient intellectual ability to perform designated tasks.

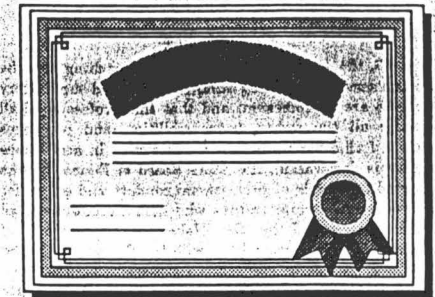
Individuals having questions about these standards may contact:

Certification Counsel
Nebraska Department of Education
P. O. Box 94933
Lincoln, NE 68509-4933
Phone: (402) 471-0732

11/91

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STATE OF NEBRASKA



DEPARTMENT OF EDUCATION

Standards of Conduct and Ethics for Holders of Public School Certificates

CERTIFICATION
COUNSEL

STANDARDS OF CONDUCT AND ETHICS

PREAMBLE

In 1967, the Legislature declared that teaching and the related services including administrative and supervisory services are a profession, and that this profession shall possess all the rights, responsibilities, and privileges accorded all other recognized professions. In accordance with this declaration, the State Board of Education has adopted standards of professional conduct and ethics for teachers and administrators who hold Nebraska school certificates issued by the Nebraska Department of Education. This pamphlet will briefly set forth the minimum standards required by Nebraska public school certificate holders. It is the responsibility of all certificate holders to know and apply the standards during the duration of their certificate. Failure to abide by the standards may subject a certificate holder to disciplinary action by the Commissioner of Education, the Professional Practices Commission, or the State Board of Education.

A complete set of the standards of conduct and ethics is set forth in Title 92, Nebraska Administrative Code, Chapter 27. A copy of these standards is available and will be provided upon request by contacting the Certification Counsel's Office as listed at the end of this pamphlet.

If a certificate holder is employed in a nonpublic school, that context shall be taken into account in the application of these standards.

DEFINITIONS

Admonishment - A private sanction to a certificate holder that further unprofessional or unethical conduct may result in more serious action, including the suspension or revocation of a certificate. This sanction may be imposed by the Commissioner, Commission, or Board.

Board - The State Board of Education.

Commissioner - The Nebraska State Commissioner of Education.

Educator - A holder of a public teaching, administrative, or special services counseling certificate issued pursuant to 92 NAC 21.

Reprimand - A public sanction criticizing or rebuking a certificate holder for unprofessional or unethical conduct. This sanction may be imposed by the Commissioner, Commission, or Board.

Revocation - A public sanction withdrawing or canceling a certificate holder's certificate for a certain period of time. At the expiration of the revocation period, the former certificate holder may apply for reinstatement in

accordance with 92 NAC 29. This sanction may be imposed by the Board.

Suspension - A public sanction withdrawing or canceling a certificate holder's certificate for a certain period of time. The certificate is automatically reinstated at the expiration of the suspension period if it has not expired during the period of suspension. This sanction may be imposed by the Board.

PRINCIPLE I

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity. In fulfillment of the educator's contractual and professional responsibilities, the educator:

- Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
- Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
- Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
- Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
- Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
- Shall not sexually harass students, parents or school patrons, employees, or board members.
- Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.*
- Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
- Shall report to the Commissioner any known violation of the standards designated by an asterisk (*).
- Shall seek no reprisal against any individual who has reported a violation of these standards.

PRINCIPLE II

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and

consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. In fulfillment of the obligation to the student, the educator:

- Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
- Shall not deliberately suppress or distort subject matter for which the educator is responsible.
- Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
- Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
- Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
- Shall not tutor for remuneration students assigned to his or her classes unless approved by the local board of education.
- Shall not discipline students using corporal punishment.

PRINCIPLE III

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of and confidence in the rule of law, a respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession. In fulfillment of the obligation to the public, the educator:

- Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
- Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
- Shall neither offer nor accept gifts or favors that will impair professional judgment.
- Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
- Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.*
- Shall, with reasonable diligence, attend to the duties of his or her professional position.

PRINCIPLE IV

In the belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect. In fulfillment of the obligation to the profession, the educator:

- Shall provide, upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
- Shall not misrepresent his or her professional qualifications, nor those of colleagues.*
- Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.
- Shall, in the continuance of professional service, maintain a valid teaching certificate in accordance with the laws of the State of Nebraska.

PRINCIPLE V

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect. In fulfillment of the obligation to professional employment practices, the educator:

- Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
- Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
- Shall give prompt notice to the employer of any change in availability of service.
- Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
- Shall not assign to unqualified personnel, tasks for which an educator is responsible.
- Shall permit no commercial or personal exploitation of his or her professional position.
- Shall use time on duty and leave time for the purpose for which intended.
- Shall adhere fully to the terms of a contract or appointment.

NEBRASKA TEACHING CERTIFICATE

OR ADMINISTRATIVE/SUPERVISORY OR SPECIAL SERVICES COUNSELING CERTIFICATE

THE PERSON LISTED BELOW HAS MET ALL THE NEBRASKA REQUIREMENTS FOR A CERTIFICATE AS SPECIFIED HEREON.

ELLEN JO EPPEN
 BOX 117
 ORCHARD NE 68764

TYPE	RANK	LEVEL	VALID			PERIOD		
2	G	7	11	01	1997	08	31	2002
						11	26	97
SOCIAL SECURITY NUMBER						ISSUE DATE		

1. ADMINISTRATIVE & SUPERVISORY CERTIFICATE	3. SPECIAL SERVICES COUNSELING CERTIFICATE
2. TEACHING CERTIFICATE	
A. PROFESSIONAL	C. INITIAL
B. STANDARD	D. PROVISIONAL
	E. SUBSTITUTE
	F. TEMPORARY

- 0. PRE SCHOOL
- 1. PRE PRIMARY - 3 ALL SCHOOLS
- 2. K-6 CLASS II DISTRICTS, K-6 CLASS I DISTRICTS
- 3. K-6 OR K-8 ALL SCHOOLS (See Over)
- 4. 7-9 ALL SCHOOLS
- 5. K-9 ALL SCHOOLS
- 6. 7-12 ALL SCHOOLS
- 7. K-12 ALL SCHOOLS
- 8. 10-12 ALL SCHOOLS
- 9. 4-9 ALL SCHOOLS

SPECIALIZATION AREA(S) AND LEVEL(S):
 ELEMENTARY, LEVEL 3

*** END OF SPECIALIZATION AREAS ***

David L. Christensen
 COMMISSIONER OF EDUCATION

DEPARTMENT OF EDUCATION

Robert A. Crossin
 ADMINISTRATOR OF CERTIFICATION

ANY CHANGE, ERASURE, OR MUTILATION OF THIS CERTIFICATE WILL RENDER IT VOID.

NEBRASKA TEACHING CERTIFICATE

OR ADMINISTRATIVE/SUPERVISORY OR SPECIAL SERVICES COUNSELING CERTIFICATE

THE PERSON LISTED BELOW HAS MET ALL THE NEBRASKA REQUIREMENTS FOR A CERTIFICATE AS SPECIFIED HEREON.

ELLEN JO EPPEN
BOX 117
ORCHARD NE 68764

TYPE	RANK	LEVEL	VALID			PERIOD		
			MM	DD	YYYY	MM	DD	YYYY
2	C	7	04	01	1993	08	31	1998
						04	14	93
						SOCIAL SECURITY NUMBER		
						ISSUE DATE		

- 1. ADMINISTRATIVE & SUPERVISORY CERTIFICATE
- 2. TEACHING CERTIFICATE

- 3. SPECIAL SERVICES COUNSELING CERTIFICATE

- A. PROFESSIONAL
- B. STANDARD

- C. INITIAL
- D. PROVISIONAL

- E. SUBSTITUTE
- F. TEMPORARY

- 0. PRE SCHOOL
- 1. PRE PRIMARY - 3 ALL SCHOOLS
- 2. K-6 CLASS II DISTRICTS, K-8 CLASS I DISTRICTS
- 3. K-6 OR K-8 ALL SCHOOLS (See Over)
- 4. 7-9 ALL SCHOOLS
- 5. K-9 ALL SCHOOLS
- 6. 7-12 ALL SCHOOLS
- 7. K-12 ALL SCHOOLS
- 8. 10-12 ALL SCHOOLS
- 9. 4-9 ALL SCHOOLS

SPECIALIZATION AREA(S) AND LEVEL(S):
ELEMENTARY, LEVEL 3

*** END OF SPECIALIZATION AREAS ***



Joe Lutzharms

COMMISSIONER OF EDUCATION

DEPARTMENT OF EDUCATION

Robert W. Crozier

ADMINISTRATOR OF CERTIFICATION

ANY CHANGE, ERASURE, OR MUTILATION OF THIS CERTIFICATE WILL RENDER IT VOID.

