

**Proposed Readoption with Amendments of N.J.A.C. 6A:9B,  
State Board of Examiners and Certification**

The following is the accessible version of the proposed readoption with amendments of N.J.A.C. 6A:9B. The second discussion level document includes three sections – [a comment and response form](#), [a summary of the chapter](#) and [the rule text, including proposed amendments](#).

**State Board of Education  
Administrative Code  
Comment/Response Form**

This comment and response form contains comments from the August 3, 2022, meeting of the State Board of Education when the rulemaking was considered at First Discussion Level.

**Topic:** State Board of Examiners and Certification

**Meeting Date:** September 14, 2022

**Code Citation:** N.J.A.C. 6A:9B **Level:** Second Discussion

**Division:** Field Support and Services

**Completed by:** Office of Recruitment, Preparation and Certification

**Summary of Comments and Agency Responses:**

The following is a summary of the comments received from State Board of Education (State Board) members and members of the public and the Department of Education's (Department) responses. Each commenter is identified at the end of the comment by a letter or number that corresponds to the following list:

- A. Kathy Goldenberg, President, State Board of Education
  - B. Andrew Mulvihill, Vice President, State Board of Education
  - C. Mary Beth Berry, Member, State Board of Education
  - D. Mary Elizabeth Gazi, Member, State Board of Education
  - E. Nedd James Johnson, Member, State Board of Education
  - 1. Latoya Johnson, Special education teacher
  - 2. Sue Ferrara, PhD
  - 3. Calvin Densmore
  - 4. Linda L., Teacher
1. **Comment:** The commenter asked why the Department is removing the State Board's authority to hear appeals of State Board of Examiners' decisions and giving the authority to the Commissioner in the proposed amendments at recodified N.J.A.C. 6A:9B-4.16(a)1. The commenter further stated that it is the State Board's responsibility to be the checks and balances, but the proposed amendment would transfer the responsibility to the Commissioner. **(A)**
- Response:** P.L. 2008, c. 36 eliminated the role of the State Board in the appeal of the Commissioner's determinations related to decisions issued by the State Board of Examiners. Pursuant to N.J.S.A. 18A:6-38.4, all appeals of State Board of Examiners'

decisions shall be made to the Commissioner and the Commissioner's determination regarding the appeal is considered the final agency action. The proposed amendments at recodified N.J.A.C. 6A:9B-4.16(a)1 will align the section with N.J.S.A. 18A:6-38.4.

2. **Comment:** The commenter expressed concern that the proposed deletion of N.J.A.C. 6A:9B-5.6(c) will remove the State Board's responsibility to set fees for the issuance of certificates and other services provided by the office that supports the State Board of Examiners. **(A)**

**Response:** Existing N.J.A.C. 6A:9B-5.6(c) states that "[t]he State Board may establish in this section a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training." The State Board established the fees for certificates by adopting the fee structure set forth in the New Jersey Administrative Code more than 40 years ago. The fee structure has been readopted and amended in the intervening years, with the last readoption of the fee structure at N.J.A.C. 6A:9B-5.6(b) taking place in 2015. Therefore, the Department proposes to delete existing N.J.A.C. 6A:9B-5.6(c) because it is redundant. The State Board's authority to set the fee structure through regulations also is set forth in State statute at N.J.S.A. 18A:6-38.

3. **Comment:** The commenter stated that school districts are having difficulties in finding teachers and individuals looking for jobs have many choices, many of which pay more than the teaching profession. The commenter also stated that charging fees to individuals entering the teaching profession may deter candidates. The commenter further stated that the costs for the review of certificate applications and the staff time involved already are paid by the State. The commenter asked why the Department is not waiving fees to attract more individuals to the teaching profession. The commenter reiterated that the State Board's goal is to eliminate barriers to entering the education field and asking candidates to pay fees for a certificate is contraindicated. **(A)**

**Response:** Certificate fees pay for the salaries of Department staff who process application and for certification operations; additional State funding is not provided. The Department continues to look at the impact of the cost of certification fees in New Jersey, as the current fees have not increased since January 2008. The Department conducted an analysis of State fees for certificates and found that other states have increased the cost of the certificates they issue or they require certificates to be renewed along with the payment of additional fees. The certificate of eligibility (CE), certificate of eligibility with advanced standing (CEAS), provisional, and standard certificates issued by the State Board of Examiners do not expire and do not require renewal. The Department continues to encourage school districts to use some of the Federal funds received during the COVID-19 pandemic to help cover the costs of certificate fees for candidates that the school districts seek to hire.

4. **Comment:** The commenter asked if the Department provides guidance to school districts encouraging them to look at the fees that potential candidates may be incurring and possibly pay the fees. **(D)**

**Response:** The Department continues to encourage school districts to use some of the Federal funds received during the COVID-19 pandemic to help cover the costs of certificate fees for candidates that the school districts seek to hire.

5. **Comment:** The commenter asked if the Department is recruiting and hiring non-United States citizens to teach bilingual/bicultural education as has been done in the past. The

commenter also asked why that program is not part of the proposed readoption with amendments of N.J.A.C. 6A:9B. **(B)**

**Response:** School districts directly recruit and hire educators. School districts may recruit individuals who are not citizens of the United States to teach bilingual/bicultural education. Therefore, it is unnecessary to regulate. Accordingly, pursuant to existing rules at N.J.A.C. 6A:9B-5.7, non-United States citizens must have the appropriate education and background to be issued the appropriate instructional certificate in New Jersey.

6. **Comment:** The commenter asked what will be the impact of changing the minimum qualifying scores on the SAT, ACT, or GRE to the top-half percentile from the top-third percentile for a CE candidate to demonstrate competency in the use of the English language and in mathematics, as proposed at N.J.A.C. 6A:9B-8.3(a)5i(1). The commenter also stated that it is the collective responsibility of the State Board and the Department to attract as many teachers as are needed, but the goal is to attract qualified teachers and lowering the standards may be completely appropriate. **(B)**

**Response:** The Department anticipates that the candidate pool will increase because the proposed rules will expand the range for the qualifying scores on the SAT, ACT, or GRE without compromising teacher quality. The Department contends that expanding the range of qualifying scores to demonstrate core competencies and content knowledge, as well as completing the appropriate coursework, will continue to ensure that New Jersey issues certificates to qualified candidates. Additionally, the proposed amendments at N.J.A.C. 6A:9C will enhance the mentoring of CE candidates, which ensures that candidates are prepared for the classroom.

7. **Comment:** The commenter asked if the Department is granting certificates to recent graduates or to experienced teachers from other states through reciprocity. The commenter also asked if the Department will be recognizing instructional certificates from all states, regardless of the quality of the educator preparation programs. **(D)**

**Response:** The Department currently accepts certificates from all other states as long as New Jersey has a comparable certificate or endorsement. Proposed N.J.A.C. 6A:9B-8.8(a)1i will provide flexibility to candidates who have a valid CEAS from another state and apply for interstate reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement. The proposed regulation will exempt candidates from having to fulfill duplicative clinical practice requirements of a CEAS program.

8. **Comment:** The commenter asked if undergraduate students seeking dual certification are required to complete two student teaching clinical experiences. **(E)**

**Response:** All approved educator preparation programs contain clinical components. Specifically, clinical experience hours occur throughout the program and are incorporated in the coursework. Clinical practice, which is also called student teaching, occurs during the final year of the educator preparation program and is a year-long clinical placement that requires the clinical intern to become deeply embedded in the classroom and school community. Clinical experiences include various placements, while clinical practice is usually in one or two settings. For example, a student with a dual major in elementary education and teacher of students with disabilities would have clinical experience in a variety of settings, but the educator preparation program determines whether the student

completes the year of clinical practice in an elementary classroom or in a self-contained classroom for students with disabilities.

9. **Comment:** The commenter asked if the State Board has considered hiring individuals with doctoral degrees to teach in New Jersey without requiring the individuals to earn another master's degree to fulfill existing requirements for the instructional certificate. The commenter stated that an individual with a Ph.D. who holds a degree in elementary education, has passed the Praxis assessment, holds a New Jersey provisional certificate, has taught numerous classes, and has experience as a journalist would be required to earn a master's degree in English just to teach journalism classes in New Jersey public schools. The commenter also stated that the State Board should consider reciprocity for instructional certificates, even if it is limited reciprocity among educator preparation programs from tri-state higher education institutions. **(2)**

**Response:** The existing rules for additional endorsements at N.J.A.C. 6A:9B-9.1 require instructional certificate holders to demonstrate 30 content credits in the new endorsement area and to pass the appropriate Praxis subject-matter assessment. The coursework covered in a doctoral program may meet the 30 content credit requirement, thereby not requiring the candidate to return to school or necessitating reciprocity.

10. **Comment:** The commenter asked for the benefits and disadvantages of changing the requirements for an add-on endorsement in science as proposed at N.J.A.C. 6A:9B-10.4(b). **(A)**

**Response:** Proposed N.J.A.C. 6A:9B-10.4(b) will decrease – to 15 from 30 – the number of credits that a science teacher needs to complete to be certified in an additional area of science. The proposed subsection will provide a pathway for more individuals to add science endorsements to teach outside of the specific area of science for which they already hold an endorsement. Under the proposed new rule, candidates would also be required to pass that Praxis exam in the add-on science subject. The Department contends there are no negative aspects to the proposed flexibility.

11. **Comment:** The commenters asked what are the differences between the existing rules at N.J.A.C. 6A:9B-12.4, School Administrator, and as proposed for amendment. **(A, C)**

**Response:** The Department proposes to amend N.J.A.C. 6A:9B-12.4 to streamline the requirements for a school administrator endorsement and to reorganize the requirements for mentors and the individualized mentoring plan. The following rules were proposed for deletion or recodification within this section. Detailed explanation for these proposed amendments are located in the summary memo. The Department proposes to:

- Move N.J.A.C. 6A:9B-12.4(a)3, 4, and 5 to new N.J.A.C. 6A:9B-12.4(a)2, 3, and 4;
- Move the last sentence at existing N.J.A.C. 6A:9B-12.4(e)2 to new N.J.A.C. 6A:9B-12.4(f);
- Move existing N.J.A.C. 6A:9B-12.4(e)2i, ii, iii, and iv to new N.J.A.C. 6A:9B-12.4(e)1 through 5, respectively;
- Move existing N.J.A.C. 6A:9B-12.4(e)2iv(1), (2), (5), and (6) to new N.J.A.C. 6A:9B-12.4(g)1, 2, 4, and 5, respectively;
- Move existing N.J.A.C. 6A:9B-12.4(e)2iv(3) and (4) to new N.J.A.C. 6A:9B-12.4(g)3;
- Move existing N.J.A.C. 6A:9B-12.4(e)2v and (f) to new N.J.A.C. 6A:9B-12.4(h) and (g), respectively;

- Move existing N.J.A.C. 6A:9B-12.4(g) to new N.J.A.C. 6A:9B-12.4(i); move the third sentence to new N.J.A.C. 6A:9B-12.4(i)2; move the fourth and fifth sentences to new N.J.A.C. 6A:9B-12.4(i)1; and delete the last sentence;
- Delete existing N.J.A.C. 6A:9B-12.4(h);
- Delete existing N.J.A.C. 6A:9B-12.4(i);
- Delete existing N.J.A.C. 6A:9B-12.4(j)1;
- Move existing N.J.A.C. 6A:9B-12.4(j)2 to new N.J.A.C. 6A:9B-12.4(j)1.
- Delete existing N.J.A.C. 6A:9B-12.4(j)3;
- Move existing N.J.A.C. 6A:9B-12.4(j)5 to new N.J.A.C. 6A:9B-12.4(j)2;
- Move existing N.J.A.C. 6A:9B-12.4(j)4 to new N.J.A.C. 6A:9B-12.4(j)3; and,
- Move existing N.J.A.C. 6A:9B-12.4(j)6.

12. **Comment:** The commenter asked for more information regarding endorsements, specifically for a teacher who may also have a license in applied behavioral analysis (ABA). The commenter stated that many individuals have an ABA license and are looking to teach in New Jersey. **(C)**

**Response:** The Department does not currently have an endorsement specifically for ABA. The closest endorsement the Department issues is the learning disability teacher – consultant (LDTC), which is an individual who is part of the child study team and provides diagnosis and remediation of the learning disabilities. In collaboration with other members of the child study team, parents, outside agencies, and teachers of students with disabilities, the LDTC facilitates schoolwide and districtwide special education curriculum and necessary supports. A teacher holding an ABA license may seek an instructional certificate with an LDTC or a teacher of students with disabilities endorsement. The Department reviews ABA coursework on an individual basis to determine eligibility.

13. **Comment:** The commenter stated that special education teachers and LDTCs tend to be on the child study team and not in the classroom. The commenter also stated that the proposed sign language interpreter endorsement appears to be more hands on and in a classroom. The commenter further stated that the number of students who are on the autism spectrum necessitates having in the classroom someone who has training in ABA. The commenter asked how the Department is addressing this need. The commenter also asked if the Department is creating processes to look at emerging student needs. **(C)**

**Response:** The Department thanks the commenter for raising this issue. Currently, school districts partner with external agencies with expertise in this area to meet students' behavioral health needs. Each school district develops an individualized education program (IEP) for each student determined eligible for special education and related services annually, or more often if necessary, as determined by the IEP team of the student. The IEP team, which includes the parent, develops an individualized program that contains goals, objectives, specialized instruction, modification, and accommodations to help the student achieve successful outcomes. Considerations for special education and related services, such as ABA, is one contemplated by the IEP team and included in the IEP, when necessary. While behavioral health is not addressed in this rulemaking, the social and emotional wellbeing of students remains a priority for the Department.

14. **Comment:** The commenter expressed concern about whether adding a credential requirement for bilingual language paraprofessionals will make it easier to attract more

individuals to fill the corresponding open positions. **(B)**

**Response:** The new bilingual language paraprofessional credential proposed at N.J.A.C. 6A:9B-14.22 acknowledges the work of current paraprofessionals who are bilingual and offer language support to students and teachers in the classroom. The intent of the proposed credential is to build bilingual language paraprofessionals' capacity in education coursework pedagogy to further use and contextualize their language skill asset to support instruction of academic content areas. The role of a paraprofessional who is bilingual exists in schools but is not a credentialed position. The proposed credential will not be mandatory for paraprofessionals who are bilingual. Current paraprofessionals who are bilingual are already invested in the schools and communities they serve, so this credential creates an onramp to certification for them to fill existing positions. The credential will serve as a pathway for current paraprofessionals who are bilingual to possibly earn a certificate with a bilingual/bicultural education endorsement while working in the classroom.

15. **Comment:** The commenter stated that the State Board of Education may want to address the teacher shortage by allowing former teachers who have an expired certificate from New Jersey or other states to teach without the need to recertify and take additional tests. The commenter stated that the steps to renew are an obstacle to potential educators and have prevented some in pursuing the career. The commenter also stated that a former teacher from Virginia moved to New Jersey and was deterred by the requirements that needed to be fulfilled to teach in New Jersey and renew an out-of-State certificate. **(3)**  
**Response:** New Jersey's standard instructional certificates have a lifetime validity and do not expire; therefore, new requirements are not needed for certificate holders to return to the classroom. New Jersey allows reciprocity for certificates that are in good standing with the issuing state. If the out-of-State certificate is expired or inactive in the issuing state, the certificate holder must meet the requirements at N.J.A.C. 6A:9B to earn a New Jersey certificate or renew the license with the issuing state before seeking reciprocity in New Jersey.
16. **Comment:** The commenter stated that the cost to obtain a CE can be prohibitively expensive for individuals looking to transition into a teaching career because it costs a lot of money to enter teaching even though individuals do not enter the field for the money. **(4)**  
**Response:** The Department appreciates the feedback. The cost to obtain a CE or CEAS is \$170, which includes the initial CE or CEAS, the provisional certificate when the candidate is hired, and the permanent standard certificate. The fees for assessments required for a certificate such as Praxis and edTPA are determined by the entities that administer the assessments and are not set by the Department. The fees for the CE, CEAS, and all other certificates have not increased since 2008.
17. **Comment:** The commenter suggested that instead of lowering or eliminating requirements to earn a certificate for individuals new to the teaching profession, the process to obtain a certificate for individuals already teaching in private settings should be made easier. **(4)**  
**Response:** Any adjustments to requirements are applicable to all individuals seeking certification. The Department will not be proposing a separate process for certification for individuals who have taught in a private school setting. Private schools develop their

own requirements for teachers to serve in classrooms. There is no standard, consistent measure for private school teachers.

18. **Comment:** The commenter asked the Department to consider lifting the dual certification requirements in some of the fields in high-demand areas to recruit and retain educators. The commenter provided the example of a teacher of students with disabilities who has a bachelor's degree in special education and a master's degree in adapted curriculum, both for kindergarten through grade 12, and is licensed to teach in Virginia. The commenter stated that the educator is unable to teach in New Jersey because of the dual certification requirements. **(1)**

**Response:** The Department's dual certification requirements for special education at N.J.A.C. 6A:9B-11.4 ensure that the teacher has both grade-level or subject content knowledge and the pedagogy to teach students with disabilities. The educator can seek an instructional certificate by meeting the requirements for New Jersey educators, which include course requirements and passing subject matter assessments.