NEBRASKA TEACHING CERTIFICATE



THE PERSON LISTED BELOW HAS MET ALL THE NEBRASKA REQUIREMENTS FOR A TEACHING CERTIFICATE AS SPECIFIED HEREON.

ELLEN JO EPPEN
 BOX 117
 ORCHARD NE 68764

TYPE	RANK	LEVEL	VALID PERIOD	
2	C	7	06 01 1988	08 31 1993
			SOCIAL SECURITY NUMBER	
			ISSUE DATE	

- 1. ADMINISTRATIVE & SUPERVISORY CERTIFICATE
- 3. SPECIAL SERVICES CERTIFICATE
- 2. TEACHING CERTIFICATE
- A. PROFESSIONAL
- C. PRE-STANDARD
- E. SUBSTITUTE
- B. STANDARD
- D. PROVISIONAL
- F. EMERGENCY

- 0. PRE SCHOOL
- 1. PRE PRIMARY: 3. ALL DISTRICTS
- 2. K-6 CLASS II DISTRICTS, K-8 CLASS I
- 3. K-6 ALL DISTRICTS, K-8 CLASS I
- 4. 7-9 ALL DISTRICTS
- 5. K-9 ALL DISTRICTS
- 6. 7-12 ALL DISTRICTS
- 7. K-12 ALL DISTRICTS
- 8. 10-12 ALL DISTRICTS
- 9. 4-9 ALL DISTRICTS

AREAS OF SPECIALIZATION AND THE LEVELS FOR WHICH THE PERSON IS SPECIFICALLY PREPARED:

ELEMENTARY		

THEREFORE BY AUTHORITY VESTED IN ME IN ACCORDANCE WITH SECTION 79-1247.07, 1977 SUPPLEMENT NEBRASKA STATUTES, I DO HEREBY ISSUE THIS TEACHING CREDENTIAL



Joe E. Lutjeharms
 COMMISSIONER OF EDUCATION

DEPARTMENT OF EDUCATION

Robert M. Cronier
 ADMINISTRATOR OF CERTIFICATION

ANY CHANGE, ERASURE, OR MUTILATION OF THIS CERTIFICATE WILL RENDER IT NULL AND VOID.

NEBRASKA TEACHING CERTIFICATE



THE PERSON LISTED BELOW HAS MET ALL THE NEBRASKA REQUIREMENTS FOR A TEACHING CERTIFICATE AS SPECIFIED HEREON.

ELLEN JO EPPEN BOX 117 ORCHARD NE 68764	TYPE	RANK	LEVEL	VALID PERIOD			ISSUE DATE		
	2	C	7	09	01	1983	08	31	1988
							10	13	83
				SOCIAL SECURITY NUMBER			ISSUE DATE		

1. ADMINISTRATIVE & SUPERVISORY CERTIFICATE	3. SPECIAL SERVICES CERTIFICATE
2. TEACHING CERTIFICATE	

A. PROFESSIONAL	C. PRE-STANDARD	E. SUBSTITUTE
B. STANDARD	D. PROVISIONAL	F. EMERGENCY

0. PRE SCHOOL
1. PRE PRIMARY - 3 ALL DISTRICTS
2. K-6 CLASS II DISTRICTS, K-8 CLASS I
3. K-6 ALL DISTRICTS, K-8 CLASS I
4. 7-9 ALL DISTRICTS
5. K-9 ALL DISTRICTS
6. 7-12 ALL DISTRICTS
7. K-12 ALL DISTRICTS
8. 10-12 ALL DISTRICTS
9. 4-9 ALL DISTRICTS

AREAS OF SPECIALIZATION AND THE LEVELS FOR WHICH THE PERSON IS SPECIFICALLY PREPARED:

ELEMENTARY	3		

THEREFORE BY AUTHORITY VESTED IN ME IN ACCORDANCE WITH SECTION 79-1247.07, 1977 SUPPLEMENT NEBRASKA STATUTES, I DO HEREBY ISSUE THIS TEACHING CREDENTIAL



Joe E. Lutjeharms

COMMISSIONER OF EDUCATION

DEPARTMENT OF EDUCATION

ANY CHANGE, ERASURE, OR MUTILATION OF THIS CERTIFICATE WILL RENDER IT NULL AND VOID.

Harbor L. M. Coy

ADMINISTRATOR OF CERTIFICATION

CONCORDIA COLLEGE, 4090 Geddes Road, ANN ARBOR, MICHIGAN 48105

STUDENT NAME: ERFOURTH, ELLEN JO SS#-
 HOME ADDRESS: 738 Champaign Lincoln Park, MI 48146
 BIRTH DATE: 3-24-60 PLACE: Lincoln Park, MI

HIGH SCHOOL GRADUATE OF: Lutheran West ADDRESS: _____ 1978

DEGREES: May 24, 1980 ASSOCIATE IN ARTS: May 7, 1983 BACHELOR OF ARTS: _____
 GPA AVE.: 2.42 RANK: _____ GPA AVE.: 2.54 RANK: _____

Course Nos.	COURSE TITLE	Hrs.	Grade	Credit Hrs.	Course Nos.	COURSE TITLE	Hrs.	Grade	Credit Hrs.	Course Nos.	COURSE TITLE	Hrs.	Grade	Credit Hrs.					
FALL QUARTER 1978					SPRING QUARTER 1980					WINTER SEMESTER 1981-82									
ENG121	Eng Comp X	4	C	4	PSY312	Adolescent Psychology X	4	C	4	EDU331	His & Phi of Education X		C	2					
REL121	OT I X	4	C	4	PSY321	Abnormal Psychology X	4	C	4	EDU402	Teach Elem Soc Studies X		B	2					
BIO101	Gen Bio X	4	C	4	SOC353	Death & Dying X	4	C	4	EDU403	Teach Elem Science X		B	2					
HIS131	Ea Nat & Exp X	2	C	2	BIO344	Evolution X	4	B	4	HIS312	Amer Diplomatic History X		C	3					
HIS135	US 20th Cent X	2	C	2	PE 216	Tennis X	2	C	1	EDU431	Reading X		B	3					
PIA111	Piano X	1	C	1		QU GPA 224 CUM GPA 242				HIS201	World Civilization I X		C	3					
PED121	Volleyball I X	1	B	1	CONCORDIA COLLEGE CHANGED TO A SEMESTER CALENDAR AS OF 1 JUNE 1980. CREDIT HOURS, GRADE POINTS AND GPA'S LISTED AFTER THAT TIME REFLECT SEMESTER EQUIVALENTS OF FORMER COURSE WORK. SEMESTER = 16 WEEKS.					EDU408	Teach the Christian Faith X		A	2					
	QU GPA 206 CUM GPA															SEM GPA 265 CUM GPA 250			
	WINTER QUARTER 1979																		
MAT101	Pr Math X	4	B	4							FALL SEMESTER 1982-83								
ENG122	Under Lit X	4	B	4						EDU401	Teach Read & Lang Arts X		B	3					
REL122	OT II X	4	B	4						EDU404	Teach Math Elem X		B	2					
POS121	Am Gov't X	4	B	4						EDU441	Directed Teaching Elem X		Pass	8					
PIA121	Piano X	1	C	1	REL231	World Religions X		D	3	EDU443	Professional Growth Seminar X		A	2					
PED122	VB II	1	F	0	REL311	Life of Jesus X		B	3		SEM GPA 329 CUM GPA 254								
	QU GPA 278 CUM GPA 239				SC0323	Marriage & Family X		B	3										
	SPRING QUARTER 1979				PSY251	Statistics A X		B	1		WINTER SEMESTER 1982-83								
SOC101	Intro to Sociology X	4	C	4	COM351	Group Dynamics X		B	3	EDU333	Elementary School Curriculum X		B	3					
ENG222	Intro to Drama X	4	C	4	GER201	Elementary German I X		B	3	POS304	Compar Political Systems X		C	3					
BIO221	Botany X	4	C	4		SEM GPA 319 CUM GPA 256				HIS351	Amer Cult & Intell Life X		B	3					
MUS100	Basic Music X	4	B	4						REL441	Intro Christian Ethics X		B	3					
PIA122	Piano X	1	B	1	REL322	Ref & Mod Chr Tht X		C	3	PSY332	Psych Tests & Measure. (GS) X		C	3					
	QU GPA 229 CUM GPA 239				REL323	Hist of Rel in America X		C	3		SEM GPA 260 CUM GPA 254								
	FALL QUARTER 1979				THY302	Systematic Theology II X		C	3										
REL211	New Testament X	4	C	4	PSY311	Child Psychology X		C	3										
POS303	20 Cen Political Tht X	4	B	4	EDU324	Field Work: Evangelism X		Pass	2										
MAT211	College Algebra X	4	C	4	GER202	Elementary German II X		A	3										
ART201	Introduction to Art X	4	B	4	PE308	Coaching Volleyball X		C	1/2										
PE201	Badminton X	2	B	1		SEM GPA 239 CUM GPA 253													
PIA213	Piano X	1	D	1															
	QU GPA 244 CUM GPA 238										FALL SEMESTER 1981-82								
	WINTER QUARTER 1980				THY301	Systematic Theology I X		C	3										
THY201	Intro to Luth Theology X	4	B	4	HIS301	Reformation Era X		C	3										
PSY201	General Psychology X	4	A	4	PSY333	Educational Psychology X		C	3										
EDU201	Principles of Education X	4	C	4	HIS203	Global Prob Mod Civ X		C	3										
COM201	Fundamentals of Speech X	4	C	4	REL321	Early & Med Christ Tht X		C	3										
PE 323	Princ of Athletic Comp X	2	B	2	PHI301	His & Prob West Phi I X		B	3										
PIA213	Piano X	1	C	1		SEM GPA 217 CUM GPA 248													
	QU GPA 274 CUM GPA 246																		

REPEATED COURSES are indicated by "R." CIRCLED GRADE have been superseded by later entry. Credit and Grade Point total have been adjusted to include last entry on repeated courses. Length of Term = 11 Weeks.
 GRADING SYSTEM:
 A-Superior 4 G.P. C-Average 2 G.P.
 B-Above Average 3 G.P. D-Below Average 1 G.P.
 F-Failure 0 G.P. W-Withdrawal
 I-Incomplete P-Passing

Term	Credit Hours	Grade Points	Term	Credit Hours	Grade Points
F1978	18	36	W1981	15 1/2	37 1/2
W1979	18	36	F1981	18	39
S1979	17	39	W1982	17	45
F1979	18	44	F1982	7	23
W1980	19	52	W1983	15	39
S1980	17	38			
Sem Conv	7 1/2	17 1/2			
F1980	16	87			

TEACHER EDUCATION CURRICULUM

	<u>Elementary</u>	<u>Secondary</u>
I. General Education	51	51
II. Professional Education	25	28
III. Major, Minor, Planned Program	50(56,60,64,68)	50(54,56,60)
IV. Electives		
Lutheran Teacher Diploma	8	8
Free Electives	<u>vary</u>	<u>vary</u>
Total	128 credits*	128 credits*

*One hundred and twenty-eight credits are needed for graduation. As applicable, General Education credits can be used toward the Major, Minor, Planned Program (in elementary) or the Major, Minor (in secondary). The number of free electives will vary depending upon the individual student's selection of a major and/or minor and/or planned program and the number of General Education credits that can be applied to these.

MAJOR, MINOR, PLANNED PROGRAM

Elementary candidates have two classes of options:

A. Major (Group Major)/Planned Program

•Major	30		•Group Major	36
•Planned Program	20	or	•Planned Program	20
	<u>50</u>			<u>56</u>

B. Three Minors (up to two group minors, one planned program)

•Minor	20		•Minor	20		•Group Minor	24
•Minor	20		•Group Minor	24	or	•Group Minor	24
Minor or Planned Program	20	or	•Minor or Planned Program	20	or	•Minor or Planned Program	20
	<u>60</u>			<u>64</u>			<u>68</u>

Note that while both "A" and "B" are viable options, and will certainly lead to state certification, option B (including the Planned Program) is recommended for its broader coverage of content areas. This is particularly appropriate at the elementary level where teachers are responsible for many subject areas. Also, if numbers are any gauge, more Concordia elementary candidates choose option "B" than choose option "A".

Secondary candidates also have options:

A. Major (Group Major) /Minor (Group Minor)

•Major	30	or	•Major	30	or	•Group Major	36	or	•Group Major	36
•Minor	20		•Group Minor	24		•Minor	20		•Group Minor	24
	<u>50</u>			<u>54</u>			<u>56</u>			<u>60</u>

MAJOR (GROUP MAJOR), MINOR (GROUP MINOR)

A. <u>Majors (30 hours)</u>	<u>State Code</u>	<u>Level</u>
1. Biology	DA	Elementary, Secondary
2. English	BA	Elementary, Secondary
3. Psychology	CE	Secondary *
4. Sociology	CF	Secondary *
5. Speech	BD	Secondary *
B. <u>Group Majors (36 hours)</u>	<u>State Code</u>	<u>Level</u>
1. Art	LX	Elementary, Secondary
2. Music	JX	Elementary, Secondary
3. Science		
(a) General Science	DX	Elementary,
(b) Physical Science	DX	Elementary, Secondary
4. Social Science		
(a) General	CX	Elementary, Secondary
(b) History/Political Science	CX	Elementary, Secondary
C. <u>Minors (20 hours)</u>		
1. Academic Study of Religions	PR	Secondary
2. Biology	DA	Elementary, Secondary
3. English	BA	Elementary, Secondary
4. History	CC	Elementary, Secondary
5. Mathematics	EX	Elementary, Secondary
6. Physical Education		
(a) Teaching Emphasis Only	MB	Elementary, Secondary
(b) Teaching and Coaching Emphasis	MB	Elementary, Secondary
7. Political Science	CD	Elementary, Secondary
8. Psychology	CE	Elementary, Secondary
9. Sociology	CF	Elementary, Secondary
10. Speech	BD	Secondary
D. <u>Group Minors (24 hours)</u>		
1. Art	LX	Elementary, Secondary
2. Music	JX	Elementary, Secondary
3. Science		
(a) General Science	DX	Elementary
(b) Physical Science	DX	Elementary, Secondary
4. Social Science		
(a) General	CX	Elementary, Secondary
(b) History/Political Science	CX	Elementary, Secondary

*A Psychology, Sociology, Speech secondary major must be combined with a traditional subject area minor such as English, Math, Science, etc. That is, no Psychology major/Sociology minor type situations are possible.

PLANNED PROGRAM (20 HRS, ELEMENTARY ONLY)

A. Six hours

- EDU333 Elementary School Curriculum (3 hrs)
- ✓EDU431 Reading (3 hrs)

B. Four hours

Select two of the following:

- ✓EDU402 Teaching Social Studies in the Elementary School (2 hrs)
- ✓EDU403 Teaching Science in the Elementary School (2 hrs)
- EDU405 Teaching Music in the Elementary School (2 hrs)
- EDU406 Teaching Art in the Elementary School (2 hrs)
- EDU407 Teaching Physical Education in the Elementary School (2 hrs)

C. Ten hours

Select from the following with at least six of the ten hours in upper level (300+) courses and the ten hours taken in two or more divisions:

Division of Education and Psychology

- EDU339 Instructional Technology (2 hrs)
- EDU432 Children's Literature (2 hrs)
- EDU433 Education of the Exceptional Child (2 hrs)
- ✓PSY251 Elementary Statistics A (1 hr)
- PSY252 Elementary Statistics B (1 hr)
- ✓PSY311 Child Psychology (3 hrs)
- PSY332 Psychological Tests and Measurement (2 hrs)

Division of Language and Literature

- ENG311 Introduction to Poetry (3 hrs)
- ✓ENG312 Introduction to Drama (3 hrs)
- ENG313 Introduction to Fiction (3 hrs)
- ENG321 The English Language (3 hrs)
- COM353 Art of the Theater (3 hrs)
- Fre, Ger, Spa Up to two courses in French and/or German and/or Spanish (no more than six credits).