### Agency-initiated Changes

1. At second discussion, the Department proposes to amend recodified N.J.A.C. 6A:9B-7.4(a), which sets forth the requirements for a candidate to attain a career and technical education substitute credential. The provisions include, as proposed at first discussion, meeting all requirements at N.J.A.C. 6A:9B-7.1 through 7.2, except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b), 30 general semester-hour credits, and two years of full-time work experience within the past five years that is documented by an employer or a valid occupational license. The Department proposes at second discussion to add "or teaching" after "work" to allow teaching experience to count toward the work experience required for the substitute credential. The Department also proposes to delete "within the past five years" to eliminate the time limits for work or teaching experience. In the last sentence, the Department proposes to delete "work" and add "State or out-of-state" after "valid." The proposed amendments will expand that pool of eligible candidates for a career and technical education substitute credential by expanding the experience, extending the time for qualified experience, and expanding the valid occupational licenses to include out-of-state. The proposed amendments also align to the proposed amendments to the career and technical education endorsement rules at N.J.A.C. 6A:9B-11.3.

- (a) The career and technical education substitute credential shall be required for a holder to serve as a substitute teacher for specific career and technical education skills.

1. All requirements [in] at N.J.A.C. 6A:9B-7.1 through [7.3] **7.2, except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b),** shall apply to this credential [except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a)]. Instead of the [60] **30**



general semester-hour credits requirement, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work **\*or teaching\*** experience [[within the past five years]] in the appropriate career cluster. The [[work]] experience shall be documented by an experience statement from an employer or presentation of a valid **\*State or out-of-state\*** occupational license.

2. At second discussion, the Department proposes new N.J.A.C. 6A:9B-10.2(a) to state that candidates for an elementary school (K-6) endorsement must complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. N.J.A.C. 6A:9B-8 and 9 apply to all endorsement areas. The proposed new rule at N.J.A.C. 6A:9B-10.2(a) is as follows.

**\*(a) A candidate for the elementary school (K-6) endorsement shall complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. \***

3. The Department proposes to recodify existing N.J.A.C. 6A:9B-10.2(a) as new N.J.A.C. 6A:9B-10.2(b) with amendments. The Department proposes to delete “[t]o meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii” because that subparagraph requires all candidates for an instructional endorsement to complete 30 content credits aligned to one subject area with 12 credits at the advanced level, which is unnecessary for elementary educators who teach all subject areas. The proposed amendments will allow for a combination of content knowledge and pedagogical content knowledge more appropriate for the elementary school (K-6) endorsement. The Department additionally proposes to add “also” before “shall complete” to specify that a candidate for the elementary school (K-6) endorsement must complete the requirements at N.J.A.C. 6A:9B-10.2(a) and (b)1 or 2. The proposed amendments at N.J.A.C. 6A:9B-10.2(b) are as follows.

[[ (a) ]] **\*(b) \*** [[To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the]] **\*A\*** candidate for the elementary school (K-6) endorsement **\*also\*** shall complete:

4. The Department proposes to amend N.J.A.C. 6A:9B-10.2(b)2, which requires a candidate for the elementary (K-6) endorsement to complete a minimum of 60 semester-hour credits in liberal arts and/or science if the candidate did not complete a liberal arts, science, dual-content or interdisciplinary major. The Department proposes to add “for a candidate who

begins a CEAS education preparation program on or before August 31, 2025,” at the beginning to require candidates who apply on or before that date to meet existing requirements. The Department also proposes to add new N.J.A.C. 6A:9B-10.2(b)2i to explain the requirements for candidates entering the program on or after September 1, 2025. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing time for educator preparation programs to make the necessary program adjustments and require candidates entering programs after September 1, 2025, to meet the new requirements. At new N.J.A.C. 6A:9B-10.2(b)2i, the Department proposes to reduce the number of semester-hour credits to 30 in core-content areas, including English, mathematics, social studies/history for candidates that begin educator preparation programs on or after September 1, 2025. Reducing the number of content credits will give educator preparation programs more opportunity to focus on candidates’ pedagogical content knowledge. The 30 semester-hour credits may encompass a sequence of classes in the core content areas, while also including classes that could be applied to an academic major, in addition to core classes that may be required at the college or university. The proposed amendment at N.J.A.C. 6A:9B-10.2(b)2 and (b)2i are as follows:

[[ (a) ] **(b)** ] [[To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the]] **A** candidate for the elementary school (K-6) endorsement **also** shall **complete:**

1. [Complete a] A liberal arts, science, dual-content, or interdisciplinary academic major; or
2. [Complete a] A minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from [a regionally] **an** accredited college or university **for a candidate who begins a CEAS education preparation program on or before August 31, 2025**.

**i. A candidate who enters a CEAS educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science, as documented on a transcript from an accredited college or university.**

5. At second discussion, the Department proposes new N.J.A.C. 6A:9B-10.2(c) to establish the required pedagogy coursework and/or clinical experiences for all candidates for a

CEAS with an elementary school (K-6) endorsement who enter educator preparation programs on or after September 1, 2025, while also delineating the specific requirements for building pedagogical content knowledge in core content areas for elementary teachers. Currently, the Department does not specify pedagogical coursework required in educator preparation programs that lead to an elementary school (K-6) endorsement. The Department also proposes new N.J.A.C. 6A:9B-10.2(c)1, 2, and 3 to ensure that all candidates who obtain the endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies with an emphasis on the integration of literacy across all content areas, which will align with the Department's focus on robust literacy instruction for all students, especially early learners. The proposed amendments and new rules rule at N.J.A.C. 6A:9B-10.2(c) and (c)1, 2 and 3 are as follows:

**\*(c) A candidate who enters an educator preparation program for a CEAS with an elementary school (K-6) endorsement, on or after September 1, 2025, shall complete either (b)1 or (b)2i above and at least 30 credits as documented on a transcript from an accredited college or university, in the following coursework and/or clinical experiences:**

- 1. Six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to elementary students and that shall focus on the following:**
  - i. Cognitively guided mathematics instruction;**
  - ii. Assessment of, and remediation for, difficulties in mathematics;**
  - iii. The use of mathematical practices in instruction;**
  - iv. Building the underlying mathematical conceptual knowledge of educators; and**
  - v. The integration of literacy skills in mathematics.**
- 2. Nine to 12 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to elementary students and that shall focus on the following:**

- i. **Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
- ii. **Strategies for teaching reading comprehension, writing, speaking, and listening to elementary students; and**
- iii. **Multicultural, multilingual, and diverse children’s literature.**

**3. Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to elementary students that shall place an emphasis on the integration of literacy skills in science and social studies. \***

6. At second discussion, the Department proposes new N.J.A.C. 6A:9B-10.2(d) to require a holder of a CE with an elementary school (K-6) endorsement who begins teaching provisionally on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to N.J.A.C. 6A:9B-10.2(c)1 through 3. The proposed new rule will hold all candidates to the same expectations. The proposed new rule at N.J.A.C. 6A:9B-10.2(d) is as follows:

**\*(d) A holder of a CE with an elementary school (K-6) endorsement who begins teaching under a provisional certificate on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (c)1 through 3 above. \***

7. At second discussion, the Department proposes an amendment at recodified N.J.A.C. 6A:9B-10.10(a) to delete “regionally” before “accredited” for consistency throughout the chapter. At first discussion, the Department proposed to remove “regionally” throughout N.J.A.C. 6A:9, 9A, 9B, and 9C when talking about accredited colleges and universities but inadvertently missed the reference at recodified N.J.A.C. 6A:9B-10.10(a). The proposed amendments at recodified N.J.A.C. 6A:9B-10.10(a) are as follows.

- (a) [To] **As part of the minimum 30 credits in content area needed to meet the endorsement requirements [in] at N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the**

minimum 30 credits in the content area,] a candidate for the comprehensive business endorsement shall complete at a two- or four-year [[regionally]] accredited college or university:

8. At second discussion, the Department proposes new N.J.A.C. 6A:9B-11.2(a)1ii(1) to require a candidate for the preschool through grade three endorsement who enters an educator preparation program on or after September 1, 2025, to complete at least 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science. The proposed new rule will reduce the number of liberal arts credits required to provide more opportunity for educator preparation programs to include meaningful pedagogical content-based courses for candidates for the preschool through grade three endorsement. The proposed new rule at N.J.A.C. 6A:9B-11.2(a)1ii(1) is as follows:

**\*(1) Candidates for the preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science. \***

9. At first discussion, the Department proposed new rules at N.J.A.C. 6A:9B-11.2(a)2 that will require candidates seeking a CEAS in preschool through grade three endorsement to complete the requirements at N.J.A.C. 6A:9B-11.2(a)1 and an accredited educator preparation program. At second discussion, the Department proposes to amend the rule to make the existing rules applicable to candidates who enter an educator preparation program on or before August 31, 2025. The Department also proposes, at second discussion, new N.J.A.C. 6A:9B-11.2(a)2i to require CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, to complete the requirements at new N.J.A.C. 6A:9B-11.2(b). The proposed paragraph will require candidates to complete subject-matter requirements for preschool through grade three and the preschool through grade three pedagogy to ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing a timeframe for educator preparation programs to make the necessary program adjustments and to require candidates entering programs after September 1, 2025, to meet the new requirements. The proposed amendments and new rules rule at N.J.A.C. 6A:9B-11.2(a)2 are as follows.

2. For candidates seeking CEAS with a preschool through grade three endorsement,

**\*who enter an educator preparation program on or before August 31, 2025, \***

shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program at an accredited college or university; and

**\*i. CEAS Candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025 shall complete the requirements at (b) below. \***

10. At second discussion, the Department proposes new N.J.A.C. 6A:9B-11.2(b) to delineate the requirements for candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025. The proposed requirements include at least 30 credits in coursework and/or clinical experience in developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students; developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students; developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students and that emphasizes the integration of literacy skills in science and social studies; addressing child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight; addressing understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities; and addressing curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The proposed new rules at N.J.A.C. 6A:9B-11.2(b) are as follows.

- \*(b) Candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program that includes at least 30 credits as documented on a transcript from an accredited college or university in the following coursework and/or clinical experiences:**
- 1. Six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that shall focus on the following:**
- i. Cognitively guided mathematic instruction;**
- ii. Assessment of, and remediation for, difficulties in mathematics;**

- iii. The use of mathematical practices in instruction;
  - iv. Building the underlying mathematical conceptual knowledge of educators; and
  - v. The integration of literacy skills in mathematics.
2. Twelve to 15 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students. The courses shall include the following:
- i. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
  - ii. Strategies for teaching reading comprehension, writing, speaking, and listening to preschool and early elementary students;
  - iii. Multicultural, multilingual, and diverse children's literature;
  - iv. Assessment for, and planning of, remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and
  - v. Foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders;
3. Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and

elementary students and that emphasizes the integration of literacy skills in science and social studies;

4. Coursework that addresses child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. The coursework shall include:

- i. Cognitive and linguistic factors that affect learning and development;
- ii. The creation of a climate that fosters and nurtures diversity and equity for all children, including children who are multilingual learners and children with disabilities, and that addresses multiple intelligences and diverse learning styles;
- iii. The integration of play; and
- iv. Language and literacy across the curriculum.

5. Coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. The coursework shall include:

- i. Recognition of children at risk;
- ii. The establishment of linkages with community resources to support families;
- iii. The recognition and acceptance of diverse family units, including family participation in their child's education;
- iv. The impact of children's homes, communities, health, and cultural experiences on development and learning; and



v. Comprehension of social, historical, political, legal, and philosophical constructs that impact children, families, and communities.

6. Coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices.

The coursework shall include:

i. The NJSLS and the New Jersey Preschool Teaching and Learning Standards;

ii. Understanding cultural and linguistic differences with an equitable and individualized focus;

iii. Activities designed to foster intellectual stimulation through play;

iv. Implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and

v. Assessment that is multidimensional, ongoing, and performance based.

(c) A provisional teacher holding a CE with a preschool through grade three endorsement who begins teaching provisionally on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (b) above. \*

11. At second discussion, the Department proposes new N.J.A.C. 6A:9B-11.2(c) to require a holder of a CE with preschool through grade three endorsement who begins teaching under a provisional certificate on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to new N.J.A.C. 6A:9B-

11.2(b). The Department proposes to recodify existing N.J.A.C. 6A:9B-11.2(b) and (c), as proposed at first discussion, as new N.J.A.C. 6A:9B-11.2(d) and (e). The proposed new rule and recodification of N.J.A.C. 6A:9B-11.2(c), (d), and (e) are as follows.

**\*(c) A provisional teacher holding a CE with a preschool through grade three endorsement who begins teaching provisionally on or after September 1, 2025 shall complete a Department-approved New Jersey college or university program pursuant to (b) above. \***

[[ (b) ]] **\*(d) \*** A teacher holding a standard elementary school endorsement valid in preschool through grade eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate may teach children in preschool in a public school or a Department of Children and Families facility. The teaching experience shall be in a position that would require the preschool through grade three endorsement. [It shall be the responsibility of the] **Teachers meeting this criteria shall present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The** school district or **the** Department of Children and Families facility [to] **shall** maintain a copy of **the** documentation that supports the preschool teaching experience [for each teacher affected by this subsection].

[[ (c) ]] **\*(e) \*** A standard certificate with a preschool through grade three endorsement authorizes the holder to teach [in] preschool [and kindergarten] **through third grade** in all school districts pursuant to N.J.A.C. 6A:9B-9.3(b)4.

12. At second discussion, the Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1, which sets forth how a candidate is deemed eligible for a CE with a career and technical education endorsement. N.J.A.C. 6A:9B-11.3(b)1 sets forth the experience-based endorsement requirements that include passing an examination in physiology, hygiene, and substance abuse issues, holding a State-issued occupational license, certificate, or registration if the candidate is seeking an endorsement in a regulated occupation for

which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, and meeting one of the following: employment experience, self-employment experience, or military experience. The Department proposes to delete “the State issued” and add “issued by the State of New Jersey or other state or national authority.” The proposed amendments will expand the pool of eligible candidates for a career and technical education endorsement by changing the valid occupational licenses to include out-of-State licenses and national licenses. The Department also proposes an amendment at N.J.A.C. 6A:9B-11.3(b)1i(2), which states that the Department will identify industry credentials in consultation with experts from education and business. The Department proposes to add “annually review and” before “identify” to ensure that industry credentials are reviewed at least on an annual basis. The proposed amendment will ensure that qualified experience is up-to-date with industry credentials.

(b) To be eligible for the CE, the candidate shall fulfill one of the following:

1. Experience-based endorsements: All candidates for an experienced-based endorsement shall pass an examination in physiology, hygiene, and substance abuse issues, pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold [[the State-issued]] **\*an\*** occupational license, certificate, or registration **\*issued by the State of New Jersey or other state or national authority\***. The employing school district **may** recommend for approval the candidate's experience pursuant to the **guidelines established by the Department**.

Candidates shall meet one of the following requirements:

- i. Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience shall be verified by the applicant's employer(s).

- (1) **Up to three years of substantive teaching** experience in the occupation, **as set forth in a Commissioner-approved crosswalk, may** be used as a substitute for **three of** the required four years of occupational experience.
- (2) The Department will **\*annually review and\*** identify industry credentials in consultation with experts from education and business. The industry credentials may be considered equivalent to the employment experience requirement in this subparagraph.

**13.** At second discussion, the Department proposes to amend new N.J.A.C. 6A:9B-11.13(b)1, which sets forth eligibility requirements for candidates seeking a CE with a mathematics or science endorsement as an add-on. The Department proposes to delete “in mathematics or science” at the end of N.J.A.C. 6A:9B-11.13(b)1 because this is an add-on endorsement for any candidate who already holds a CEAS or standard instructional certificate. The proposed amendment at N.J.A.C. 6A:9B-11.13(b)1 is as follows.

**(b) To be eligible for a CE with a mathematics or science endorsement as an add-on, the candidate shall be exempt from the requirements at N.J.A.C. 6A:9B-9.1 and instead shall:**

- i. Hold a valid New Jersey CEAS or standard instructional certificate**  
**[[in mathematics or science]];**

**14.** At second discussion, the Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(a)1iv as new N.J.A.C. 6A:9B-12.5(a)1iii. The Department did not update this section for recodification after proposing to delete existing N.J.A.C. 6A:9B-12.5(a)iii, at first discussion.

**(a) To be eligible for the principal CE, the candidate shall:**

- 1. Complete one of the following:**

**i. and ii. (No change from first discussion.)**

**[iii. Hold a master’s degree from a regionally accredited college or**

university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the candidate's transcript. The study must be completed at one institution in fields outlined in (a)1i above; or]

[[iv.]] **\*iii.\*** Hold a master's degree from an [appropriate nationally] accredited program in educational leadership from an out-of-State college or university;

15. At second discussion, the Department proposes amendments at N.J.A.C. 6A:9B-14.13(a), which establishes a reading specialist's functions, including "contributes to the evaluation of the reading achievement of students." The Department proposes to replace "evaluation of" with "the collection of standardized data as a means of determining and monitoring." The proposed amendments will provide clarity and precision around the reading specialist role by identifying the contributions of the reading specialist while acknowledging the collaboration necessary between the reading specialist and other experts to fully determine and monitor student achievement. The proposed amendments at N.J.A.C. 6A:9B-14.13(a) are as follows:

(a) The reading specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade 12. A reading specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the [[evaluation]] **\*collection\*** of **\*standardized data as a means of determining and monitoring\*** the reading achievement of students.

16. At second discussion, the Department proposes amendments at N.J.A.C. 6A:9B-14.13(b), which requires a candidate for the reading specialist endorsement to have completed a master's degree from an accredited college or university, two years of successful teaching experience, and the requirement at either N.J.A.C. 6A:9B-14.13(b)1 or 2. The Department proposes to replace "[a] candidate for this endorsement" with "[a] candidate applying for

this endorsement on or before August 31, 2025.” The inclusion of a date will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025. The proposed amendments at N.J.A.C. 6A:9B-14.13(b) are as follows.

- (b) A candidate **\*applying\*** for this endorsement **\*on or before August 31, 2025, \*** shall have completed a master’s degree from [a regionally] an accredited college or university, two years of successful teaching experience, and one of the following:

17. At second discussion, the Department proposes new N.J.A.C. 6A:9B-14.13(c) to require candidates applying for the reading specialist endorsement on or after September 1, 2025, to have completed a master’s degree from an accredited college or university, three years of teaching experience, and the requirements at new N.J.A.C. 6A:9B-14.13(c)1 or 2. The proposed subsection reflects the role of reading specialists, which includes serving as an instructional leader at the school or school district levels and may incorporate coaching and professional development initiatives. Requiring a candidate to have served three years in the classroom – instead of two years as currently required – will ensure that the reading specialist has the teaching experience necessary to serve as a school or school district instructional leader. Proposed new N.J.A.C. 6A:9B-14.13(c)1 will enable a candidate applying on or after September 1, 2025, to fulfill the third requirement by completing a Department-approved graduate-degree program in reading with a program of study or a program of graduate studies of 30 semester-hour credits, both of which must consist of the specified topics at new N.J.A.C. 6A:9B-14.13(c)1i through ix. Proposed new N.J.A.C. 6A:9B-14.13(c) is as follows.

**\*(c) A candidate applying for this endorsement on or after September 1, 2025, shall**

**have completed a master’s degree from an accredited college or university,**

**three years of successful teaching experience, and one of the following:**

- 1. A Department-approved graduate-degree program in reading with a program of study that consists of the following topics or a program of graduate studies of 30 semester-hour credits consisting of the following topics:**

**i. Advanced study of reading and structured literacy including phonics, phonemic awareness, vocabulary, reading**

**comprehension, fluency, and concepts of print;**

**ii. Diagnosis and correction of reading problems, including a supervised clinical experience of at least 30 hours;**

- iii. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;
- iv. Advanced study of children's or adolescent literature with a focus on integration of diverse, multilingual, and/or multicultural texts;
- v. Organization of reading programs and professional development strategies to improve the teaching of literacy;
- vi. Strategies for remediation of writing for learners;
- vii. Advance study of integrating literacy strategies across content areas;
- viii. Remediation and foundational reading strategies for adolescents readers; and
- ix. Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners; or

18. At second discussion, the Department proposes new N.J.A.C. 6A:9B-14.13(c)2 to enable a candidate applying for the reading specialist endorsement on or after September 1, 2025, to fulfill the third requirement by holding a master's degree in literacy, reading, or another related field from an accredited college or university and by completing courses that cover the topics at N.J.A.C. 6A:9B-14.13(c)1 as part or outside of the degree program. The proposed option will create a pathway for individuals to gain the reading specialist endorsement without completing a full reading specialist program, as the necessary topics could be covered in a master's degree program. The option also will enable out-of-State candidates to earn the reading specialist endorsement by using previous coursework. Proposed new N.J.A.C. 6A:9B-14.13(c)2 is as follows.

- \*2. Hold a master's degree in literacy, reading, or another related field from an accredited college or university and have completed courses that cover the

**areas listed at (c)1 above as part or outside of the degree program as indicated on a transcript. \***

19. At second discussion, the Department proposes to amend recodified N.J.A.C. 6A:9B-14.13(d), will allows the issuance of an emergency certificate with a reading specialist endorsement. The Department proposes to add that the existing requirements must be met by candidates applying for an emergency certificate on or before August 31, 2025. The proposed amendments at recodified N.J.A.C. 6A:9B-14.13(d) are as follows.

[[ (c) ]] **\*(d) \*** An emergency certificate may be issued to a candidate **\*applying for the emergency certificate on or before August 31, 2025, \*** who has obtained the following:

20. At second discussion, the Department proposes new N.J.A.C. 6A:9B-14.13(e)1, 2, and 3 to establish the requirements for candidates applying for an emergency certificate with a reading specialist endorsement on or after September 1, 2025. Proposed new N.J.A.C. 6A:9B-14.13(e)1, 2, and 3 are as follows:

**\*(e) An emergency certificate may be issued to a candidate applying for the emergency endorsement on or after September 1, 2025, who has obtained the following:**

- 1. A master's degree from an accredited college or university;**
- 2. Three years of successful teaching experience; and**
- 3. Completion of 12 graduate credits in the areas listed at (c)1 above and enrollment in continuing education to meet the remaining requirements listed at (c)1 above. \***

21. The Department proposes new N.J.A.C. 6A:9B-14.23 to create a new educational services endorsement to support early literacy at the school and school district levels. The proposed early literacy specialist endorsement is part of the Department's focus on literacy development for the early learners.

Currently, a number of individuals with varying levels of training and expertise support the State's youngest readers. Existing training equips reading specialists to support students in kindergarten through grade 12, but the training does not necessarily require a deep understanding of the foundational support necessary to serve students in preschool through third grade. The introduction of a new educational services endorsement specific to meeting the literacy development needs of young readers aligns to the Department's goals to create opportunities for all students to be reading at or above



grade level by third grade. The proposed endorsement will increase support available to students to actualize this goal. Proposed new N.J.A.C. 6A:9B-14.23 is as follows.

**6A:9B-14.23 Early literacy specialist**

**\*(a) The early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. An early literacy specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the collection of standardized data as a means of determining and monitoring the reading achievement of students. Additionally, the early literacy specialist may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.**

**1. The early literacy specialist endorsement will be required, beginning at the start of the 2026-2027 school year, to serve in roles that align with the authorizations at (a) above.**

**(b) A candidate for the early literacy specialist endorsement shall have a bachelor's degree from an accredited college or university, three years of successful teaching experience, a standard New Jersey instructional certificate with a preschool through grade three or elementary endorsement, and one of the following:**

1. Complete a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study consisting of the following:
  - i. Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
  - ii. Diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours;
  - iii. Organization of reading programs and professional development strategies to improve the teaching of literacy;
  - iv. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;
  - v. Methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia;
  - vi. Strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and
  - vii. Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners.

2. Hold a master's degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at (b)1 above as part or outside of the degree program as indicated on a transcript. \*



**State of New Jersey**  
DEPARTMENT OF EDUCATION  
PO Box 500  
TRENTON, NJ 08625-0500

**Second Discussion**  
**September 14, 2022**

PHILIP D. MURPHY  
*Governor*  
  
SHEILA Y. OLIVER  
*Lt. Governor*

ANGELICA ALLEN-McMILLAN, Ed.D.  
*Acting Commissioner*

**To:** Members, State Board of Education

**From:** Angelica Allen-McMillan, Ed.D., Acting Commissioner

**Subject:** N.J.A.C. 6A:9B, State Board of Examiners and Certification

**Reason for Action:** Readoption with Amendments and New Rules

**Authority:** N.J.S.A. 18A:4-15, 18A:6-34 and 38, and 18A:26-1, 2.7, and 10; and P.L. 2012, c. 11.

**Sunset Date:** November 11, 2022

### **Summary**

The Department proposes to readopt N.J.A.C. 6A:9B, State Board of Examiners, with amendments. The chapter governs the professional development of active teachers and school and school district leaders, as well as mentoring of novice teachers.

N.J.A.C. 6A:9, Professional Licensure and Standards, was first adopted in 2004 and readopted in 2009. The chapter set forth the rules governing the preparation, licensure, and professional development of educators required by their positions to be certified. It also contained rules governing the approval of educator preparation programs and their content. Finally, it contained the rules delineating the organization of, powers of, duties of, and proceedings before the State Board of Examiners. On August 4, 2014, the chapter was recodified into four chapters – N.J.A.C. 6A:9, 6A:9A, 6A:9B, and 6A:9C – via a notice of administrative changes. N.J.A.C. 6A:9B was most recently readopted in 2015. New rules at N.J.A.C. 6A:9B-11A to establish the teacher leader endorsement to the instructional certificate were adopted in May 2019. New rules at N.J.A.C. 6A:9B-8A and amendments at N.J.A.C. 6A:9B-5.6 that became effective on July 5, 2022, implement the limited certificate of eligibility (limited CE) and limited certificate of eligibility with advanced standing (limited CEAS) pilot program.

Existing N.J.A.C. 6A:9B sets forth the State’s system of certifying educators, including teachers, school and school district administrators, and educational services personnel. The chapter authorizes the issuance of instructional, administrative, and educational services certificates. N.J.A.C. 6A:9B includes the requirements for a candidate to be eligible for a certificate of eligibility with advanced standing (CEAS), often called the “traditional route,” or a certificate of eligibility (CE), often called the “alternate route.” Both the CE and CEAS enable certificate holders to seek and obtain employment in a public school in New Jersey. Upon employment, CE and CEAS holders receive a

provisional certificate and enter the provisional teacher program. CE holders also are required to enter an educator preparation program at this time. A standard certificate, which does not expire, is issued upon successful completion of the provisional teacher program. The CE, CEAS, provisional, and standard certificates are all issued with at least one endorsement that allows the certificate holder to teach a specific grade level or subject.

Other certificates available include those for school administrators, school business administrators, principals, and supervisors. There is a three-step certification process for school administrators, school business administrators, and principals: obtaining a CE, receiving a provisional certificate (legalizing employment and induction), and undergoing mentoring and a residency to earn a standard certificate and, therefore, become permanently certified.

Educational services certificates are issued to support service personnel, including, but not limited to, school social worker, school psychologist, learning disabilities teacher-consultant, student assistance coordinator, and school nurse. For most educational services certificates, the only option is to apply for a standard certificate. The three areas of exception are student assistance coordinator, associate library media specialist, and school library media specialist, for which candidates may apply for a CE, CEAS, or standard certificate.

The chapter also contains rules about reciprocity for individuals who hold a teaching certificate issued by another state, substitute teacher certificates, and the State Board of Examiners' authority and proceedings.

The amendments proposed at N.J.A.C. 6A:9B in this rulemaking and at N.J.A.C. 6A:9, 6A:9A, and 6A:9C in separate, simultaneous rulemakings are intended to provide options to certain candidates for an instructional certificate. The proposed amendments also will implement several recently enacted State laws that created new endorsements for instructional certificates or altered the requirements for existing endorsements. Coupled with the new rules that establish a five-year pilot program to issue the limited CE or limited CEAS to eligible candidates to work in participating school districts, the Department anticipates that the proposed amendments to all four chapters will encourage more individuals to apply for an instructional certificate while maintaining the high quality of the State's teacher workforce. The proposed amendments to the State's system of educator preparation, certification, mentoring, and professional development also will help alleviate existing teacher shortages that have been amplified by the COVID-19 pandemic and will further the Department's efforts to increase diversity in the education workforce.

Unless specified in this Summary, all other amendments are proposed for clarity, stylistic or grammatical improvement, or to add or update cross-references to the New Jersey Administrative Code or the New Jersey Statutes Annotated.

## **Subchapter 1. Scope and Purpose**

### **N.J.A.C. 6A:9B-1.1 Scope**

This section provides the chapter's scope, which is to set forth the rules governing the licensure of educators or candidates required to be certified. The chapter also contains the rules regarding the organization, powers, and duties of the State Board of Examiners and its proceedings.

### **N.J.A.C. 6A:9B-1.2 Purpose**

This section sets forth the chapter's purpose, which is to establish a licensure system based on professional standards for pre-service preparation and certification that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for college and careers. The licensure system functions along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the New Jersey Student Learning Standards (NJSLS).

The Department proposes to amend N.J.A.C. 6A:9B-1.2(a) to replace "college and careers" with "post-secondary education and/or careers." The proposed amendment will better reflect the paths available to students after graduating high school.

## **Subchapter 2. Definitions**

### **N.J.A.C. 6A:9B-2.1 Definitions**

This section provides that the definitions at N.J.A.C. 6A:9-2.1 also apply to this chapter.

## **Subchapter 3. State Board of Examiners**

This subchapter sets forth who comprises the Board of Examiners and its general organization, as well as its duties and powers.

### **N.J.A.C. 6A:9B-3.1 General**

This section contains rules governing the composition of the Board of Examiners, the duration of appointment for members, the appointment of committees, and the Board of Examiners' required meetings.

### **N.J.A.C. 6A:9B-3.2 Powers and duties**

This section describes the powers and duties of the Board of Examiners.

The Department proposes to recodify N.J.A.C. 6A:9B-3.2(a) as new N.J.A.C. 6A:9B-3.2(a), (a)1, 2, and 3, and (b) for clarity. The rules allow the Board of Examiners to issue, revoke, or suspend certificates and to refuse to issue a certificate.

The Department proposes to delete existing N.J.A.C. 6A:9B-3.2(b), which allows the Board of Examiners to suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4, because it is repetitive of new N.J.A.C. 6A:9B-3.2(a)2, as proposed for amendment.

The Department proposes at N.J.A.C. 6A:9B-3.2(c)5, which allows the Board of Examiners to maintain reciprocal agreements with other states and territories concerning the certification of educational practitioners. The Department proposes to replace "educational practitioner" with "teaching staff member" to ensure the broader group of staff members are included. "Teaching staff member" also is a defined term at N.J.A.C. 6A:9-2.1 and N.J.S.A. 18A:1-1.

### **N.J.A.C. 6A:9B-3.3 Board of Examiners procedure**

The Department proposes new N.J.A.C. 6A:9B-3.3 to establish rules regarding the procedures of the Board of Examiners.

Proposed new N.J.A.C. 6A:9B-3.3(a) states that public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented.

Proposed new N.J.A.C. 6A:9B-3.3(b) states requires regular meetings of the Board of Examiners to be held at such time, place and on such dates as established by the Board of Examiners. The proposed subsection also requires notice of such meetings to be made in accordance with N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act.

Proposed new N.J.A.C. 6A:9B-3.3(c) allows special meetings to be called by the Board of Examiners chairperson at any time or at the request of any three members. The proposed regulation also requires three days' notice of any special meeting to be given to each member of the Board of Examiners. The proposed regulation further requires the Board of Examiners to provide "adequate notice" of special meetings as that term is defined at N.J.S.A. 10:4-8.

Proposed new N.J.A.C. 6A:9B-3.3(d) states that a quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.

New N.J.A.C. 6A:9B-3.3(e) will allow the Board of Examiners, by majority vote, to remove a member of the Board of Examiners who is absent from three consecutive public meetings without good cause.

#### **Subchapter 4. State Board of Examiners' Proceedings**

This subchapter sets forth the procedures that the Board of Examiners and a candidate for certification or a certificate holder must follow regarding the suspension or revocation of a certificate and the barring of a candidate from receiving a certificate.

##### **N.J.A.C. 6A:9B-4.1 Conduct barring candidate from certification**

This section allows the Board of Examiners to refuse to issue a certificate to a candidate who meets all certification requirements if the Board of Examiners determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public schools for reasons set forth at N.J.A.C. 6A:9B-4.4.

The Department proposes at N.J.A.C. 6A:9B-4.1 to add "[t]his refusal shall be known as a blocked application." The Board of Examiners cannot revoke a license that has not been issued. However, the proposed amendment will codify the Board of Examiners' ability to prevent applicants denied a certificate due to prior misconduct from seeking certification in the future.

##### **N.J.A.C. 6A:9B-4.2 Candidates to provide information regarding criminal history**

This section establishes the requirements a candidate for a certificate must follow to disclose a criminal conviction.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.2(b), which requires the Board of Examiners to review all information the candidate provides and determine whether the candidate's criminal history is such that the candidate should not receive a certificate. The Department proposes to add "or designee" after "Board of Examiners." At times, the Board of Examiners relies on experts in law and certification to review criminal histories and make recommendations.

### **N.J.A.C. 6A:9B-4.3 School district and candidate reporting responsibility**

This section sets forth when a chief school administrator must disclose to the Board of Examiners information regarding a certificate holder's criminal indictment or conviction. This section also establishes a school district's responsibility to cooperate with the Board of Examiners in proceedings that arise from the information the school district provided. This section further requires school districts to notify all employees new to the school district and to notify, annually, all employees of the specific requirements for reporting their arrest or indictment for any crime or offense.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)1, which requires the chief school administrator to notify the Board of Examiners when tenured teaching staff members who are accused of criminal offenses or unbecoming conduct leave or retire from their positions. The Department proposes to replace "or retire with "retire, are suspended, or are placed on administrative leave." The proposed amendment will require the chief school administrator to notify the Board of Examiners for reasons other than resignation or retirement.

The Department proposes at N.J.A.C. 6A:9B-4.3(a)2, which requires the chief school administrator to report to the Board of Examiners all nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct and they resign, retire, or are removed from their positions. The Department proposes to add "and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor" after "teachers." This reporting is a safety measure to minimize the risk of the same individual seeking employment or access to students in other public school buildings.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)3, which requires the chief school administrator to report to the Board of Examiners a certificate holder who fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position. The Department proposes to replace "certificate holder" with "teaching staff member" because the latter term is more appropriate for the regulation. "Certificate holder" includes individuals who hold a CE or CEAS with an instructional endorsement but have yet to secure employment. The Department proposes the same amendment throughout the chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(b), which requires a school district to cooperate with the Board of Examiners in any proceeding arising from an order to show cause issued by the Board of Examiners and based on information about the certificate holder that the school district provided. The Department proposes to replace "in any proceeding arising from an order to show cause issued by" with "as requested to assist." The Department also proposes to replace "and based on information about the certificate holder that the school district provided" with "in executing its functions." The Department further proposes to add "[c]ooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes." The proposed amendments will expand the type of proceeding beyond an order to show cause for which a Board of Examiners may need assistance from the school district. The proposed amendments also clarify the type of information that may be requested.