Division of Humanities

- ART202 Three-dimensional Design (3 hrs)
- ART313 Ceramics I (2 hrs)
- ART331 Church and the Visual Arts (3 hrs)
- ART332 Art for the Parish (3 hrs)
- MUS301 Music Theory I (3 hrs)

Division of Natural Science

- BIO342 General Ecology (3 hrs)
- GEO201 Nations of the World (3 hrs)
- GEO211 Principles of Physical Geography (3 hrs)
- CHE201 Principles of Chemistry (3 hrs)
- PHY201 Principles of Physics (3 hrs)
- SCI451 History of Science (3 hrs)
- ✓MAT201 Principles of Mathematics (3 hrs)

Division of Social Science

- ✓POS201 American Government (3 hrs) ✓
- ✓SOC201 Introduction to Sociology (3 hrs) ✓
- ECO201 Economics I (3 hrs)
- HIS351 American Cultural and Intellectual Life (3 hrs)
- HIS355 American Racial and Cultural Minorities (3 hrs)

Division of Physical Education

- PE 332 First Aid and Personal Safety (2 hrs) ✓
- PE 333 Prevention and Care of Activity-Related Injuries (3 hrs)

APPLICATION FOR A NEBRASKA CERTIFICATE

• Teacher Certification • Nebraska Department of Education •
• 301 Centennial Mall South • Box 94987 • Lincoln, Nebraska 68509-4987 • (402) 471-0739 •

NOTICE: This application consists of four pages. You must submit all four pages although you may have writing on as few as two of them.
You may use photocopies of the form but you may not submit a photocopy of the signed application.

SECTION A

PART I

Social Security Number: _____ - _____ - _____ Birth Date (M/D/Y) _____ - _____ - _____ Home Phone (____) _____
Day Time Phone (____) _____

Ms. / Mr. _____
Name: _____
Last First Middle Former Name(s)

Address: _____
Street or Box Number City State Zip (9 Digit)

PART II NON-REFUNDABLE APPLICATION FEES ARE AS FOLLOWS, ENCLOSE ONLY ONE:

- All School Certificates \$45.00
- Non-Public Schools Only \$30.00
- Added Endorsement and Renewal \$45.00
- Added Endorsements and Duplicates \$30.00
- Name Change NO FEE REQUIRED

PART III PURPOSE OF THIS APPLICATION

- Duplicate
- First Time Nebraska Applicant
- Renewal of Nebraska Certificate
- Changing Certificate Level/Type
- Added Endorsement AND Renewal (One Fee)
- Added Endorsement to a Valid Regular Nebraska Certificate

MAKE ALL CHECKS PAYABLE TO: Nebraska Department of Education
NO CASH PLEASE

LIST ENDORSEMENT AREAS FOR WHICH YOU ARE APPLYING:

Subject/Field _____	Grade Level(s) _____	Subject/Field _____	Grade Level(s) _____
Subject/Field _____	Grade Level(s) _____	Subject/Field _____	Grade Level(s) _____
Subject/Field _____	Grade Level(s) _____	Subject/Field _____	Grade Level(s) _____

TYPE OF CERTIFICATE FOR WHICH YOU ARE APPLYING:

- CHECK ONE:
- Teaching
 - Administrative
 - Special Services

- CHECK ONE:
- Substitute
 - Provisional
 - Temporary
 - Regular

SEND COPIES OF ALL OUT-OF-STATE CERTIFICATES WHICH YOU HOLD

PART IV - OFFICIAL TRANSCRIPTS REQUIRED OF ALL COLLEGE CREDITS NOT CURRENTLY ON FILE AT THE NEBRASKA DEPARTMENT OF EDUCATION-TEACHER CERTIFICATION:

INSTITUTION	(MONTH AND YEAR)	SEMESTER HOURS COMPLETED	DEGREE EARNED
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

TEACHING/ADMINISTRATIVE EXPERIENCE IN THE PAST FIVE YEARS:

OF YEARS	SCHOOL NAME	CITY AND STATE	FROM - TO
_____ AT _____	_____	_____	_____
_____ AT _____	_____	_____	_____
_____ AT _____	_____	_____	_____

NAME: _____ SOCIAL SECURITY NUMBER: _____

ADDRESS: _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____ PHONE NO: () _____

INSTITUTIONAL VERIFICATION

IF COMPLETION OF A SECTION IS REQUIRED FOR YOUR CERTIFICATION, THE SIGNATURE OF THE AUTHORIZED COLLEGE CERTIFICATION OFFICIAL MUST APPEAR.

APPLICANT: PLEASE DO NOT WRITE BELOW THIS LINE

SECTION B

THIS IS TO CERTIFY THE ABOVE NAMED APPLICANT HAS COMPLETED A:

- Program for Initial Certification
- Bachelor's Degree
- Master's Degree
- Doctorate Degree
- Fifth Year Program
- Specialist's (6th Year Program)
- Program for an Added Endorsement

THE APPLICANT HAS COMPLETED AN APPROVED PROGRAM AT THIS INSTITUTION AND IS SPECIFICALLY PREPARED FOR:

Teaching Major (s) _____ Grade Level(s) _____
 _____ Grade Level(s) _____
 _____ Grade Level(s) _____
 Special Services (Non-Teaching) _____ Grade Level(s) _____
 _____ Grade Level(s) _____
 Administration _____ Grade Level(s) _____
 _____ Grade Level(s) _____
 _____ Grade Level(s) _____

Within the immediate past three years, has this person completed no fewer than six (6) semester hours of course work from this institution.
 Yes No

Signature of Authorized College Certification Official

Date

Institution _____ City _____ State _____

This Institution is Accredited by: Regional NCATE State Department of Education

SECTION C - DEFICIENCIES

- FOR THE PROVISIONAL TEACHING CERTIFICATE:
- FOR THE SPECIAL SERVICES CERTIFICATE:

This is to certify the above named applicant has received a baccalaureate degree; as completed at least one-half of the pre-student teaching requirements of an approved program for the preparation of teachers in the area of _____ at the _____ Grade Level; and has fulfilled at least one-half of the requirements for elementary education or at least three-fourths of the requirements for at least one subject or field endorsement.

Signature of Authorized College Certification Official Date

Institution _____

City _____ State _____

SECTION D RECENT COLLEGE CREDIT HOURS COMPLETED

The above named applicant has completed within the immediate past three years _____ semester hours of credit and in my professional opinion, the college credits would be appropriate in renewing a _____
 Teaching Administrative, or Special Services certificate.

Signature of Authorized College Certification Official Date

Institution _____

City _____ State _____

SECTION C - DEFICIENCIES

- FOR THE PROVISIONAL ADMINISTRATIVE CERTIFICATE:

This is to certify the above named applicant has completed at least seventy-five percent of the credit hours required for a master's degree, six-year specialist certificate, or a doctorate degree in educational administration of the approved program for the preparation of school administrators in the area of _____ Grade Level _____; and has fulfilled at least seventy-five percent of the requirements of the educational administration program.

Signature of Authorized College Certification Official Date

Institution _____

City _____ State _____

SECTION E TRANSFER CREDIT

The above named applicant has transferred to this institution _____ semester hours of credit and in my professional opinion the college credit hours would be appropriate in renewing a

- Teaching Administrative, or Special Services certificate

Signature of Authorized College Certification Official Date

Institution _____

City _____ State _____

NAME: _____ SOCIAL SECURITY NUMBER: _____

PERSONAL AND PROFESSIONAL FITNESS

Have you ever had a teaching credential, license, certificate, or other document authorizing school service or teaching, suspended, revoked, voided, denied rejected, or voluntarily surrendered. YES NO

If yes, please attach a written statement that fully explains the facts and where this occurred.