The Department proposes new N.J.A.C. 6A:9B-4.3(c)3 to require a certificate holder to report to their chief school administrator the suspension or revocation of any other license, certificate, or authorization issued by a state or Federal agency or body. The proposed paragraph also will require the report to be made within seven calendar days of the notification date of the



suspension or revocation of the license, certificate, or authorization. The proposed regulation will provide critical notice to the chief school administrator as agencies outside the Department do not always notify the Board of Examiners regarding revocations of licenses that fall outside of education (for example, a registered nurse license).

#### **N.J.A.C. 6A:9B-4.4 Grounds for revocation and suspension of certification**

This section establishes when the Board of Examiners can revoke or suspend a certificate.

#### **N.J.A.C. 6A:9B-4.5 Revocation or suspension of certificates**

This section sets forth the responsibilities of both the Board of Examiners and the certificate holder when charges to suspend or revoke a certificate are brought against a certificate holder.

The Department proposes to replace the section heading with “Process for initiating action against educator certificates” to better reflect the section’s content.

The Department proposes to recodify N.J.A.C. 6A:9B-4.5(a)4, which allows the Board of Examiners to issue an order to show cause to a certificate holder if it determines the holder’s conduct warrants the revocation or suspension of the certificate(s) because the Board of Examiners receives notice that a teaching staff member who is certified in New Jersey and who also holds a teaching certificate in another state has had action taken against the certificate by the other state, as new N.J.A.C. 6A:9B-4.5(a)4 and (a)4i and ii with amendments for clarity. The Department proposes to reorganize the regulation to state that the Board of Examiners can issue an order to show cause when notified when another state has taken action against a teaching staff member’s certificate in that state and that teaching staff member also holds a certificate in New Jersey.

The Department proposes to amend N.J.A.C. 6A:9B-4.5(a)8, which allows the Board of Examiners to issue an order to show cause when the Commissioner recommends to the State Board of Examiners the revocation of the certification of the superintendent, assistant superintendent, or school business administrator based on information received from a school district in which the certificate holder is employed. The Department proposes to add “or an individual operating in such capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3” after “assistant superintendent” to allow the Board of Examiners to issue an order of show cause to an individual working in an administrative capacity authorized at N.J.A.C. 6A:9B-12.3.

#### **N.J.A.C. 6A:9B-4.6 Procedures for revoking or suspending a certificate**

This section establishes the procedure after a charge has been brought to suspend or revoke a certificate holder’s certificate.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(b), which states that the answer shall not generally deny the charges but shall respond specifically to each allegation. The Department proposes to delete “shall not generally deny the charges, but.” The Department also proposes to add at the end “[t]he Board of Examiners shall not accept general denials and shall deem them an admission.” The proposed amendments will require certificate holders to address each accusation in detail to provide adequate information for the Board of Examiners to make a decision on a suspension or revocation. Without information provided by the certificate holder, the assumption will be that there is an admission of the charge. The proposed

amendment will ensure the Board of Examiners' process is widely available to the public and individuals impacted.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(e), which requires the certificate holder to submit an original and 18 copies of all response papers within 30 days from the hearing notice's mailing date. The Department proposes to delete "an original and 18 copies of" because the Board of Examiners has moved to electronic communication. The Department proposes the same or similar amendments throughout the chapter.

The Department proposes recodify existing N.J.A.C. 6A:9B-4.6(j) as new N.J.A.C. 6A:9B-4.6(i). The subsection sets forth the process for the certificate holder to request and receive an extension of time for filing an answer or hearing brief, pursuant to N.J.A.C. 6A:9B-4.6(c) and (e), respectively, as long as the application for the extension is submitted in writing prior to the expiration of the 30 days for filing the answer or the hearing brief. This action would occur before the Office would review or refuse to issue a new certificate as set forth at recodified N.J.A.C. 6A:9B-4.6(j).

The Department proposes to amend recodified N.J.A.C. 6A:9B-4.6(j), which allows the Office to refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if the holder is the subject of pending action to revoke or suspend the holder's certificate(s). The Department proposes to add new N.J.A.C. 6A:9B-4.6(j)2, 3, and 4, to include "[a] blocked application, pursuant to N.J.A.C. 6A:9B-4.1," "[a] criminal action in any state or jurisdiction," or "[a]n administrative action or investigation by a state or Federal agency or other governmental body" as additional circumstances for which the Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible. The proposed amendments will ensure that the Board of Examiners is not obligated to issue new certificates while an applicant is subject of pending criminal chargers, administrative action, or other concerning conduct.

The Department proposes new N.J.A.C. 6A:9B-4.6(k) to state that all filings made pursuant to this section shall be accepted via electronic submission.

#### **N.J.A.C. 6A:9B-4.7 Revoked and suspended certificates**

This section sets forth the procedures after the Board of Examiners orders the revocation or suspension of a certificate.

The Department proposes to amend the section heading as "Return of certificates and notification after revocation or suspension of certificates" to reflect the section's content more accurately.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(a), which requires a certificate holder who has had a certificate revoked or suspended by the Board of Examiners to surrender the certificate to the Secretary within 30 days after the mailing date of the revocation or suspension order. The Department proposes to add "if the certificate holder was issued a paper certificate" at the end because the Department stopped issuing paper certificates approximately seven years ago.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(c), which allows the Board of Examiners to reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established. The Department proposes to add "in the suspension decision" after "established" to specify where the conditions can

be found. The Department also proposes to require the certificate holder must notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter if a suspension is pending an outcome of an underlying criminal proceeding. The notification requirement will ensure that the Board of Examiners will make an appropriate and timely suspension decision. The Department also proposes to add that the pending suspension shall continue until the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action upon the new information. The proposed amendment will prevent the Board of Examiners from reinstating a certificate that may require future action dependent upon the outcome of outstanding charges.

The Department proposes new N.J.A.C. 6A:9B-4.7(d) to require “[a]ll decisions of the State Board of Examiners shall be published and publicly available. Decisions contain detailed information on the nature of the conduct and the penalty for such conduct.” The new regulation will provide notice to certificate holders that all final Board of Examiners decisions, which are public documents, are posted online.

#### **N.J.A.C. 6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign**

This section allows the Commissioner to suspend the certificate of a district board of education employee who ceases, without the district board of education’s consent, to perform the teacher’s duties prior to the expiration of employment.

#### **N.J.A.C. 6A:9B-4.9 Application for certification after revocation**

This section governs when an individual who has had a certificate revoked can and cannot apply for, and be issued, a new certificate.

The Department proposes to amend the section heading by adding “or block” after “revocation.”

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)3, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is ordered to forfeit certification as part of a plea bargain. The Department proposes to replace “certification” with “a certificate(s) or public employment” to prevent individuals removed from employment due to misconduct from seeking a certificate in the future, even if they do not hold a certificate issued by the Board of Examiners at the time misconduct occurred.

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)6, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is barred from teaching for any reason. The Department proposes to replace “teaching” with “employment in a school” to include administrators and educational services personnel.

The Department proposes new N.J.A.C. 6A:9B-4.9(d) to create a process that requires explicit Board of Examiners approval before an applicant whose certificate was revoked or blocked can apply again. New N.J.A.C. 6A:9B-4.9(d) states that a candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application. unless the candidate seeks, by written application, leave from the Board of Examiners to apply. The candidate also will be required to meet the following criteria:

- At least one calendar year has passed since the Board of Examiners blocked the candidate’s prior application;

- The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;
- If the block was due to the conviction of a crime that is not disqualifying under N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;
- If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and
- If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with an action against out-of-State certificate(s).

#### **N.J.A.C. 6A:9B-4.10 Relinquishment of certificate without order to show cause**

This section sets forth the procedure that an individual must follow to relinquish a certificate when an order to show cause has not been issued by the Board of Examiners.

The Department proposes to amend N.J.A.C. 6A:9B-4.10(e), which requires the certificate holder to return all certificates to the Board of Examiners. The Department proposes to replace "[t]he certificate holder" with "[i]f the certificate holder was issued a paper certificate(s), the holder" and to add "paper" before "certificates." The proposed amendment will ensure that certificate holders who were issued paper certificates prior to the transition to electronic certificates return the paper certificates to the Board of Examiners. The Department proposes the same amendment at N.J.A.C. 6A:9B-4.11(c).

#### **N.J.A.C. 6A:9B-4.11 Voluntary surrender of certificates and endorsements**

This section establishes the procedure for when an individual who has not worked under a certificate for the preceding 10 years seeks to surrender a certificate.

The Department proposes new N.J.A.C. 6A:9B-4.11(e) to state that the Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s). The proposed regulation will prohibit certificate holders who are in the middle of an order to show cause litigation process from surrendering a certificate and, thereby, interrupting the litigation process and avoiding the public record of the case.

#### **N.J.A.C. 6A:9B-4.12 Appeals of Office certification decisions**

This section sets forth the process for a candidate who does not meet all of the requirements for a certificate to request to substitute alternate education and/or experience.

#### **N.J.A.C. 6A:9B-4.13 Appeal of a "disapproved," two "insufficient" recommendations, or ineligibility for standard certification**

This section establishes the procedures for a candidate to initiate an appeal to the Board of Examiners when a school district notifies the Office that the candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard certificate evaluation requirements for the candidate's position. The section also states that, if an individual has received two

“insufficient” recommendations, only the second adverse recommendation shall be the subject of the appeal.

The Department proposes to amend the section heading and N.J.A.C. 6A:9B-4.13(a) to replace “‘insufficient’ recommendations” with “‘partially effective’ or ‘ineffective’ evaluations.” The proposed amendments will align the section with educator evaluation procedures at N.J.A.C. 6A:10, Educator Effectiveness, and required at N.J.A.C. 6A:9B-8.6.

The Department also proposes throughout this section to add “or the Secretary’s designee” after “the Secretary” to signify that the Board of Examiner’s may assign a staff member who has the same authority as the Secretary of the Board of Examiners.

#### **N.J.A.C. 6A:9B-4.14 Motions**

This section sets forth the rules governing the submission of motions to the Board of Examiners and to the Office of Administrative Law (OAL).

#### **N.J.A.C. 6A:9B-4.15 Motions for reconsideration**

This section states a candidate’s right to file a motion for reconsideration with the Board of Examiners and describes on what terms the Board of Examiners can reconsider decisions.

#### **N.J.A.C. 6A:9B-4.16 Motions for stay**

This section sets forth the procedures for filing motions for a stay and the required standards for the brief in support of the motion if the motion is to be granted.

The Department proposes new N.J.A.C. 6A:9B-4.16(a) to state that “[a] determination of revocation and/or suspension decisions shall be effective upon the date contained within the decision. To stay the decision’s effective date, the Board of Examiners must grant a motion to stay the decision.” The proposed regulation will clarify that the decision remains effective during the pendency of the motion application.

The Department proposes to recodify the first sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires a party to make a motion for a stay of the Board of Examiners’ decision pending appeal to the State Board in accordance with the procedures in N.J.A.C. 6A:9B-4.14, as new N.J.A.C. 6A:9B-4.16(a)1. The Department also proposes to amend new N.J.A.C. 6A:9B-4.16(a)1 to replace “State Board” with “Commissioner” to reflect that Board of Examiner decisions can be appealed to the Commissioner rather than the State Board. The Department further proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires the moving party to file the motion for a stay within 30 days of the mailing date of the Board of Examiners’ decision that is at issue, as new N.J.A.C. 6A:9B-4.16(a). The Department proposes new N.J.A.C. 6A:9B-4.16(a)3 to require the Board of Examiners to meet to hear the motion to stay within 20 days of the date the motion is filed. The proposed regulation also states that a written decision on the motion shall not be required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition. The proposed amendments will specify the timeline for review and ensure a timely process for the motions to stay.

#### **N.J.A.C. 6A:9B-4.17 Briefs and exceptions**

This section establishes the format for briefs and exceptions to be filed with the Board of Examiners and/or the OAL.

#### **N.J.A.C. 6A:9B-4.18 Appeal of Board of Examiners decisions**

This section states that a party may appeal adverse revocation and suspension decisions in accordance with N.J.A.C. 6A:4, Appeals. This section also states that a party may appeal all other Board of Examiners' decisions to the Commissioner pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

### **Subchapter 5. General Certification Policies**

This subchapter sets forth the policies governing educator certification in the State.

#### **N.J.A.C. 6A:9B-5.1 Certificate required**

This section requires any person employed as a teaching staff member to hold a valid and appropriate certificate during the entirety of the person's employment. The section also requires a certificate holder to obtain any license, certificate, or authorization required by State or Federal law, a licensing board, or N.J.A.C. 6A:9B-4.1 and 4.2 to serve in a position.

The Department proposes to delete N.J.A.C. 6A:9B-5.1(d), which allows the Board of Examiners to consider revoking or suspending the certificate holder of any individual who fails to maintain a the license, certificate, or authorization required at N.J.A.C. 6A:9B-5.1(b). The process is proposed to be included at N.J.A.C. 6A:9B-4.

#### **N.J.A.C. 6A:9B-5.2 Types of certificates or credentials**

This section states that candidates for licensure may apply for the following certificates or credentials: CE; CEAS; provisional certificate; standard certificate; emergency certificate; limited certificate for foreign teachers; and/or substitute credential.

The Department proposes new N.J.A.C. 6A:9B-5.2(a)8, 9, and 10 to add "Limited certificate of eligibility," "Limited certificate of eligibility with advanced standing," and "Nonresident military spouse temporary instructional certificate" as new types of certificates, pursuant to N.J.S.A. 18A:26-2b and 2.14."

#### **N.J.A.C. 6A:9B-5.3 Issuance of a certificate**

This section states that the Board of Examiners shall issue three categories of educational certificates: instructional, administrative, and educational services. This section requires the Board of Examiners to issue the appropriate certificate upon a candidate's completion of all certificate requirements in effect at the time the Office receives the application. This section also requires the Office to issue a written evaluation identifying the deficiencies for certification if a candidate is ineligible for a certificate sought.

The Department proposes to delete N.J.A.C. 6A:9B-5.3(b)1, which requires the certificate holder to maintain possession of the original certificate, because the Department no longer issues paper certificates. All certificates are now available in only a digital format.

#### **N.J.A.C. 6A:9B-5.4 Certification responsibilities of the district board of education**

This section sets forth school district responsibilities regarding the verification of teaching staff members' certificates prior to, and throughout, employment. This section also requires the chief school administrator to report to the Department, annually, the names and teaching assignments of all teaching staff members. This section further requires a teaching staff member's contract or engagement to cease and terminate if the employing district board of education is notified in writing by the executive county superintendent, or otherwise ascertains, that the teaching staff member is not, or has ceased to be, the holder of an appropriate certificate required for employment.

#### **N.J.A.C. 6A:9B-5.5 Assignment of titles**

This section contains the rules regarding the Department-recognized position titles that can be assigned to teaching staff members.

#### **N.J.A.C. 6A:9B-5.6 Fees**

This section establishes a schedule of nonrefundable fees for the issuance of certificates, evaluation of credentials, and other routine Office services.

The Department proposes to amend N.J.A.C. 6A:9B-5.6(a), which states that the fee schedule at N.J.A.C. 6A:9B-5.6(b) shall be in addition to any tuition and fees that higher education institutions may charge for courses and credits offered in connection with State-approved training programs. The Department proposes to delete "that higher education institutions may charge" and to replace "State-approved training programs" with "Department-approved educator preparation programs and/or assessments required for certification." The proposed amendments will update the terminology and streamline the section. The proposed amendments also will clarify that the determination of fees for provisional teacher training is determined by district boards of education and fees for educator preparation are separate from the fees for issuance of a certificate issuance to include in the provisions at existing N.J.A.C. 6A:9B-5.6(d), which is proposed for deletion.

The Department proposes to amend N.J.A.C. 6A:9B-5.6(b)10, which states that an application fee for a qualifying academic certificate, pursuant to N.J.S.A. 18A:6-41, is \$30.00. The Department proposes to replace "[a]n application fee for a qualifying academic certificate" with "[f]or an academic qualifying credential" to reflect the proposed name change for the credential at N.J.A.C. 6A:9B-15.1.

The Department proposes to delete existing N.J.A.C. 6A:9B-5.6(c), which allows the State Board to "establish in this section a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training." The Department also proposes to delete existing N.J.A.C. 6A:9B-5.6(d), which states that the fee schedules at N.J.A.C. 6A:9B-5.6(b) and (c) shall be in addition to any tuition and fees for courses and credits offered in connection with Department-approved educator preparation programs and/or assessments required for certification. The subsection's provisions will be included at N.J.A.C.6A:9B-5.6(a), as proposed for amendment.

The Department proposes new N.J.A.C. 6A:9B-5.6(c) to waive certification application fees for an initial application for military personnel and nonresident active-duty military spouses. The proposed new subsection will reduce unnecessary burdens on military personnel and their spouses. Reducing costs for military personnel and spouses of nonresident active-duty military personnel honors their service and acknowledges that they can be burdened with fees in multiple states as a

result of having to move multiple times. The proposed subsection also will implement N.J.S.A. 18A:26-2.14.

#### **N.J.A.C. 6A:9B-5.7 Citizenship requirement**

This section specifies the circumstances under which an individual who is not a United States citizen can receive a certificate.

The Department proposes to delete the second sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows the noncitizen certificate of a holder who has not become a United States citizen within the initial five-year certification period to be renewed for an additional five-year period upon demonstration that an application for citizenship is in process but has not yet been granted. The regulation is proposed for deletion to streamline the language, as renewals of noncitizen certificates is addressed at N.J.A.C. 6A:9B-5.7(a)1i. The Department also proposes to recodify the third sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows a nonresident certificate that has been expired after the second five-year period to be renewed for a third and final time upon demonstration that an application for citizenship continues to be in process and has been actively pursued by the applicant but has not yet been granted, as new N.J.A.C. 6A:9B-5.7(a)1i. The Department further proposes to allow the noncitizen certificate to be renewed up to three times, not to exceed 20 years, instead of the existing allowance that the noncitizen certificate can be renewed for a total of three five-year periods. The proposed amendment will provide ample time for noncitizens to obtain citizenship without a negative impact on their ability to maintain a certificate and employment. The Department proposes to recodify the fourth sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows the Board of Examiners to revoke a noncitizen certificate if satisfied that the certificate holder has abandoned efforts to become a United States citizen or has become disqualified for citizenship.

#### **N.J.A.C. 6A:9B-5.8 Minimum degree and age requirement**

This section requires applicants for teaching certificates to be at least 18 years old, have graduated from an approved high school or have an equivalent education as determined by the Board of Examiners, and have received a bachelor's degree from a regionally accredited higher education institution. This section also states that the requirement of a bachelor's degree shall not apply to applicants for career and technical education, educational interpreter, or military science endorsements.

The Department proposes to delete "regionally" before "accredited higher education institution" to align with the United States Department of Education position that regionally accredited institutions are only a subsection of nationally accredited institutions, which are recognized by the United States Department of Education, and that it is unnecessary to limit the candidates seeking certification to only regionally accredited institutions. The proposed amendment will also expand the potential candidate pool for individuals seeking a certificate in New Jersey. The Department proposes the same amendment throughout the chapter, where necessary.

#### **N.J.A.C. 6A:9B-5.9 Examination in physiology, hygiene, and substance abuse issues requirement**

This section requires all candidates for instructional certificates to pass an examination in physiology, hygiene, and substance abuse issues.

#### **N.J.A.C. 6A:9B-5.10 Certification of veterans**



This section allows for veterans to continue working under a previous evaluation for certification if they request reinstatement of the preservice status and provide the discharge paperwork. The rules also explain the length of time a veteran can work under the previous evaluation for certification.

The Department proposes to amend the section heading by replacing “veterans” with “military personnel” and adding “and nonresident active-duty military spouses” at the end. The proposed amendments will expand the eligibility to all military personnel, rather than only to veterans, and to spouses of nonresident active-duty personnel. The Department also proposes to replace “veterans” with “military personnel” throughout the section.

The Department proposes new N.J.A.C.6A:9B-5.10(a) to state that the section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.

The Department proposes to recodify existing N.J.A.C.6A:9B-5.10(a) and (b) as new N.J.A.C.6A:9B-5.10(b) and (c), respectively.

The Department proposes to amend recodified N.J.A.C.6A:9B-5.10(b), which allows military personnel who received an evaluation for certification before entering the military to continue under that evaluation if a copy of an honorable discharge from service is submitted. The Department proposes to replace “an honorable discharge” with “a note of discharge or release under conditions other than dishonorable” to ensure that all discharged military personnel who were not dishonorably discharged are eligible for issuance of a certificate under this section.

The Department proposes new N.J.A.C.6A:9B-5.10(d) to require a candidate to prove military status by submitting either a copy of a DD214 with a note of discharge or release under conditions other than dishonorable or a copy of a valid military identification card.

The Department proposes new N.J.A.C.6A:9B-5.10(e) to allow a nonresident active-duty military spouse to apply for a temporary instructional certificate that authorizes employment as a teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10. The proposed regulation will align the section to N.J.S.A. 18A:26-14.

#### **N.J.A.C. 6A:9B-5.11 Exchange teachers**

This section sets forth the rules governing the exchange of teachers from another state or country for up to one school year.

The Department proposes to amend N.J.A.C. 6A:9B-5.11(b), which requires a teacher who is a foreign national to file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that the teacher will support the Constitution of the United States during the period of his or her employment within the State. The Department proposes to replace “file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that he or she will support the Constitution of the United States during the period of his or her employment within the State” with “comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.” The language proposed for deletion is repetitive of the requirements at N.J.A.C. 6A:9B-5.7(a)2.

#### **N.J.A.C. 6A:9B-5.12 Emergency certificate for candidates for educational services certificates**

This section allows an emergency certificate for educational services to be granted for a candidate in authorized educational services areas if the chief school can demonstrate the inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. This section also sets forth other parameters for the emergency certificate.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-5.12(c), which allows a chief school administrator to apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school administrator can demonstrate the inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. The Department proposes to replace “suitable certified candidate” with “qualified candidate with the required certificate for the position” to clarify that “suitable certified” refers to candidates who are certified for the position for which they are being hired. The same amendment is proposed at N.J.A.C. 6A:9B-5.14(b) and (b)3.

#### **N.J.A.C. 6A:9B-5.13 Interstate contracts**

This section allows the Commissioner and the Secretary to enter into contracts with other states to allow reciprocity of teachers’ credentials, in accordance with NASDTEC Interstate Contract.

#### **N.J.A.C. 6A:9B-5.14 Limited certificate for foreign teachers**

This section contains the rules governing the limited certification of foreign teachers.

The Department proposes to amend the section’s heading by replacing “foreign” with “noncitizen” to update terminology. The proposed amendment is made throughout this section. The Department also proposes to replace “foreign government” with “non-United States government” throughout the section.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-5.14(c)2, which allows the teacher to teach his or her native language upon demonstration of oral language proficiency as certified by the agency, as the second sentence at N.J.A.C. 6A:9B-5.14(c)6. World language teacher requirements are different than other requirements in this section, therefore, the proposed recodification will group together the world language teacher provisions.

The Department proposes to amend N.J.A.C. 6A:9B-5.14(d), which allows the holder of a limited certificate for noncitizen teachers to teach in bilingual education programs in the language that was the medium of instruction in the certificate holder’s educator preparation program and in the content area and/or grade level of preparation in the certificate holder’s country of origin, provided the certificate holder meets the English language proficiency test requirement at N.J.A.C. 6A:9B-5.14(c)7. The Department proposes to delete “provided he or she meets the English language proficiency test requirement in (c)7 above” to remove redundancy in demonstrating English language proficiency. Demonstration of English language proficiency is part of the requirements in the educator preparation program in the applicant’s county of origin.

#### **N.J.A.C. 6A:9B-5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs**

This section sets forth the requirements for a candidate to qualify as a coach for interscholastic swimming or diving programs and specifies how chief school administrators report the qualifying coaches in their school districts each year.

### **N.J.A.C. 6A:9B-5.16 Athletics personnel**

This section describes who may be hired as a coach or organizer of games, events, or contests in physical education or athletics.

### **N.J.A.C. 6A:9B-5.17 Instruction in educational technology, computers, and other digital tools**

This section requires every teacher to demonstrate knowledge and understanding of computers and other educational technology resources and tools as defined by the Professional Standards for Teachers. This section also requires all educators to integrate into their classrooms appropriate technology resources. This section sets forth who may be assigned to instruct students in the use of technologies, computers, and other digital tools.

The Department proposes to amend the section's heading by replacing "[i]nstruction in educational technology" with "[e]ducational technology." The Department also proposes to replace "computers, and tools" with "resources and tools." The Department proposes the same amendments throughout this section for consistency. The Professional Learning Standards at N.J.A.C. 6A:9A-9.3 do not mention computers or refer to teaching technology; but rather focus on the use of technology as educational tools and resources.

## **Subchapter 6. College Courses and Certification**

This subchapter governs when college coursework, including coursework taken outside of the United States, may be accepted toward the course requirements for a candidate to attain a CEAS.

### **N.J.A.C. 6A:9B-6.1 Validation of college degrees and college professional preparation**

This section requires a candidate for certification to hold a bachelor's degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. This section also requires a candidate for a CEAS to complete a CEAS educator preparation program and coursework from a list of acceptable entities.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(a), which requires a candidate for certification to hold a bachelor's degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. The Department proposes to add "at the time of degree conferral" at the end to ensure that candidates are not unfairly penalized if the institution from which they received a degree loses its accreditation.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(a)1, which states that a New Jersey college approved by the State Board for the preparation of teachers is one of three approved entities at which a candidate for a CEAS can complete a CEAS educator preparation program and coursework. The Department proposes to replace "State Board" with "Commissioner" because the authority to approve educator preparation programs lies with the Commissioner. The Department also proposes in this paragraph and throughout the section to add "or university" after "college" to clarify that universities also can provide the requisite instruction.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(b)3, which allows the CEAS educator preparation program and coursework to be taken at accredited two-year colleges provided the courses are accepted toward meeting the requirements for certification by a college approved by

the Department and such courses appear on the official transcript of a regionally accredited four-year college. The Department proposes to delete “and such courses appear on the official transcript of a regionally accredited four-year college.” The Department also proposes to delete N.J.A.C. 6A:9B-6.1(b)3i, which states that no more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-14.18. The proposed amendments will allow candidates’ courses to be listed on a two- or four-year college transcript and will help relieve the burden and cost on some candidates to transfer credits from one institution to another. The proposed amendments also will clarify that all required courses for certain certificates such as school business administrator and school nurse can be completed at a two- or four-year institution. The proposed amendments, which align the section with N.J.S.A. 18A:62-46, will allow approved educator preparation programs to have the discretion to accept more credits from two-year institutions and enable stronger partnerships between two- and four-year institutions.

#### **N.J.A.C. 6A:9B-6.2 Recognition of advanced standing in college**

This section states that advanced work completed in secondary school that is assigned college credit by the higher education institution the candidate attends counts toward meeting the requirements for certification. This section also allows the Department to accept, as college credit for purposes of certification, the courses that were waived for which a regionally accredited college or university grants advanced standing but does not award college credit.

#### **N.J.A.C. 6A:9B-6.3 Course information**

This section allows courses completed by correspondence or distance learning to be accepted for certification purposes only if the courses are completed through a regionally accredited college or university and appear on an official transcript from the college or university. This section also states that teaching a course in a regionally accredited college or university shall be deemed the equivalent of having presented the course on a college transcript.

#### **N.J.A.C. 6A:9B-6.4 Equivalency of coursework completed in other countries**

This section requires an applicant for a CE or CEAS who has completed college-level study in a country other than the United States to present to the Office an equivalency report of that study from a Department-approved credentials evaluation agency. This section also sets forth the requirements for equivalency reports.

### **Subchapter 7. Substitute Credential**

This subchapter includes the requirements and procedures for attaining a substitute credential. This subchapter also sets forth the rules governing when a substitute teacher can work in place of a full-time teacher and the allowable duration.

#### **N.J.A.C. 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates**

This section governs the issuance of a substitute credential and the assignment of substitute teachers to fill full-time teacher vacancies.

The Department proposes to amend N.J.A.C. 6A:9B-7.1(b), which permits the Board of Examiners to issue and revoke a substitute credential. The Department proposes to add “or

suspend” after “revoke” to clarify that the Board of Examiners has the authority to also suspend a substitute credential in accordance with N.J.A.C. 6A:9B-4.4.

The Department proposes to recodify existing N.J.A.C. 6A:9B-7.1(d), (e), and (f), which set forth the process of how a school district must fill a vacancy, to new N.J.A.C. 6A:9B-7.7, Fulfilling teacher vacancies and absences, for organizational clarity.

The Department proposes new N.J.A.C. 6A:9B-7.1(d) to require holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement to obtain a substitute credential before serving as a substitute teacher. The proposed subsection will ensure that a holder of a career and technical education endorsement has the full review of credit requirements for the substitute teacher licensure before the holder serves as a substitute teacher in an instructional course.

### **N.J.A.C. 6A:9B-7.2 Substitute credential application and approval process**

This section governs the application and approval process for the substitute credential.

The Department proposes to amend the section heading to replace “application and approval process” with “requirements” to more accurately reflect the section’s content.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(a), which requires a candidate for a substitute credential to present a minimum of 60 semester-hour credits completed at a regionally accredited college or university at the time of applying for the credential, unless the candidate qualifies for the career and technical education substitute credential exception, to new N.J.A.C. 6A:9B-7.2(b). The proposed relocation will group all substitute credential requirements together. The Department also proposes to reduce the minimum number of required semester-hour credits to 30 from the existing 60, which will allow students earlier in their college experience to substitute. The proposed amendment also will codify the provisions at N.J.S.A. 18A:26-2.29 that provided an alternative substitute pathway due to the substitute teacher shortage caused by the COVID-10 public health emergency. As that temporary pathway is only available to candidates until June 30, 2023, this rule codifies the reduction of credit requirements for all candidates. The Department anticipates that the reduction in required semester-hour credits will provide additional opportunities for aspiring educators to work and engage in school communities to promote their experience and interest in education. The Department also proposes to replace “60” with “30” credits throughout the subchapter, where necessary.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(b), which provides that the substitute credential is valid for up to five years from the date of issuance, to new N.J.A.C. 6A:9B-7.2(d). The proposed relocation will group all substitute credential requirements together.

### **N.J.A.C. 6A:9B-7.3 Requirements for substitute credential**

This section requires a candidate for a substitute credential to present a minimum of 60 semester-hour credits completed at a regionally accredited college or university, unless the candidate qualifies for the career and technical education substitute credential. This section also states that a substitute credential shall be valid for five years from the date of issuance. This section further allows a candidate to renew the credential within six months of its expiration.

The Department proposes to relocate the provisions in this section to N.J.A.C. 6A:9B-7.3 as already described.

#### **N.J.A.C. 6A:9B-7.4 Time-period limitations for serving as a substitute teacher**

This section sets forth the time-period limitations for a substitute teacher filling a full-time teacher vacancy.

The Department proposes to recodify this section as new N.J.A.C. 6A:9B-7.3.

The Department proposes to amend recodified N.J.A.C. 6A:9B-7.3(b), which permits holders of specified qualifications to substitute for no more than 40 instructional days in the same classroom per year. The Department proposes to add “in any school district” after “to substitute” and “school” before “year,” respectively. The proposed amendments will clarify that the holder of a substitute credential may serve in as a substitute teacher for no more than 40 instructional days in the same classroom per school year.

#### **N.J.A.C. 6A:9B-7.5 Career and technical education substitute credential**

This section establishes the requirements for the issuance of a substitute credential for career and technical education.

The Department proposes to recodify this section as new N.J.A.C. 6A:9B-7.4.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.4(a)1, which applies all requirements at N.J.A.C. 7.1, 7.2, and 7.3 to this credential except the 60 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b). The Department proposes to add “except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b),” which establishes the credit requirement exception for career and technical education substitute credential holders, before “shall apply.” The Department also proposes to delete “except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a).” The proposed amendments will align the section with N.J.A.C. 6A:9B-7.2, as proposed for amendment.

The Department propose amendments at N.J.A.C. 6A:9B-7.4(a) to add “or teaching” after “work” to allow teaching experience to count toward the work experience required for the substitute credential. The Department also proposes to delete “within the past five years” to eliminate the time limits for work or teaching experience. In the last sentence, the Department proposes to delete “work” and add “State or out-of-state” after “valid.” The proposed amendments will expand that pool of eligible candidates for a career and technical education substitute credential by expanding the experience, extending the time for qualified experience, and expanding the valid occupational licenses to include out-of-state. The proposed amendments also align to the proposed amendments to the career and technical education endorsement rules at N.J.A.C. 6A:9B-11.3.

#### **N.J.A.C. 6A:9B-7.6 Substitute credential for positions not requiring instructional certificates**

This section governs the issuance of a substitute credential for school nurse/non-instructional and educational interpreter positions. The section also establishes the length of time a holder of a substitute credential for the positions can serve in a school district per year.

The Department proposes to recodify this section as new N.J.A.C. 6A:9B-7.5.

The Department proposes to amend new N.J.A.C. 6A:9B-7.5(a), which allows the executive county superintendent to issue a substitute credential to serve as a substitute school nurse/non-instructional to the holder of a valid New Jersey registered professional nurse license. The Department proposes to delete “[t]he executive county superintendent may issue a substitute credential to serve as.” The Department also proposes to add “credential may be issued” before “to the holder.” As indicated in the summary of N.J.A.C. 6A:9B-7.1, the Board of Examiners is responsible for issuing the substitute certificates and not the executive county superintendent. The same amendment is proposed at N.J.A.C. 6A:9B-7.5(b); a similar amendment is proposed at new N.J.A.C. 6A:9B-7.6.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows the executive county superintendent to issue a substitute credential to serve as a substitute educational interpreter to candidates with a high school diploma or GED and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of three. The Department proposes to replace the existing educational requirement of “a high school diploma or GED” with “an associate or higher degree. The Department also proposes to increase the score on the EIPA to 3.5 from the existing 3.0. The Department further proposes to add, at the end of the sentence, “or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf or other Department-approved national accrediting agency for sign language interpreting.” The Department also proposes to amend the second sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows substitute educational interpreters to serve for up to one academic year. The Department proposes to replace “one academic year” with “six months during the academic year” to promote the continuity of services. The proposed amendments will increase the minimum score required, but also will provide more pathways for candidates to demonstrate eligibility. The proposed amendments also will shorten the time the substitute can serve to promote the hiring of fully credentialed educational interpreters.