2. Are you currently the subject of any inquiry or investigation, or is any disciplinary action currently pending against you, by any licensing agency, governmental body, or criminal justice agency? YES NO

If yes, please attach a written statement that fully explains the facts and where this is occurring.

3. Have you ever been found guilty of a felony or misdemeanor or entered a plea of guilty or no contest to a felony or misdemeanor? Minor traffic violations need not be reported. YES NO

If yes, complete Criminal Charges Self-Reporting Form. Request this form from the Nebraska Department of Education.

CATEGORY SELECTION FORM - YOU MUST COMPLETE THIS PORTION OF THE APPLICATION

NOTICE TO APPLICANTS: Every application for Nebraska teacher certification on form NDE 20-003 must be accompanied by this form.

INSTRUCTIONS: CRIMINAL HISTORY RECORD CHECK (FINGERPRINTING)

Nebraska statute and State Board of Education regulations provide that certain applicants for Nebraska certification must submit fingerprints. This form will help you decide if the requirement applies to you. If it does apply to you, this form will help you meet the requirement.

The statements follow. You must check ONE statement and you may not check more than ONE. If you feel that none of these statements applies to you or you need assistance in completing this form, call Teacher Certification.

_____ I am exempt from the criminal record history check because I now hold or at some time in the past did hold a Nebraska certificate. (The Nebraska Department of Education will notify you if you check this item and are not eligible to be exempted.)

_____ I have not held a Nebraska certificate so I am submitting a record of my residences during the six years immediately preceding the date of my application. Since the record demonstrates that I have been a continuous resident of Nebraska for five or more years, I am exempt from the criminal record history check. (See instructions below.)

_____ I have not lived in Nebraska continuously for the five years immediately prior to this application; therefore, I am submitting, on forms provided by the Nebraska Department of Education, two complete and legible sets of my fingerprints AND a fee of \$40 in addition to any certification processing fee.

If you are unsure about your status as a resident, see the definition on the next page, or you may call the Nebraska Department of Education, Office of Certification Counsel at (402) 471-0730. Use the form on the back of this page to record your residence(s). If you lived the entire time (five consecutive years prior to your application date) at one residence, complete the form showing only that one residence.

DO NOT WRITE IN THIS SPACE



NORTH DAKOTA EDUCATOR'S PROFESSIONAL CERTIFICATE
EDUCATION STANDARDS & PRACTICES BOARD
 SFN 9019 (11-96)

PLEASE TYPE OR PRINT CLEARLY

For State Use Only

N.D.C.C. 15-36-11 — No person who is not the holder of a valid teacher's certificate shall be permitted or employed to teach in any public schools of the state.

Allow a minimum of three weeks for processing. Unless otherwise requested, this application will be renewed for basic requirements only. A renewal application may be processed up to six months prior to the expiration date if all renewal requirements have been met.

Register No.
Certificate No.
Date Issued

if you need a replacement, contact DPB

ATTACH FEE HERE	Social Security Number	Name Last Eppen	First Ellen	Middle J	Surname Erfourth
Street Address/RFD 118 2nd Ave		City Edgeley	State ND	Zip Code (please enter all 9 digits) 58433-0095	Telephone (701) 443-2531

NEW APPLICANTS — Complete all parts on front page. Send entire form with fees attached to college for verification of teacher education (Part V) and official transcript. Include transcripts of additional degrees of education necessary to process your application. Incomplete applications will be returned.

RENEWAL APPLICANTS — Complete parts I, II, III, and VI (on front page), and forward to the Education Standards and Practices Board. See Part V note.

PART I Enclose the fees in check or money order and check the type of certificate desired to identify your request.

<input checked="" type="checkbox"/> \$5.00 Application Fee (New applicants only) (nonrefundable)	<input type="checkbox"/> \$75.00 5 Year	<input type="checkbox"/> \$20.00 Duplicate	<input type="checkbox"/> \$100.00 Emergency
<input type="checkbox"/> \$50.00 Provisional/Entrance	<input type="checkbox"/> \$30.00 2 Year Renewal (not 18 months of contracted teaching/substitute teaching)	<input type="checkbox"/> \$35.00 New Endorsement Added	
<input type="checkbox"/> \$50.00 Re-entry/2 Year (if certificate expired more than 5 years ago)	<input type="checkbox"/> \$75.00 Degree Added (with 5 Year Extension)	<input checked="" type="checkbox"/> \$35.00 Out-of-State Transcript Review (nonrefundable)	F50 or \$55

PART II To be completed by ALL applicants: Please check yes or no for each question.

Yes	No	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	1 Are you a citizen? (Aliens—please request special instructions before completing this application.)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	2 Were you ever convicted of a misdemeanor or felony other than minor traffic offenses? If yes, attach explanation. For RENEWALS, respond for current certificate term only.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	3 Have you ever had a certificate denied, suspended, or revoked in any state? If yes, which state? Attach explanation. North Dakota subscribes to a national clearinghouse on denied, suspended, or revoked licenses.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	4 If you graduated in teacher education after September 1, 1980, have you completed a course in North Dakota Native American studies? See reverse side for explanation.

I declare under the penalty of perjury that the information furnished herein is to be best of my knowledge and belief, true, correct, and complete.

Applicant Signature Ellen J. Eppen	Date 8/1/98
--	-----------------------

PART III To be completed by ALL applicants: Please check one.

<input checked="" type="checkbox"/> Entrance Official transcripts of all institutions attended must be included.	<input type="checkbox"/> First 5 year renewal For those who have completed 18 consecutive months of full time successful teaching in North Dakota on valid North Dakota certificates. Recommenders must verify all 18 months.
<input type="checkbox"/> 2 year renewal a) for those who have not completed 18 full months of contracted teaching in North Dakota, or b) for those who are re-entering after a five year absence	<input type="checkbox"/> Subsequent 5 year renewals Please attach a transcript or credit slips for 4 semester/5 quarter hours of college coursework taken within the five year block of time.

List the last three places of contracted educational employment:

Location	Grade/Subject	Dates Inclusive	Length of Employment	Immediate Supervisor	Exact number of months teaching in North Dakota as verified in this listing

(See Reverse for PART IV and V)

PART VI To be completed by ALL applicants:

Three recommendations are required for all applicants whether new or renewal. For renewal, secure two from the most recent employing board, supervisors, and administrators. Third person may be applicant's choice. People new to teaching or applicants who have been out of teaching three years or more, use recommenders who can verify your teaching potential and character at this time. College placement papers or signatures may be used by new graduates. For new applicants with previous teaching experience, if employed within the past three years, administrative recommendations must be from the last employing district.

RECOMMENDERS: The above named applicant needs to be recommended for the certificate sought. Indicate your choice. It is assumed that the school district will have on file evaluation of applicant performance.

I DO RECOMMEND	I DO NOT RECOMMEND	Personal Signature	Address	Position
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jammy Chatum	Rt. 2 Box 6 Orchard, NE	Classroom Teacher
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Glita J. Shabram	RR2 Box 5 Orchard, NE	6th grade teacher
<input checked="" type="checkbox"/>	<input type="checkbox"/>	AL Samsen TOR	Box 215, ORCHARD, NE	ORCHARD School Superintendent

PART VII OATH TO BE COMPLETED BY NEW APPLICANTS ONLY: Retain the second copy for your file. (Please note this can be witnessed or notarized.) North Dakota Century Code 15-37-01 requires that each person applying for a North Dakota teacher's certificate for the first time must subscribe to the oath or affirmation below.

I do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution of the State of North Dakota, and that I will faithfully discharge the duties of my position according to the best of my ability.

Subscribed to before me this 26th day of August, 1998 at Edgeley, ND State

Signature of Applicant Ellen J. Eppen	Signature of Person Administering Oath Alexi Kuecker
---	--

Dear Applicant

This information requested on this form is necessary to fulfill the requirements established in the North Dakota Certification Regulations. Please complete those areas that apply to your current status.

North Dakota issues a two year entrance certificate based on a Bachelor's degree minimum in accordance with the current regulations.

After 18 full months of successful teaching in North Dakota on a valid certificate, a person may apply for a five year certificate. No credit hours are required for this transition. Three positive recommendations, as outlined below, are required. During the validity of the five year certificate, four semester/six quarter hours of credit must be earned for renewal.

RE-ENTRY TO THE PROFESSION:

Anyone out of education for five years must obtain eight semester/twelve quarter hours of education in his/her area in the first two years of teaching if a contracted job is obtained. Half of the hours must be presented during the first year. Substitute teachers can continue to renew for two year periods without triggering the requirements.

NON-CITIZEN APPLICANTS:

Aliens must file proof of legal residency. Those applicants who file a Declaration of Intent to become a citizen will receive a regular teaching certificate if they qualify. Those applicants who do not file a Declaration of Intent but qualify and are legal residents for the year may receive a Letter of Approval to teach on a temporary basis annually renewable.

INDIAN STUDIES REQUIREMENTS:

All in-state and out-of-state applicants who have graduated from an accredited teacher education program after September 1, 1980, are required to have two semester/three quarter hours of approved college credit in North Dakota Native American studies. For approved coursework check with the North Dakota college of your choice or our office. The two year certificate will be used for compliance by re-entry and out-of-state applicants.

Upon attaining employment in North Dakota the teacher must exhibit the certificate to business manager of the school district.

Sincerely



Executive Director
Education Standards & Practices Board

Code	Level of Preparation	Code	Majors and Minors	Code	Majors and Minors
01	Pre-kindergarten	05037	English cont'd		
02	Kindergarten	05040	Speech & Drama	13053	Science cont'd
03	Elementary	05043	Theater Arts	13055	Anatomy
04	Junior High	05044	Composition	13057	Zoology
05	Secondary	05046	Speech	13059	Math/Science Composite
06	Se. Elem	05047	Speech Communications		Biology/Physical Sciences
07	K - S (K-12)		Speech Communications and Theater Arts		Office Education
08	Nursery	05049	Classics		Health
09	K - 3	05050	T.E.S.L.		Social Studies
10	Jr. HS/Sec		Foreign Languages	15005	American Studies/American History
11	Mid. Sch. (5-8)		Classical Languages	15017	Government
12	K - 6		Modern Languages	15010	Economics
13	1 - 6		French	15012	Asian Studies
14	Pre-K & Kndg	05005	German	15015	Geography
15	S - 12	06007	Greek	15017	Earth Science/Geography
16	Non teaching	06010	Latin	15019	Earth Science
33	Non teaching	06015	Norse	15020	History
	ND Institutions Granting Degree	06020	Spanish	15023	History/Political Science
44030	Jamestown College	06025	Russian	15040	Sociology
440037	University of Mary	06030	Italian	15043	Social & Behavioral Science
440039	Trinity Bible College	06035	Physical Education & Health	15044	Military Science/Science
440040	North Dakota State University	06037	Coaching	15046	Native American Studies
440070	UND - Ellendale Branch	06039	Health Physical Ed & Recreation	15049	European History
440080	Dickinson State University	08005	Health Education	15051	Latin American History
440090	Mayville State University	08025	Physical Education		Health Education
440100	Minot State University	08027	Health & Physical Education	18015	Health
440110	Valley City State University	08034	Adapt Physical Education		Special Education
440120	University of North Dakota		Home Economics	19005	Mental Retardation
999999	Out-of-State College or University	09025	Home Economics Education	19007	Speech Language Pathology
	Degree	09035	Vocational Home Economics	19010	Speech Pathology & Audiology
04	Bachelor's Degree	09040	Family & Consumer Science	19012	Audiology
05	Master's Degree		Agriculture	19015	Special Education
06	Special Degree (6 yrs)		Agricultural Education	19020	Deaf Education
07	Doctor's Degree		Art	19025	Learning Disabilities
	Code		Art History	19037	Pre-K Handicapped
01005	Agriculture		Business Education	19040	Emotionally Disturbed
	Accounting		Business Administration	19045	Visually Impaired
02005	Art		Business Economics	19050	Commun. Disorders
02010	Fine Arts		Business Ed/General Business		Driver Education
02015	Art History		Business - Vocational Education	21005	Driver Education
	Business Education		Marketing		Other
03005	Accounting		Marketing Science	50010	Elementary 2 Year
03010	Business Administration		Accounting/Typewriting	50015	Elementary Education
03015	Business Economics		Distributive Education	50017	Middle School
03020	Business Ed/General Business		Vocational Marketing Education	50018	Secondary Education (Masters)
03025	Business - Vocational Education		English	50020	Guidance & Counseling
03030	Marketing		Biology	50025	Junior High Education
03035	Secretarial Science		Botany	50030	Kindergarten
03040	Accounting/Typewriting		Chemistry	50035	Pre-Kindergarten
	Distributive Education		Earth & Environmental Science	50037	Pre-K Kindergarten
04005	Distributive Education		Earth & Environmental Science	50045	School Administration
04006	Vocational Marketing Education		Geography	50050	Audio Visual
	English		Earth Science	50055	Library
05005	Communications		Geology	50057	Library Sci/Audio Visual
05007	Reading		Physical Science	50070	Media/Education
05008	Language Arts		General Science/Composite	50072	Media/Audio Visual
05009	Reading/Language Arts		Science	50075	Aesthetic Education
05010	Humanities		Physics	50080	School Psychologists
05012	Linguistics			50085	Curriculum & Inst. (Masters)
05015	Drama				
05020	English (Composite)				
05022	American Literature				
05023	English Literature				
05025	Journalism				
05035	Speech & Debate				

PART IV EDUCATION & STANDARDS BOARD USE ONLY

1	Type	Expiration Date	!	\$
2	Special Endorsements			
3	Restrictions			
4	Request Type	<input type="checkbox"/> Renewal	<input type="checkbox"/> Entrance	

RESTRICTIONS									
0	2	2							
0	2	2							
0	2	2							
0	2	2							

NOTE: PART V must be completed for NEW applicants. Persons applying for RENEWALS should have PART V completed only if they have acquired an advanced degree or new major/minor.

Social Security Number	Name Last	First	Middle	Maiden
	Eppen	Ellen	Jo	Erfourth
Street Address/RFD	City	State	Zip Code (please enter all 9 digits)	Telephone
118 2nd Ave	Edgeley	ND	58433-0095	701/493-2531

PART V RECORD OF EDUCATION: TO BE COMPLETED BY COLLEGE OR UNIVERSITY (ATTACH TRANSCRIPT). See above for course codes, level of preparation, and institution code.

Graduation Date	Out of State College Name	State
1 Enter College Code	2 Enter Degree Code	

3	Course Code	Major Title	Level of Preparation	Course Code	Minor Title	Level of Preparation

3a North Dakota requires overall grade point average of 2.500 on a 4.00 scale.

4 Student Teaching - Check Grade Level
 K 1 2 3 4 5 6 7 8 9 10 11 12

5 The college education program completed by this applicant is accredited by

Signature of College Registrar	Date
College or University	

(COLLEGE SEAL) Return completed application to Education Standards & Practices Board, 500 East Boulevard Avenue, Bismarck, ND 58505-0440.

STATE OF MICHIGAN
THE DEPARTMENT OF EDUCATION



HAS AWARDED TO

ELLEN J ENFOURTH

THIS PROVISIONAL CERTIFICATE

IN ACCORDANCE WITH THE PROVISIONS OF ACT 387 OF THE PUBLIC ACTS OF 1964,
THE HOLDER OF THIS CERTIFICATE IS AUTHORIZED TO TEACH IN ANY MICHIGAN
SCHOOL ALL SUBJECTS AND GRADES INDICATED.