#### **N.J.A.C. 6A:9B-7.7 Substitute credential for exchange teachers**

This section governs the issuance of a substitute credential to a teacher from another country serving as an exchange teacher.

The Department proposes to recodify this section as new N.J.A.C. 6A:9B-7.6.

#### **Proposed N.J.A.C. 6A:9B-7.7 Fulfilling teacher vacancies and absences**

This proposed section will outline the policies and procedures for fulfilling teacher vacancies and absences.

For organizational clarity, the Department proposes to relocate N.J.A.C. 6A:9B-7.1(d), (e), and (f) to new N.J.A.C. 6A:9B-7.7(a), (b), and (c), respectively. The reorganization will place all guidelines for school districts filling long-term vacancies in the same section. The proposed reorganization will clearly delineate between certification requirements and authorizations for serving in certain roles to provide clarity for school districts.

The Department proposes at new N.J.A.C. 6A:9B-7.7(a)2i, which allows the executive county superintendent to extend, at the school district’s request, to 60 calendar days the requirement to permanently fill the vacancy. The Department did not include “[f]or good cause shown and” before “[a]t the school district’s request” as in existing N.J.A.C. 6A:9B-7.1(d) to eliminate redundancy; N.J.A.C. 6A:9B-7.3 addresses time limitations for substitute teachers and details the process through which districts request extensions. The Department also proposes a new provision

at N.J.A.C. 6A:9B-7.7(a)2ii to require school districts filling long-term vacancies with CE or CEAS holders under this subchapter to register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4. The proposed regulation will allow the time served to count toward the educator's provisional years, which will provide a pathway to a standard certificate for certificate holders who serve as long-term substitutes.

### **Subchapter 8. Requirements for Instructional Certification**

This subchapter sets forth the requirements for a candidate to attain a CE, CEAS, or standard instructional certificate.

#### **N.J.A.C. 6A:9B-8.1 Instructional certificate**

This section provides the basic requirements governing the sequence and issuance of the three types of instructional certificates – CEAS or CE, provisional, and standard. The section also allows candidates for an instructional certificate to apply directly to the Department or the educator preparation program in which the candidate is enrolled can submit the requisite information on the candidate's behalf.

#### **N.J.A.C. 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)**

This section sets forth the requirements for a candidate to qualify for a CEAS.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(a)3, which requires a candidate to achieve at least a 3.0 GPA when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a baccalaureate or higher degree program or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits. The Department proposes to delete “with a minimum of 13 semester-hour credits” because the credit minimum is unnecessarily limiting for different programs, which meet all other requirements set forth at N.J.A.C. 6A:9A. The Department proposes the same amendment at N.J.A.C. 6A:9B-8.2(c)1 and 8.3(a)1 and (b)1.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(c)2, which exempts a candidate from the 3.00 GPA requirement if the candidate graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and exceeds the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The Department proposes to delete “who graduates on or after September 1, 2016.” The Department also proposes to delete N.J.A.C. 6A:9B-8.2(c)2i, which allowed candidates graduating before September 1, 2016, to meet the former GPA requirement of 2.75 if the candidate had a GPA of at least 2.50 and exceeded the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The provisions proposed for deletion are no longer necessary because the implementation date has passed and candidates for a CEAS will have graduated after September 1, 2016. The Department further proposes to delete N.J.A.C. 6A:9B-8.2(c)2ii, which states that the alternative requirement shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c), because the GPA exemption at N.J.A.C. 6A:9B-8.2(c)2i is proposed for deletion. The Department proposes to delete N.J.A.C. 6A:9B-8.3(b)2i and ii for the same reason.

#### **N.J.A.C. 6A:9B-8.3 Requirements for certificates of eligibility (CE)**

This section establishes the requirements for a candidate to qualify for a CE.



The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5, which requires a candidate to achieve, after September 1, 2015, a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills. The Department proposes to delete “after September 1, 2015” because the date has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5i(1), which requires the Department to maintain on its website a list of qualifying minimum scores for the SAT, ACT, or GRE that will exempt the candidate from having to demonstrate proficiency on a Commissioner-approved proficiency test. The regulation also requires the qualifying minimum score to be approximately equal to the top-third percentile score for all test takers in the year the respective test was taken, for each year such data is available. The Department proposes to replace “approximately equal to the top-third percentile score” with “the top-half percentile score.” The Department has worked with assessment vendors and reviewed data that revealed SAT, ACT, and GRE percentile scores in the top half of all scores to be more comparable to a passing score on the Commissioner-approved proficiency assessment. The proposed amendment will eliminate the need for candidates to pay for, and take, the proficiency assessment when they have demonstrated English language and mathematics proficiencies through the SAT, ACT, or GRE.

The Department proposes new N.J.A.C. 6A:9B-8.3(a)5ii to provide another exception to the requirement that a candidate must demonstrate proficiency by passing a Commissioner-approved proficiency assessment. The Department proposes to allow a candidate who applies for a CE to demonstrate proficiency in the use of the English language and/or mathematics by holding a master’s or terminal degree with a minimum GPA of 3.0 from an accredited institution of higher education. The proposed exception will eliminate the need for candidates changing careers to enter education to pay for, and take, the proficiency assessment when they have demonstrated basic reading, writing, and mathematical skills through obtainment of an advanced degree.

The Department proposes to delete N.J.A.C. 6A:9B-8.3(a)6, which requires candidates applying for a CE prior to academic year 2017-2018 to demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the NJSLS and Professional Standards for Teachers, and assessment of student progress by successfully completing a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from accredited college or university. The regulation is no longer necessary because academic year 2017-2018 has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(b)3, which describes the GPA exception for candidates who graduate on or after September 1, 2016, and are sponsored by a CE educator preparation program and are employed at the time of participating in the program. The Department proposes to delete “who graduates on or after September 1, 2016,” because the date has passed. The Department also proposes to add at the end “[t]he candidate shall submit to the Department documentation of enrollment with the candidate’s other certification documentation.” The proposed amendment will clarify the expectation of document submission and facilitate faster review of credentials.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(d), which applies the GPA requirements and their exceptions at N.J.A.C. 6A:9B-8.3(b) to all relevant sections at N.J.A.C. 6A:9B-8 and 11. The Department proposes to replace “at N.J.A.C. 6A:9B-8 and 11” with “at N.J.A.C. 6A:9B-8 through 11” because the GPA requirements and exceptions also apply to Subchapter 8A, Limited Instructional Certificate of Eligibility and Certificate of Eligibility with Advanced Standing Pilot

Program, Subchapter 9, Instructional Endorsements, and Subchapter 10, Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification.

### **N.J.A.C. 6A:9B-8.4 Requirements for the provisional certificate**

This section sets forth the requirements for a candidate to be eligible for a provisional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)3, which requires a school district to submit to the Office documentation that demonstrates that a candidate for a provisional certificate has been registered in the district mentoring program upon employment and in accordance with N.J.A.C. 6A:9C-4. The Department proposes to delete “and in accordance with N.J.A.C. 6A:9C-4” because professional development and mentoring are not required to obtain a provisional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)4ii, which requires the CE educator preparation program in which the candidate is enrolled to ensure that the candidate is enrolled in bilingual/bicultural courses immediately upon starting and throughout the program. The Department proposes to add “and attending” after “enrolled in” to ensure that educators earning a bilingual/bicultural endorsement receive program supports and professional learning.

The Department to amend N.J.A.C. 6A:9B-8.4(b), which states that the effective date of the provisional certificate issuance is the date on which the CE or CEAS holder begins employment with the district board of education in a certified position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. The Department proposes to also require the employing school district to register the teacher within 60 days of the date the CE or CEAS holder begins employment. The proposed amendment will ensure the Department can maintain an accurate record of educators in the provisional teacher program by specifying that the district board of education has the responsibility for reporting newly employed CE or CEAS holders.

The Department proposes to relocate N.J.A.C. 6A:9B-8.4(e), which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, to N.J.A.C. 6A:9B-8.6 because that section is a more appropriate location for the regulation.

The Department proposes to recodify existing N.J.A.C. 6A:9B-8.4(f) as new N.J.A.C. 6A:9B-8.4(e).

The Department proposes new N.J.A.C. 6A:9B-8.4(f) to allow a candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10 who meets all requirements at N.J.A.C. 6A:9B-8.4(a) above, except N.J.A.C. 6A:9B-8.4(a)1, to be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The proposed subsection also states that the temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The proposed subsection further states that the temporary provisional certificate in the specific endorsement area shall not be renewed. The proposed subsection also states that the time a candidate is employed under the temporary provisional certificate shall count toward a candidate’s total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c). The Department proposes new N.J.A.C. 6A:9B-8.4(f)1 to state that a candidate holding a temporary instructional certificate who has already completed an educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program. The proposed regulation will align the section with new N.J.A.C. 6A:9B-8.10,

which is the proposed section regarding the nonresident military spouse temporary instructional certificate. The temporary certificate provides flexibility for nonresident military spouses to be employed as a teacher. The proposed time limitation will ensure that the temporary instructional certificate is not used to circumvent New Jersey's educator certification requirements.

#### **N.J.A.C. 6A:9B-8.5 Renewal of the provisional certificate**

This section governs the renewal of provisional certificates.

The Department proposes to amend N.J.A.C. 6A:9B-8.5(c), which states that the two-year provisional certificate may be renewed once for a maximum provisional period of four years or may be renewed twice for a maximum provisional period of six years if the candidate fulfills one or more of the requirements at N.J.A.C. 6A:9B-8.5(c)1, 2, and 3, in addition to the renewal requirements at N.J.A.C. 6A:9B-8.5(b). The Department proposes to delete "may be renewed once for a maximum provisional period of four years or" because this occurs when a certificate holder fulfills the requirements at N.J.A.C. 6A:9B-8.5(b).

The Department proposes to delete N.J.A.C. 6A:9B-8.5(c)2, which allows candidates who are issued the provisional certificate after February 1 of the first school year to renew their provisional certificate twice. The proposed deletion will allow provisional teachers more time to complete the requirements for their standard certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-8.5(c)3 as new N.J.A.C. 6A:9B-8.5(c)2.

The Department proposes new N.J.A.C. 6A:9B-8.5(d) to state that a candidate who is issued a temporary instructional certificate is not eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued. The proposed subsection will align the section with N.J.A.C. 6A:9B-8.10, which is the proposed section for the nonresident military Spouse temporary certificate.

#### **N.J.A.C. 6A:9B-8.6 Evaluation of a provisional teacher for the standard certificate**

This section sets forth the procedures that principals or their designees must follow when evaluating provisional teachers.

The Department proposes to relocate existing N.J.A.C. 6A:9B-8.4(e), which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, to N.J.A.C. 6A:9B-8.6(f), as previously described.

#### **N.J.A.C. 6A:9B-8.7 Requirements for the standard certificate**

This section contains the requirements for a candidate to be eligible for a standard certificate.

#### **N.J.A.C. 6A:9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate**

This section governs interstate reciprocity for instructional certificates.

The Department proposes new N.J.A.C. 6A:9B-8.8(a)1i to exempt candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New

Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught from having to complete a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey. The proposed regulation will eliminate the requirement to complete an additional clinical practicum for candidates who satisfied that requirement as part of their initial certification.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(a)3, which requires candidates applying for reciprocity who begin teaching academic year 2017-2018 to pass a performance assessment that is approved by the state in which the certificate was issued, unless the candidate holds National Board for Professional Teacher Standards (NBPTS) or the Meritorious New Teacher Candidate (MNTC) designation. The Department proposes to delete “[e]ffective for candidates who begin teaching academic year 2017-2018” because the date has passed and the requirement now applies to all candidate cohorts.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(c), which states that candidates who have been issued an out-of-State CE shall meet all requirements at N.J.A.C. 6A:9B-8.3 with the exception of N.J.A.C. 6A:9B-8.8(b) and (e). The Department proposes to incorporate the exceptions at existing N.J.A.C. 6A:9B-8.8(f) and new N.J.A.C. 6A:9B-8.8(h), (i), and (j).

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-8.8(e), which states that a candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also issued by the Office, but does not meet the requirements at N.J.A.C. 6A:9B-8.8(d)1 shall be issued a CE. The Department proposes to replace “CE” with “CEAS.” The Department also proposes to delete N.J.A.C. 6A:9B-8.8(e)1 through 4, which require the candidate to meet all requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but exempts the candidate from CE certification requirements; the provisional certificate requirement to be enrolled in a CE educator preparation program; the renewal of provisional certificate requirement to be enrolled in, or to have completed, a CE educator preparation program; and the standard certification requirement to complete a CE educator preparation program. The proposed amendment and deletions account for the candidates who have completed educator preparation programs in their home states, which qualifies them for a CEAS. Out-of-State teachers must complete only evaluations and mentoring for a standard certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(h) to establish that the Office will issue an instructional CE to candidates who enroll in an educator preparation program participating the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7; hold an equivalent, valid CE or provisional instructional certificate issued by another state; pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test; have at least one year of effective teaching experience as documented by a letter from the candidate’s former supervisor, principal, or employing school district’s human resource officer; and demonstrate good standing during previous teaching experience under an out-of-State certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(i) to require candidates participating in the Alternate Route Interstate Reciprocity Pilot Program to meet all of the requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(j) to establish that the Office will issue a standard certificate to candidates who complete a CE educator preparation program while participating the Alternate Route Interstate Reciprocity Pilot Program; pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program

participating in the Alternate Route Interstate Reciprocity Pilot Program; and meet the requirements for a standard certification, pursuant to N.J.A.C. 6A:9B-8.7. New N.J.A.C. 6A:9B-8.8(j)3i states that a candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program may apply to the Office to have up to one year of effective teaching experience earned out-of-State, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).

### **N.J.A.C. 6A:9B-8.9 Requirements for non-public school training programs**

This section sets forth requirements for nonpublic schools that choose to provide a mentoring program for novice teachers.

The Department proposes to amend N.J.A.C. 6A:9B-8.9(a)2, which requires a participating nonpublic school to assign, as a mentor, a teacher on staff in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate. The Department proposes to also allow the nonpublic school to assign a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2 as the mentor. The proposed amendment will align the rule for participating nonpublic schools with the requirements for mentors in public schools and allow retired educators to serve as mentors.

### **Proposed N.J.A.C. 6A:9B-8.10 Nonresident military spouse temporary instructional certificate**

This proposed section will establish the requirements for a nonresident military spouse to be eligible for a temporary instructional certificate, in accordance with N.J.S.A. 18A:26-2.14.

Proposed N.J.A.C. 6A:9B-8.10(a) will require an applicant for the nonresident military spouse temporary instructional certificate to do the following:

- Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;
- Document nonresident active-duty spouse status by submitting a military dependent identification card;
- Hold a valid and current license or certificate to teach issued by another State for which there is an equivalent and currently issued New Jersey endorsement; and
- Demonstrate competency in teaching via demonstration of either three years of successful out-of-State teaching under a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative and/or a completed Record of Professional Experience form.

Proposed N.J.A.C. 6A:9B-8.10(b) states that the temporary instructional certificate shall be valid for one year from issuance date and shall not be subject to renewal. The proposed subsection also will require certificate holders to apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13 to continue teaching upon expiration of the temporary instructional certificate.

Proposed N.J.A.C. 6A:9B-8.10(c) states that the temporary instructional certificate shall be issued for a specific instructional content area endorsement in accordance with N.J.A.C. 6A:9B-8.10(a)3 to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.

## **Subchapter 8A. Limited Instructional Certificate of Eligibility and Certificate of Eligibility with Advanced Standing Pilot Program**

### **N.J.A.C. 6A:9B-8A.1 Scope**

This section establishes the scope of the five-year pilot program created pursuant to P.L. 2021, c. 224, as well as general provisions for the creation and issuance of the limited CE and limited CEAS in an instructional area.

### **N.J.A.C. 6A:9B-8A.2 School district participation**

This section sets forth the criteria for Commissioner approval of school districts to participate in the limited CE and limited CEAS pilot program, as well as criteria for their continued participation.

### **N.J.A.C. 6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements**

This section contains the eligibility criteria for the limited CE and limited CEAS in an instructional area. The section requires a candidate for a limited CEAS in an instructional area to meet all the requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following: the minimum grade point average (GPA) requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 and its exceptions at N.J.A.C. 6A:9B-8.2(c); or the minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.2(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2. The section also requires a candidate for a limited CE in an instructional area to hold a bachelor's or an advanced degree and to meet all other requirements for a CE pursuant to N.J.A.C. 6A:9B-8.3, with the exception of one of the following: 1) the minimum number of subject area course credits and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)4 and 9.1(a)1; 2) the minimum GPA pursuant to N.J.A.C. 6A:9B-8.3(a)3 and its exceptions at N.J.A.C. 6A:9B-8.3(b); 3) the minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills pursuant to N.J.A.C. 6A:9B-8.3(a)5 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)5i; or 4) the minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.3(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.

### **N.J.A.C. 6A:9B-8A.4 Provisional and standard certificate requirements for certificate holders with a limited CE or CEAS in an instructional area**

This section sets forth the criteria and requirements for holders of a limited CE and CEAS in an instructional area to earn a provisional certificate. This section states that the limited CE or limited CEAS in an instructional area satisfies the CE or CEAS requirement at N.J.A.C. 6A:9B-8.1(a) for purposes of obtaining a provisional certificate until November 1, 2027. This section also requires a certificate holder with a limited CE or limited CEAS in an instructional area to meet all requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate and to meet all provisional certificate requirements by no later than September 1, 2027. This section further requires a provisional certificate holder hired under the pilot program to meet all requirements at N.J.A.C. 6A:9B-8.7 to be eligible for a standard certificate.