ORIGINAL ENDORSEMENTS	ADDITIONAL ENDORSEMENTS
GRADES K-8 ALL SUBJECTS GRADE 9 CC CE	

RECOMMENDED BY ALMA COLLEGE
WITH A BACHELOR'S DEGREE

GIVEN AT LANSING MICHIGAN THIS 7TH DAY OF MAY 1989
AND EXPIRES ON THE 30TH DAY OF JUNE 1989

002236 MI
ELLEN J ENFOURTH
732 CHAMPION
LINCOLN PARK MI 48146

THIS CERTIFICATE IS VALID AS THE ABOVE
INFORMATION APPEARS ON THE REVERSE SIDE

Clifford C. Hill
Chairman, State Board of Education

ORIGINAL

BX LANGUAGE ARTS
 BA ENGLISH
 BC JOURNALISM
 BD SPEECH
 BR READING

CX SOCIAL SCIENCE
 CA ECONOMICS
 CB GEOGRAPHY
 CC HISTORY
 CD POLITICAL SCIENCE
 CE PSYCHOLOGY
 CF SOCIOLOGY
 CH ANTHROPOLOGY
 CL CULTURAL STUDIES
 CM BEHAVIORAL STUDIES

DX SCIENCE
 DA BIOLOGY
 DC CHEMISTRY
 DE PHYSICS
 DH GEOLOGY-EARTH SCIENCE
 DO ASTRONOMY

EX MATHEMATICS

FOREIGN LANGUAGE
 FA FRENCH
 FB GERMAN
 FC GREEK
 FD LATIN
 FE RUSSIAN
 FF SPANISH
 FH ITALIAN
 FI POLISH
 FJ HEBREW

GX BUSINESS EDUCATION
 GA ACCOUNTING
 GH BUSINESS ADMINISTRATION
 GI SECRETARIAL SCIENCE
 GM DISTRIBUTIVE EDUCATION

HX AGRICULTURAL EDUCATION

IX INDUSTRIAL ARTS

JX MUSIC EDUCATION

KH HOME ECONOMICS

LX ART EDUCATION

MX HEALTH PHYS ED & RECREATION
 MA HEALTH
 MB PHYSICAL EDUCATION
 MD RECREATION
 MH DANCE

MISCELLANEOUS
 NC DRIVER & SAFETY ED
 ND LIBRARY SCIENCE
 NJ ENVIRONMENTAL STUDIES
 NT GUIDANCE COUNSELOR
 NU OCCUPATIONAL THERAPY

OX FINE ARTS

PX HUMANITIES
 PR ACADEMIC STUDY OF RELIGIONS
 PS PHILOSOPHY

SPECIAL EDUCATION
 SA MENTALLY HANDICAPPED
 SB SPEECH CORRECTION
 SC ORTHOPEDICALLY HDCP
 SE EMOTIONALLY DISTURBED
 SH TEACHER OF HOMEBOUND
 SK EDUCATION OF THE BLIND
 SL EDUCATION OF THE DEAF
 SM LEARNING DISABILITIES
 SS SPECIAL HEALTH PROBLEMS

VOCATIONAL EDUCATION
 VA AGRICULTURE
 VB BUSINESS EDUCATION
 VD DISTRIBUTIVE EDUCATION
 VH HOME ECONOMICS
 VT VOCATIONAL TECHNICAL

BILINGUAL EDUCATION
 YA BILINGUAL FRENCH
 YB BILINGUAL GERMAN
 YC BILINGUAL GREEK
 YD BILINGUAL LATIN
 YE BILINGUAL RUSSIAN
 YF BILINGUAL SPANISH
 YH BILINGUAL ITALIAN
 YI BILINGUAL POLISH
 YJ BILINGUAL HEBREW
 YK BILINGUAL ARABIC
 YL BILINGUAL OTHER
 YM BILINGUAL VIETNAMESE
 YN BILINGUAL KOREAN
 YO BILINGUAL YUGOSLAVIAN
 YP BILINGUAL CHALDEAN

AREAS OF SPECIALIZATION
 ZA EARLY CHILDHOOD
 ZB GRADE 1 & 2
 ZC MIDDLE SCHOOL
 ZE GENERAL ED THROUGH
 ZF SECONDARY 10 THROUGH

TEACHER OATH

STATE OF MICHIGAN

County of _____ } ss

I do solemnly swear (or affirm) that I will support the constitution of the United States of America and the constitution of the state of Michigan, and that I will faithfully discharge the duties of the office of teacher according to the best of my ability.

 Signature

Subscribed and sworn to before me this _____ day of _____

 Notary

in and for _____ county

My commission expires _____ 19 _____

If you are employed in Michigan this oath must be properly executed.

EMPLOYER'S COPY

IMPORTANT NOTICE TO TEACHER

As the holder of this certificate you are a candidate for the Michigan CONTINUING Certificate. See reverse side for EXPIRATION DATE of this certificate.

CONTINUING CERTIFICATE-REQUIREMENTS:

1. THREE YEARS of successful teaching experience following issuance of and within the validity of your original MICHIGAN Provisional Certificate.
2. 18 SEMESTER HOURS following issuance of your original MICHIGAN Provisional Certificate in a PLANNED PROGRAM established with and by an approved Michigan teacher education institution - OR - an approved MASTER'S degree from an approved institution.
3. If this certificate is endorsed in Vocational Education you are required to include 10 semester hours of approved vocational education credit as part of your 18 hour planned program or have earned a Master's degree.

TWO RENEWALS OF PROVISIONAL CERTIFICATE AVAILABLE - REQUIREMENTS:

1. Lacking the above Continuing Certificate requirements you can qualify for a three year Provisional Renewal if you hold an approved earned Master's degree OR when you have completed, following issuance of your original Michigan Provisional Certificate, a minimum of the first 10 SEMESTER HOURS of your 18 SEMESTER HOUR PLANNED PROGRAM.
2. A second three year Provisional Renewal is available if you hold an approved earned Master's degree OR when you have completed, following issuance of your original Michigan Provisional Certificate, your entire 18 SEMESTER HOUR PLANNED PROGRAM.

APPLICATION PROCEDURES:

1. If you hold an approved out-of-state Master's degree apply directly to the State Department of Education.
2. ALL OTHERS apply directly to the Michigan College through which you completed (or are completing) your Master's degree or planned program.



Education Standards and Practices Board
600 East Boulevard Avenue
Bismarck, ND 58505-0080
(701) 328-2264 Fax #328-2815

**Testimony on HB 1274 – Regarding provisional certification
and reciprocity with other states**

February 8, 1999 - House Education Committee

M. Chairman and Members of the Committee, my name is Deb Jensen and I am the Assistant Director of the Education Standards and Practices Board (ESPB). House Bill 1274 is one of several bills introduced during this and past legislative sessions that deal with reciprocity of certification between states. (HB 1282 introduced in this session also deals with reciprocity in regard to special education.) Reciprocity is an issue that is important to our state as we continue to be increasingly mobile as a society.

The ESPB recognizes the need to address reciprocity but has the following concerns with the current wording of HB 1274. First of all, more comprehensive solutions already exist for meeting this need. (These solutions are explained later in this testimony.) The introduction of multiple bills based on individual scenarios often complicates the statutes and may not address the real issues comprehensively and fairly for all. Second, this bill's current language without amendments is not specific in regard to how close the applicant would need to be to our standards. This would force us to accept other certificates even if they are based on qualifications that are significantly lower than our North Dakota standards. The wording does not account for the wide variance in standards for certification in other states or for the variety of levels of certification offered by some states. These differences in certification policies would create inequitable differences in the standards to which in-state graduates and out-of-state applicants are held. We currently apply the same standards to all applicants.

The quality of our North Dakota standards has been recognized in national studies such as the National Commission on Teaching and America's future. Their study found that "Students in some states in the United States perform as well as those in top-ranked countries, while other states' students rank with countries at the bottom. The best and worst performers are distinguished in part by the attention they pay to teacher quality. Top-ranked states like North Dakota, Minnesota, and Iowa all have professional standards boards that have enacted high standards for teacher preparation and licensing. Those at the bottom still hire a large number of untrained teachers each year...and their student's learning suffers for it." (*What Matters Most: Teaching for America's Future*, Report of the National Commission on Teaching & America's Future, September 1996)

We know from visiting with some of the sponsors of HB 1274 that it is not their intention to lower North Dakota's standards for teacher qualifications and would like to thank them for that intent. We understand the intent of the bill is to make it easier for schools to employ individuals who are moving in from out-of-state.