## **Subchapter 9. Instructional Endorsements**

This subchapter sets forth the basic requirements for an endorsement in a subject area, describes what the endorsements authorize the holder to instruct, and provides a list of the subject areas for which the Department can issue an endorsement.

### **N.J.A.C. 6A:9B-9.1 Endorsement requirements**

This section sets forth the basic requirements that apply to nearly all available endorsements.

### **N.J.A.C. 6A:9B-9.2 Authorizations - general**

This section provides the grades or subject(s) that each endorsement authorizes the holder to teach.

The Department proposes new N.J.A.C. 6A:9B-9.2(a)7 to state that “[h]olders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLs, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.” The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

### **N.J.A.C. 6A:9B-9.3 Department-issued endorsements and authorizations**

This section provides a comprehensive list of the endorsements issued by the Department. The endorsements are grouped within the relevant NJSLs or by specific populations, subjects, ages, and/or grade levels.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)1iv, which states that the speech arts and dramatics endorsement authorizes the holder to teach speech arts and dramatics in all public schools. The Department proposes to delete “and dramatics” because there is a separate theater endorsement that is equivalent to dramatics. Therefore, “and dramatics” is no longer necessary and is being deleted throughout this chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)2iv, which states that the Swimming and water safety instructor endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools. The Department proposes to delete “instructor” for consistency with the other endorsements listed. The proposed amendment also will implement part of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes new N.J.A.C. 6A:9B-9.3(a)9 to state that the computer science endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSLs, in all New Jersey public schools. The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(b)1, which provides that the bilingual/bicultural endorsement authorizes the holder to teach bilingual/bicultural education in all public schools. The Department proposes to add that the bilingual/bicultural endorsement also authorizes a holder to provide consultative services and supportive resource programs, including

modification and adaptation of curriculum and instruction to English language learners. The proposed amendment will enable holders of the bilingual/bicultural endorsement to provide services beyond instruction.

#### **N.J.A.C. 6A:9B-9.4 21st century life and careers and career and technical education endorsements and authorizations**

This section sets forth the business education and career and technical education (CTE) endorsements and authorizations, which differ from other endorsements in Subchapter 9.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(a)1ii, which authorizes holders of the business: accounting endorsement to teach accounting, bookkeeping, finance and investment, business mathematics, and exploration of related careers. The Department proposes to delete “bookkeeping” because bookkeeping is part of accounting responsibilities and the terminology is no longer used in the profession.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(c)7, which authorizes holders of the government and public administration endorsement to teach in CTE programs that prepare students for careers related to governance, national security, foreign service, revenue and taxation, regulation, and management and administration at the local, State, and Federal levels. The Department proposes to delete “foreign service” because the CTE career cluster prepares students for careers in state and Federal government rather than for a career in foreign service.

#### **Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification**

This subchapter contains additional requirements and rules that apply to specific endorsements.

#### **N.J.A.C. 6A:9B-10.1 General provisions**

This section states that the subchapter includes, in addition to the requirements at N.J.A.C. 6A:9B-8 and 9, requirements for the instructional endorsement, including specific coursework required for programs leading to an endorsement for any subject referenced in the subchapter and approved pursuant to N.J.A.C. 6A:9A.

#### **N.J.A.C. 6A:9B-10.2 Elementary school (K-6)**

This section requires a candidate for the elementary school (K-6) endorsement to complete a liberal arts, science, dual-content, or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science to satisfy the requirements at N.J.A.C. 6A:9B-9.1(a)1iii.

The Department proposes new N.J.A.C. 6A:9B-10.2(a) to state that candidates for an elementary school (K-6) endorsement must complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. N.J.A.C. 6A:9B-8 and 9 apply to all endorsement areas.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.2(a) as new N.J.A.C. 6A:9B-10.2(b) with amendments. The Department proposes to delete “[t]o meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii” because that subparagraph requires all candidates for an instructional endorsement to complete 30 content credits aligned to one subject area with 12 credits at the advanced level, which is unnecessary for elementary educators who teach all subject areas. The proposed



amendments will allow for a combination of content knowledge and pedagogical content knowledge more appropriate for the elementary school (K-6) endorsement. The Department additionally proposes to add “also” before “shall complete” to specify that a candidate for the elementary school (K-6) endorsement must complete the requirements at N.J.A.C. 6A:9B-10.2(a) and (b)1 or 2.

The Department proposes to amend N.J.A.C. 6A:9B-10.2(b)2, which requires a candidate for the elementary (K-6) endorsement to complete a minimum of 60 semester-hour credits in liberal arts and/or science if the candidate did not complete a liberal arts, science, dual-content or interdisciplinary major. The Department proposes to add “for a candidate who begins a CEAS education preparation program on or before August 31, 2025,” at the beginning to require candidates who apply on or before that date to meet existing requirements. The Department also proposes to add new N.J.A.C. 6A:9B-10.2(b)2i to explain the requirements for candidates entering the program on or after September 1, 2025. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing time for educator preparation programs to make the necessary program adjustments and require candidates entering programs after September 1, 2025, to meet the new requirements. At new N.J.A.C. 6A:9B-10.2(b)2i, the Department proposes to reduce the number of semester-hour credits to 30 in core-content areas, including English, mathematics, social studies/history for candidates that begin educator preparation programs on or after September 1, 2025. Reducing the number of content credits will give educator preparation programs more opportunity to focus on candidates’ pedagogical content knowledge. The 30 semester-hour credits may encompass a sequence of classes in the core content areas, while also including classes that could be applied to an academic major, in addition to core classes that may be required at the college or university.

The Department proposes new N.J.A.C. 6A:9B-10.2(c) to establish the required pedagogy coursework and/or clinical experiences for all candidates for a CEAS with an elementary school (K-6) endorsement who enter educator preparation programs on or after September 1, 2025, while also delineating the specific requirements for building pedagogical content knowledge in core content areas for elementary teachers. Currently, the Department does not specify pedagogical coursework required in educator preparation programs that lead to an elementary school (K-6) endorsement. The Department also proposes new N.J.A.C. 6A:9B-10.2(c)1, 2, and 3 to ensure that all candidates who obtain the endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies with an emphasis on the integration of literacy across all content areas, which will align with the Department’s focus on robust literacy instruction for all students, especially early learners.

The Department proposes new N.J.A.C. 6A:9B-10.2(d) to require a holder of a CE with an elementary school (K-6) endorsement who begins teaching provisionally on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to N.J.A.C. 6A:9B-10.2(c)1 through 3. The proposed new rule will hold all candidates to the same expectations.

### **N.J.A.C. 6A:9B-10.3 Health and physical education**

The section sets forth the requirements for the health and physical education endorsement.

The Department proposes to change the section’s heading to “Health and physical education (H&PE) and physical education (PE)” to clarify the requirements set forth in this section apply to two endorsements -- H&PE and PE.

The Department proposes to amend N.J.A.C. 6A:9B-10.3(a)1, which requires the candidate for the health and physical education endorsement to complete a 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education, which must include the study of individual, dual, and team sports. The Department proposes to delete “dual” because dual sports are included in “team sports.” The Department also proposes to add “adaptive physical education” to ensure that physical education teachers are equipped to work with students of all levels of ability.

#### **N.J.A.C. 6A:9B-10.4 Physical science**

The section establishes the requirements for the physical science endorsement.

The Department proposes to replace the section heading with “Science” because this section applies to the new add-on endorsement proposed at N.J.A.C. 6A:9B-11.13, as well as the physical science endorsement.

The Department proposes new N.J.A.C. 6A:9B-10.4(b) to require candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement to complete 15 credits in the corresponding content area with six credits at the advanced level and pass the State test of subject matter knowledge. Proposed N.J.A.C. 6A:9B-10.4(b)i states that the GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply. The proposed subsection will eliminate a redundancy in content requirements to obtain an additional science endorsement. The candidates have already met the general science requirements and have taken the subject-matter assessment for general science.

#### **N.J.A.C. 6A:9B-10.5 World languages**

The section sets forth the requirements for the world languages endorsement.

The Department proposes to delete which exempts a candidate who matriculated and enrolled in classes in a world language educator preparation program no later than spring semester 2005 and who met the requirements at N.J.A.C. 6A:9B-10.2 and completed the program by N.J.A.C. 6A:9B-10.5(c), September 1, 2007, from being required to complete the linguistic competency requirement at N.J.A.C. 6A:9B-10.5(a)1 above. The Department also proposes to delete N.J.A.C. 6A:9B-10.5(c)1, requires a candidate who meets the section’s requirements but applies to the Office after March 1, 2008, to complete the linguistic competency requirement. The subsection is no longer necessary because these dates have passed and the requirements are now applicable to all candidates.

#### **N.J.A.C. 6A:9B-10.6 Technology education**

This section contains the requirements for the technology education endorsement.

#### **N.J.A.C. 6A:9B-10.7 Art**

The section sets forth the requirements for the art endorsement.

#### **N.J.A.C. 6A:9B-10.8 Speech arts and dramatics**

The section establishes the requirements for the speech arts and dramatics endorsement.

The Department proposes to repeal the section because dramatics is no longer an endorsement and replaced by existing theater endorsement. Speech arts requires only 30 credits or a major in speech, which is an existing requirement at N.J.A.C. 6A:9B-9.1(a)1iii.

#### **N.J.A.C. 6A:9B-10.9 Social studies**

The section sets forth the requirements for the social studies endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.9 as new N.J.A.C. 6A:9B-10.8.

#### **N.J.A.C. 6A:9B-10.10 Family and consumer sciences**

The section contains the requirements for the family and consumer science endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.10 as new N.J.A.C. 6A:9B-10.9.

#### **N.J.A.C. 6A:9B-10.11 Comprehensive business**

This section sets forth the requirements for the comprehensive business endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.11 as new N.J.A.C. 6A:9B-10.10.

The Department proposes to amend new N.J.A.C. 6A:9B-10.10(a)1, which requires a candidate for the comprehensive business endorsement to complete, at a two- or four-year regionally accredited college or university, 12 semester-hour credits in bookkeeping or accounting. The Department proposes to instead require six semester-hour credits in only accounting. Reducing the number of credits enable will increase candidate access to this endorsement while maintaining the minimum requirements, which will increase the number of educators in an area of high need. The Department is also proposing to delete “bookkeeping” as it is outdated content that is no longer used in the business profession. The Department proposes to delete “bookkeeping” through the chapter, where necessary.

#### **N.J.A.C. 6A:9B-10.12 Computer applications and business-related information technology**

This section establishes the requirements for the computer applications and business-related information technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.12 as new N.J.A.C. 6A:9B-10.11.

#### **N.J.A.C. 6A:9B-10.13 Finance, economics, and law**

This section sets forth the requirements for the finance, economics, and law endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.13 as new N.J.A.C. 6A:9B-10.12.

#### **N.J.A.C. 6A:9B-10.14 Keyboarding and data entry**

This section requires a candidate for the keyboarding and data entry endorsement to complete, at a two- or four-year regionally accredited college or university, a course in keyboarding and/or word processing applications.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.14 as new N.J.A.C. 6A:9B-10.13.

#### **N.J.A.C. 6A:9B-10.15 Office administration and office systems technology**

This section sets forth the requirements for the office administration and office systems technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.15 as new N.J.A.C. 6A:9B-10.14.

#### **N.J.A.C. 6A:9B-10.16 Individuals enrolled in degree programs prior to January 7, 2008**

This section requires a candidate who matriculates and enrolls in a State-approved educator preparation program in accordance with the applicable subsection at N.J.A.C. 6A:9B-10.6 through 10.10, on or after January 7, 2009, to complete all requirements of the applicable subsection effective as of January 7, 2008. This section also requires a candidate who is matriculated and enrolled in an out-of-State approved educator preparation program in accordance with the applicable section at N.J.A.C. 6A:9B-10.6 through 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, to complete all requirements under former N.J.A.C. 6A:9B-8.2, as effective January 6, 2008. The section further requires a candidate who did not apply to the Office for certification by January 7, 2010, to fulfill the applicable requirements under N.J.A.C. 6A:9B-10.6 through 10.10 in this section.

The Department proposes to repeal existing N.J.A.C. 6A:9B-10.16 because the dates have passed and the requirements are now applicable to all candidates.

#### **Proposed N.J.A.C. 6A:9B-10.15 Computer science**

This proposed section will establish the requirements for a stand-alone endorsement in computer science.

Proposed N.J.A.C. 6A:9B-10.15(a) will require candidates holding a standard instructional certificate in another endorsement area to meet the following requirements to be eligible for the computer science endorsement: complete 15 hours of computer science coursework and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(b) will require candidates for a standard instructional certificate in computer science to complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.

Proposed N.J.A.C. 6A:9B-10.15(c) states that candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates have received two effective or highly effective ratings in teaching computer science within the last four years and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(d) will require all candidates for the computer science endorsement to complete, or have completed, a minimum of three semester-hour credits in a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment. Proposed N.J.A.C. 6A:9B-10.15(d)1 states that the methods course may be included in the 15 hours of computer science coursework

pursuant to (a)1 above or the 30 hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

## **Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional Certification with Special Endorsements**

This subchapter sets forth the additions to, and exceptions from, certification requirements for the following special endorsements: preschool through grade three; career and technical education; students with disabilities; bilingual and bicultural education; English as a second language; driver education; military science; elementary school with subject matter specialization; teacher of supplemental instruction in reading and mathematics, grades K-8; and the charter school CE.

### **N.J.A.C. 6A:9B-11.1 General provisions**

This section states that the subchapter includes additional requirements or exceptions for the instructional certificate with special endorsements. This subchapter also includes specific coursework required for programs leading to an endorsement in any subject covered in this subchapter and approved pursuant to N.J.A.C. 6A:9A.

### **N.J.A.C. 6A:9B-11.2 Preschool through grade three**

This section sets forth the requirements for the preschool through grade three endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)2 to require candidates seeking a CEAS with a preschool through grade three endorsement to complete a preschool through grade three educator preparation program at an accredited college or university and the requirements at N.J.A.C. 6A:9B-11.2(a)1 to complete a liberal arts, science, dual-content, or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science. The proposed paragraph will require candidates to complete subject-matter requirements for preschool through grade three and the preschool through grade three pedagogy to ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)1ii(1) to require a candidate for the preschool through grade three endorsement who enters an educator preparation program on or after September 1, 2025, to complete at least 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science. The proposed new rule will reduce the number of liberal arts credits required to provide more opportunity for educator preparation programs to include meaningful pedagogical content-based courses for candidates for the preschool through grade three endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.2(a)2 to make the existing rules applicable to candidates who enter an educator preparation program on or before August 31, 2025. The Department also proposes, at second discussion, new N.J.A.C. 6A:9B-11.2(a)2i to require CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, to complete the requirements at new N.J.A.C. 6A:9B-11.2(b). The proposed paragraph will require candidates to complete subject-matter requirements for preschool through grade three and the preschool through grade three pedagogy to ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities. The inclusion of dates will allow candidates currently enrolled in programs to

complete the existing requirements through August 31, 2025, while providing a timeframe for educator preparation programs to make the necessary program adjustments and to require candidates entering programs after September 1, 2025, to meet the new requirements.

The Department proposes to recodify existing N.J.A.C. 6A:9B-11.2(a)2 as new N.J.A.C. 6A:9B-11.2(a)3. The regulation requires, effective academic year 2017-2018, that provisional teachers holding a CE with a preschool through grade three endorsement complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 24 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. The Department proposes to delete “[e]ffective academic year 2017-2018” and existing N.J.A.C. 6A:13A-11.2(a)3 because all provisional teachers holding a CE with a preschool through grade three endorsement in the 2017-2018 academic year have either been issued a standard certificate or have exceeded the time allowed to earn a standard certificate and, therefore, are no longer eligible to teach in public schools under the preschool through grade three endorsement. Existing N.J.A.C. 6A:13A-11.2(a)3 requires provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 to complete either 200 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(b), or 13 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program.

The Department proposes new N.J.A.C. 6A:9B-11.2(b) to delineate the requirements for candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025. The proposed requirements include at least 30 credits in coursework and/or clinical experience in developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students; developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students; developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students and that emphasizes the integration of literacy skills in science and social studies; addressing child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight; addressing understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities; and addressing curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices.

The Department proposes new N.J.A.C. 6A:9B-11.2(c) to require a holder of a CE with preschool through grade three endorsement who begins teaching under a provisional certificate on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to new N.J.A.C. 6A:9B-11.2(b).

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(d), which, in part, allows a teacher holding a standard elementary school endorsement valid in preschool through grade eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate may teach children in preschool in a public school or a Department of Children and Families facility if the teaching experience was in a position that would require the preschool through grade three endorsement. The Department proposes to also require teachers meeting this criteria to present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The proposed amendment will ensure that current educators have been exposed to the specialization of preschool through grade three education and

are updated on recent pedagogy. The proposed amendments will ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities.

The Department proposes to amend N.J.A.C. 6A:9B-11.2(e), which states that a standard certificate with a preschool through grade three endorsement authorizes the holder to teach preschool and kindergarten in all school districts. The Department proposes to replace “and kindergarten” with “through third grade” to reflect the proper grade span.