I have information from a meeting I attended earlier in January that offers a better solution and is already allowed for within the ESPB's existing statutes and rules. This information was not available to the bill's drafters earlier, so we would like them to consider it at this time. This solution, in combination with the interim (emergency) certification options we already offer, would allow us to maintain our standards while allowing qualified applicants easier passage into North Dakota. I think we are all in agreement that we do not want to facilitate the easier passage of unqualified or less qualified applicants.

In 1998, I was appointed as the Central States representative to the Interstate Contract Committee of the National Association of State Directors of Teacher Education and Certification

(NASDTEC). North Dakota and several other central states had not previously signed the NASDTEC reciprocity contract because we felt the earlier contract jeopardized the standards that have served our students so well. The new contract, which will be ready for issuance this summer, has addressed the most serious of those issues. The contract also allows us to choose to sign only with other states that have standards similar to our own. More of the central states have now been able to sign selectively without compromising their standards. I presented this new information to the ND ESPB at their January 14-15, 1999 meeting and will consider the final contract draft this spring.

The ESPB has already been given the statutory authority to enter into such reciprocity agreements in NDCC 15-38-18. We also amended our administrative rules in July of 1998 to allow additional leeway in our interim (emergency) certification for content shortage areas and substitute shortage areas. These allowances meet targeted needs when districts have no regularly qualified applicants while maintaining the overall quality of our teaching force. The interim certificate is already in place and is used to allow individuals needed in shortage areas to be employed while they are completing the remaining education requirements.

The legislature also already has an avenue for assuring accountability. There is a continuing study resolution before this legislature (HB 3007-continuing study of Title 15) that would allow you to monitor our progress on this matter.

We hope this information will convince the committee that our Board is sincere in its efforts to assist schools in obtaining qualified personnel, and that it is not necessary to pass additional legislation or lower our standards to facilitate that goal.

If the committee still feels strongly about issuing additional legislation relating to the reciprocity issue during this session, we ask that you please adopt the following amendments to

HB 1274 to assure our standards remain rigorous and effective in providing a quality education to our students.

Amendment 1:

Change the name of the certificate to “interim reciprocity” rather than “provisional”. This would bring the language into alignment with our existing interim certificate that indicates the individual still has educational requirements to meet. (We discussed with the sponsors using the term “probationary”, but this implies disciplinary action has been taken.) Using the interim reciprocity term would avoid confusion with the provisional certification being proposed in HB 1063 in which the individual has meet all of the educational requirements but is allowed to be temporarily employed while awaiting their FBI background check clearance. This terminology change would take place in lines 2, 6, 7, 16, and 18.

Amendment 2:

This amendment would assure that the certification being accepted is based on standards reasonably similar to our North Dakota standards.

Add to Section 1. 1, lines 7-15:

The education standards and practices board shall grant ~~an provisional~~ interim reciprocity teaching certificate in accordance with NDCC 15-47-46 and 15-41-25 to an individual who holds a valid regular teaching license or certificate from another state when such certification is requested by an approved school or district, provided:

- a. The certification is based upon a minimum of a bachelor’s degree with a major that meets the issuing state’s requirements in

elementary education, middle level education, or a content area taught in public high schools.

b. The certification required the completion of professional education sequence from a state approved teacher education program, including supervised student teaching;

a-c. The individual submits to a background check as required of initial applicants in section 15-38-18.2;

b- d. The background check reveals nothing for which a North Dakota applicant would be denied initial certification;

e- e. The individual submits a plan ~~for meeting all requirements to become a certificated teacher in this state.~~ to the education standards and practices board to meet all of the remaining requirements for regular North Dakota certification.

Amendment 3:

~~2. A provisional certificate granted under this section is valid for two years and may be renewed, upon written request, for an additional period of two years.~~

2. The interim reciprocity certificate granted under this section is valid for two years. The individual must submit evidence of progress on their educational plan to the education standards and practices board at the end of the two-year period. The interim reciprocity certificate may be renewed for one additional two-year period provided satisfactory progress is demonstrated.

The current wording in “2” would allow an individual to teach for four years (the equivalent of half a student’s elementary education, or their entire high school education) without any actual accountability for coming up to our North Dakota standards. We feel a two-year period is fair and in line with our other certificates’ education requirements, while a four-year period could cause significant and irreparable damage to the quality of the students’ education if progress is not being made.

Number 3 would have no changes other than the terminology change from “provisional” to “interim reciprocity” in line 18.

Once again, we would like to thank the committee for its commitment to high standards for teacher education. We hope this testimony will be helpful as you make your decision regarding HB 1274.



Education Standards and Practices Board
600 East Boulevard Avenue
Bismarck, ND 58505-0080
(701) 328-2264 Fax #328-2815

Testimony on HB 1274 – Regarding interim reciprocity certification

March 15, 1999 - Senate Education Committee

M. Chairman and Members of the Committee, my name is Deb Jensen. I am the Assistant Director of the Education Standards and Practices Board (ESPB). Reciprocity with other states is an important issue as we continue to be increasingly mobile as a society. I would like to give you a little background on the evolution of HB 1274 and to offer some minor amendments to the current language.

The House Education Committee already adopted a number of amendments to House Bill 1274 that were proposed by our office. The amendments were introduced to address the fact that there is a wide variance in standards for certification in other states and in the different levels of certification offered by some states.

The amendments we proposed earlier parallel the reciprocity recommendations of the National Association of State Directors of Teacher Education and Certification (NASDTEC). I was appointed as the Central States representative to the Interstate Contract Committee of NASDTEC in 1998. Our Board has been discussing reciprocity in light of that NASDTEC interstate information. North Dakota and several other central states had not previously signed the NASDTEC reciprocity contract because we felt the earlier contract was not stringent enough and could have jeopardized the standards that have served our students so well. The new contract, which is currently under discussion by our Board, has addressed the most serious of those issues. The contract will allow us to choose to sign only with other states that have standards similar to our own. More of the central states have now been able to sign selectively

without compromising their standards. The ESPB has statutory authority to enter into such reciprocity agreements in NDCC 15-38-18.

You should also be aware that we amended our administrative rules in July of 1998 to allow additional leeway in our existing interim (emergency) certification for content shortage areas and substitute shortage areas. These allowances meet targeted needs when districts have no regularly qualified applicants while maintaining the overall quality of our teaching force. The interim (emergency) certificate is already in place and is used to allow individuals needed in shortage areas to be employed while they are completing the remaining education requirements.

We would prefer to address the reciprocity issue through our existing interim certification and through the NASDTEC Interstate Contract rather than through legislation, due to the contract's flexibility in allowing us to choose which states' standards we accept. That type of flexibility is difficult to provide for in law because it depends upon the constant review of standards that are revised and updated continuously in all states.

We do feel, however, that the House Education Committee honored our most serious standards concerns by accepting our original amendments. If you feel it is necessary to establish a law regarding reciprocity, House Bill 1274 does, in its amended form, provide a reasonable degree of protection to our standards for teacher education.

The minor language changes we would like to propose at this point are:

1. Page 1, line 7: change "shall" to "may". This change would allow the board to exercise professional discretion in special circumstances, for instance, if an individual has a history that may not have resulted in criminal convictions, but may still make them unsuitable to work with children.

2. Page 1, line 16: after “student teaching”, add “at the appropriate level”. This creates alignment with our other laws and rules.
3. Page 1, line 21-22: “e. The individual submits a plan for meeting all additional requirements ~~necessary to become a certificated teacher~~ for regular certification in this state.” Since lines 4 & 5 on page 2 of the bill state that the interim reciprocity certificate is the equivalent of a certificate granted under chapter 15-36, we felt it necessary to clarify that the individual does still need to complete the additional requirements for a *regular* certificate.

We appreciate that this Legislature has demonstrated a commitment to high standards for teacher education. We hope this testimony will be helpful as you make your decision regarding HB 1274.