### **N.J.A.C. 6A:9B-11.3 Career and technical education**

This section establishes the requirements for the career and technical education endorsement.

The Department proposes to combine N.J.A.C. 6A:9B-11.3(a)1 and 2, which require candidates for the instructional certificate in a career and technical education endorsement to complete the applicable CE or CEAS requirements, at N.J.A.C. 6A:9B-11.3(a)1. The Department also proposes to recodify existing N.J.A.C. 6A:9B-11.3(a)3 and 4 as new N.J.A.C. 6A:9B-11.3(a)2 and 3, respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.3(a)3, which requires candidates for the instructional certificate in a career and technical education endorsement to complete the requirements for the renewal of the provisional certificate at N.J.A.C. 6A:9B-8.5 and standard certificate requirements at N.J.A.C. 6A:9B-8.7. The Department proposes to delete the requirement for candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed at N.J.A.C. 6A:9B-8.3(a)5 to complete the basic skills assessment prior to becoming eligible for a standard certificate. The Department proposes new N.J.A.C. 6A:9B-11.3(a)3i to require holders of a provisional certificate with a career and technical education endorsement seeking a standard certificate to demonstrate proficiency in the use of English language and mathematics by: 1) passing the Commissioner-approved test of basic reading, writing, and mathematics skills; 2) holding a master’s or terminal degree from an accredited institution of higher education; 3) holding an occupational license or certification or industry certificate or registration; or 4) completing a portfolio of work products through an approved educator preparation program, as approved by the employing school district’s superintendent, or the superintendent’s designee. The proposed amendments will add alternative measures for the basic skills assessment for CTE teachers and will align the section with N.J.S.A. 18A:26-34.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1, which sets forth how a candidate is deemed eligible for a CE with a career and technical education endorsement. N.J.A.C. 6A:9B-11.3(b)1 sets forth the experience-based endorsement requirements that include passing an examination in physiology, hygiene, and substance abuse issues, holding a State-issued occupational license, certificate, or registration if the candidate is seeking an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, and meeting one of the following: employment experience, self-employment experience, or military experience. The Department proposes to delete “the State issued” and add “issued by the State of New Jersey or other state or national authority.” The proposed amendments will expand the pool of eligible candidates for a career and technical education endorsement by changing the valid occupational licenses to include out-of-State licenses and national licenses. The Department also proposes an amendment at N.J.A.C. 6A:9B-11.3(b)1i(2), which states that the Department will identify industry credentials in consultation with experts from

education and business. The Department proposes to add “annually review and” before “identify” to ensure that industry credentials are reviewed at least on an annual basis. The proposed amendment will ensure that qualified experience is up-to-date with industry credentials.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.3(c), which requires any school district that employs a novice teacher who has not yet passed basic-skills tests required at N.J.A.C. 6A:9B-11.3(a)3 to provide ongoing support through the novice teacher's supervisor to ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The existing subsection also requires the school district to provide ongoing support to prepare the novice teacher to pass the basic-skills tests. The proposed deletion aligns with the additional alternative measures for CTE teachers; therefore, the subsection is no longer needed.

The Department proposes to recodify existing N.J.A.C. 6A:9B-11.3(d), (e), and (f) as new N.J.A.C. 6A:9B-11.3(c), (d), and (e), respectively.

#### **N.J.A.C. 6A:9B-11.4 Teacher of students with disabilities**

This section sets forth the requirements for the teacher of students with disabilities endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)1, which requires a candidate for a CE or CEAS with a teacher of students with disabilities endorsement to possess or be eligible for a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught. The Department proposes to delete “or be eligible for” because this endorsement requires the candidate to already possess a CE, CEAS or standard certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)2, which requires candidates for the deaf or hard of hearing with sign language communication endorsement to achieve an intermediate or higher score on the Sign Communication Proficiency Interview (SCPI). The Department proposes to replace “Communication” and “(SCPI)” with “Language” and “(SLPI),” respectively, and to add “or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI).” The proposed amendments will provide more opportunities for candidates to meet the requirements to attain the endorsement, which will increase the number of educators in an area of high need.

The Department proposes new N.J.A.C. 6A:9B-11.4(a)6 to exempt a candidate for a CE or CEAS with a teacher of students with disabilities endorsement from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b). The proposed paragraph will eliminate the requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-11.4(b), which requires a candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements at N.J.A.C. 6A:9B-11.4(a)1 to complete an educator preparation program. The Department proposes to add “that includes a minimum of 21 credit hours in the topics at (d), (e), (g), or (h) below” after “educator preparation program.” The Department proposes to amend the second sentence, which requires a candidate for the deaf or hard-of-hearing with sign language communication endorsement to also achieve an intermediate or higher score on the SCPI. The Department proposes to replace “SCPI” with “SLPI or a score of three or higher on the ASLPI.” The proposed amendments will eliminate the requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate.



The Department proposes new N.J.A.C. 6A:9B-11.4(d)1ix to require provisional teachers who hold a CE with a teacher of students with disabilities endorsement to complete an educator preparation program that includes formal instruction in Autism spectrum disorders, in addition to the existing eight topics. The proposed subparagraph will align the endorsement requirements to P.L. 2017, c. 6.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(e)3, which exempts holders of the provisional certificate with a blind or visually impaired endorsement from the performance assessment, pursuant to N.J.A.C. 6A:9B- 8.7(a)4. The proposed deletion will no longer require these candidates to duplicate the performance assessments they have already completed for their initial instructional certificate. The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(f)3 and (g)3, which exempts, from from the performance assessment, holders of the provisional certificate with a deaf or hard-of-hearing with oral/aural communication and holders of the provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, respectively, for the same reason.

The Department proposes new N.J.A.C. 6A:9B-11.4(j) to require the holder of a provisional certificate with a teacher of students with disabilities endorsement to meet the following requirements to renew the provisional certificate: demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program, and be rated effective or highly effective during the year of the requested renewal. The proposed subsection codifies that teachers holding this endorsement and seeking a renewal of their provisional certificate must show annual progress toward meeting requirements for the standard certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-11.4(j), (k), and (l) as new N.J.A.C. 6A:9B-11.4(k), (l), and (m), respectively.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(m), which allows holders of a standard teacher of the handicapped certificate to obtain additional instructional endorsements upon completion of the academic and test requirements listed at N.J.A.C. 6A:9B-8.2 and upon presentation of an original letter from a school official documenting a minimum of one year of experience teaching students with disabilities under a teacher of the handicapped endorsement. The subsection proposed for deletion is redundant and appears at existing N.J.A.C. 6A:9B-9.1(b).

#### **N.J.A.C. 6A:9B-11.5 Bilingual/bicultural education**

This section contains the requirements for the bilingual/bicultural endorsement.

#### **N.J.A.C. 6A:9B-11.6 English as a second language**

This section sets forth the requirements for the English as a second language (ESL) endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.6(c) to state that no holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c). The proposed subsection aligns to existing N.J.A.C.6A:9B-8.5.

#### **N.J.A.C. 6A:9B-11.7 Driver education**

This section establishes the requirements for a driver education endorsement.

### **N.J.A.C. 6A:9B-11.8 Military science**

This section sets forth the requirements for the military science endorsement.

### **N.J.A.C. 6A:9B-11.9 Middle school with subject matter specialization**

This section contains the requirements for the elementary school with subject-matter specialization endorsement.

### **N.J.A.C. 6A:9B-11.10 Swimming and water safety**

This section sets forth the requirements for the swimming and water safety endorsement.

The Department proposes amendments to the section to implement parts of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)2, which requires candidates for the swimming and water safety endorsement to hold a valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the YMCA. The Department proposes to replace “YMCA” with “American Heart Association.” The American Heart Association is an organization approved by the Department of Health to certify individuals in CPR, whereas the YMCA is not an approved organization for the CPR certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)4, which requires candidates for the swimming and water safety endorsement to hold a valid Water Safety Instructor Certificate issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program<sup>TM</sup>). The Department proposes to replace “Water Safety Instructor Certificate” with “water safety/swimming instructor certificate.” The proposed amendment will encompass the certificates issued by the three authorized entities.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(b)2, which chief school administrator of the employing district board of education to annually forward to the executive county superintendent copies of each valid American Red Cross or YMCA certificate identified at N.J.A.C. 6A:9B-11.10(a)2 through 4 for every person assigned to teach swimming and/or diving. The Department proposes to delete “American Red Cross or YMCA” because the issuers of each certificate identified at N.J.A.C. 6A:9B-11.10(a)2 through 4 already are listed in the respective paragraph.

### **N.J.A.C. 6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8**

This section establishes the requirements for the Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 endorsement.

### **N.J.A.C. 6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE)**

This section sets forth the requirements for the charter school certificate of eligibility (CSCE).

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-11.11(d)2, which requires the charter school to provide written recommendation for the issuance of a standard charter school certificate, as new N.J.A.C. 6A:9B-11.11(e).

### **Proposed N.J.A.C. 6A:9B-11.13 Requirements for mathematics and science add-on endorsement**

This proposed section will establish the requirements for mathematics and science add-on endorsements for candidates who already hold a CEAS or standard instructional certificate in mathematics or science. For example, an individual who holds an instructional certificate with a science endorsement and teaches chemistry could earn an endorsement in physical sciences, in lieu of needed all 30 credits in the new subject area as required by the current rules.

Proposed N.J.A.C. 6A:9B-11.13(a) states that “[a]ll endorsements authorized under this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.”

Proposed N.J.A.C. 6A:9B-11.13(b) to exempt candidates for a CE with a mathematics or science endorsement as an add-on from the requirements at N.J.A.C. 6A:9B-9.1 and, instead, to require the candidates to 1) hold a valid New Jersey CEAS or standard instructional certificate in mathematics or science; 2) complete at least six of the 30 credits of appropriate coursework in the subject area; 3) demonstrate at least two years of successful teaching under a valid New Jersey or out-of-State equivalent instructional teaching certificate, and 4) be enrolled in, and recommended for a CE by an educator preparation program.

Proposed N.J.A.C. 6A:9B-11.13(c) to state that candidates holding and employed under a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4. Proposed N.J.A.C. 6A:9B-11.13(d) will require candidates to complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable. The proposed regulations will align the section with eligibility requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and at N.J.A.C. 6A:9B-9.1(a), 10, or 11, respectively.

Proposed N.J.A.C. 6A:9B-11.13(e) will require candidates for a standard certificate with a mathematics or science endorsement who hold a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) to do the following: 1) meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a), 2) successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6, and 3) be recommended for a standard certificate by the educator preparation program.

### **Proposed N.J.A.C. 6A:9B-11.14 Requirements for the early college high school certificate of eligibility**

The Department proposes new N.J.A.C. 6A:9B-11.14 to effectuate P.L. 2021, c. 279, which authorized a CE for individuals who are qualified by education and experience to teach grades seven through 12 at an early college high school program. The State law established an alternate route to expedite the certification of eligible candidates and exempts them from the requirements governing a CE.

Currently, experienced college professors are required to obtain a teaching certificate prior to teaching in early college high school programs that offer dual enrollment opportunities to high school

students. While experienced college professors have the content knowledge and teaching experience necessary to teach college courses, they do not always meet the requirements to obtain an instructional certificate in New Jersey. This alternate pathway will allow early college high school programs to continue to attract experienced college professors without requiring them to take additional coursework to teach college-level courses they have demonstrated teaching proficiency.

Proposed N.J.A.C. 6A:9B-11.14(a) states that all endorsements issued under this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.

Proposed N.J.A.C. 6A:9B-11.14(b) sets forth the requirements for a candidate to be eligible for the early college high school CE with an instructional endorsement. A candidate must hold an advanced degree for an accredited college or university in a field related to the subject area being taught, have experience teaching students at any grade level, including postsecondary, and pass the appropriate State test of subject-matter knowledge.

Proposed N.J.A.C. 6A:9B-11.14(c) will require a candidate for the early college high school provisional certificate in an instructional area to show documentation that an early college high school intends to employ the candidate in a teaching position and enroll in the provisional teacher program.

Proposed N.J.A.C. 6A:9B-11.14(d) will require a candidate for the early college high school standard certificate in any instructional area to demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.

### **Subchapter 11A. Requirements for Teacher Leader Endorsement**

This subchapter sets forth the requirements for the teacher leader endorsement to the instructional certificate.

#### **N.J.A.C. 6A:9B-11A.1 Purpose of requirements**

This section requires a certificate holder with the teacher leader endorsement to be prepared to demonstrate the Teacher Leader Model Standards.

#### **N.J.A.C. 6A:9B-11A.2 Authorization**

This section authorizes holders of the teacher leader endorsement to assume responsibilities that are consistent with the Teacher Leader Model Standards.

#### **N.J.A.C. 6A:9B-11A.3 Requirements**

This section establishes the requirements for a candidate to be eligible for the teacher leader endorsement.

### **Subchapter 12. Requirements for Administrative Certification**

This subchapter sets forth the requirements for the Department’s approval of educator preparation programs for administrative and supervisory personnel, approving non-traditional programs for administrative and supervisory personnel, evaluating the eligibility of candidates for

administrative or supervisory certification, and approving principal and school administrator residency programs.

#### **N.J.A.C. 6A:9B-12.1 Purpose of requirements**

This section states that the requirements for administrative certification shall apply when approving educator preparation programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving residency programs required of principal and school administrator candidates for certification.

The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)2 to replace “administrative or supervisory certification” with “an administrative certificate or an administrative certificate with a supervisor endorsement.” The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)3 to replace “principal and school administrator candidates for certification” candidates for an administrative certificate with a principal or school administrator endorsement.” The proposed amendments will clarify the two types of endorsements for administrators.

#### **N.J.A.C. 6A:9B-12.2 College degrees**

This section requires all candidates for administrative certification, except for school business administrators, to hold a master’s degree or higher from a regionally accredited college or university.

#### **N.J.A.C. 6A:9B-12.3 Authorizations**

This section establishes what certificate holders can do under the school administrator, principal, supervisor, and school business administrator endorsements to an administrative certificate and which roles and responsibilities the certificate holder can assume.

The Department proposes to amend N.J.A.C. 6A:9B-12.3(d)2, which authorizes the holder of a school business administrator endorsement to engage in facilities planning, construction and maintenance, personnel administration, administration of transportation and food services, and central data-processing management. The Department proposes to delete “construction and maintenance” because the two areas are covered by the a certified facilities manager certificate issued by the Department. A certified facilities manager whose is responsible for the oversight of construction and maintenance.

#### **N.J.A.C. 6A:9B-12.4 School administrator**

This section sets forth the requirements for a candidate to be eligible for a school administrator endorsement.

The Department proposes to amend the section to streamline the requirements for a school administrator endorsement and to reorganize the requirements for mentors and the individualized mentoring plan.

The Department proposes to amend N.J.A.C. 6A:9B-12.4(a)1ii, which requires a candidate for the school administrator CE to holds a master’s degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace “post-master's program resulting in a CEAS” with “graduate-level program.” The Department also proposes to replace “in educational administration and supervision” with “in educational leadership, curriculum and instruction, or one of the

recognized fields of leadership or management.” The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.4(a)1ii through v and (a)2 into one regulation. The proposed amendment will broaden the potential pool of educators eligible for the school administrator certificate by allowing candidates who have a master’s degree in another field to complete a graduate program that includes the relevant educational leadership coursework whether within, or in addition to, the master’s degree program.

The Department proposes to recodify N.J.A.C. 6A:9B-12.4(a)3, 4, and 5 as new N.J.A.C. 6A:9B-12.4(a)2, 3, and 4.

The Department proposes to amend new N.J.A.C. 6A:9B-12.4(a)3, which requires a candidate for a CE with a school administrator endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed in N.J.A.C. 6A:9B-12.4(a)2, aligned with the Professional Standards for School Leaders, and most directly related to the functions of superintendents. The Department proposes to delete “of knowledge acquired through study of the topics listed in (a)2 above” because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes to delete the second sentence at N.J.A.C. 6A:9B-12.4(e), which allows a residency to be extended for medical or family leave if agreed upon by the Department and the employing school or school district. The proposed deletion codifies that residency program providers, instead of the Department, have the discretion to determine whether residency extensions are necessary. The same amendment is proposed at new N.J.A.C. 6A:9B-12.5(e)2.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.4(e)2 as new N.J.A.C. 6A:9B-12.4(f) and to recodify existing N.J.A.C. 6A:9B-12.4(e)2i, ii, iii, and iv as new N.J.A.C. 6A:9B-12.4(e)1 through 5, respectively. The proposed recodifications will separate the candidate eligibility requirements for standard administrative certificate with a school administrator endorsement and the Commissioner-approved program residency requirements.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2iv(1), (2), (5), and (6) as new N.J.A.C. 6A:9B-12.4(g)1, 2, 4, and 5, respectively. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2iv(3) and (4) as new N.J.A.C. 6A:9B-12.4(g)3. The proposed recodifications will relocate all mentor criteria and duties in one regulation.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2v and (f) as new N.J.A.C. 6A:9B-12.4(h) and (g), respectively.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(g), which requires each candidate for the standard administrative certificate to be evaluated by a mentor at least three occasions with the first two evaluations conducted mainly for diagnostic purposes, as new N.J.A.C. 6A:9B-12.4(i). The Department proposes to amend the subsection to delete “[t]he first two evaluations shall be conducted mainly for diagnostic purposes.” The Department proposes to recodify the third sentence, which requires the final evaluation to be the basis for issuance of the candidate’s standard certificate, as new N.J.A.C. 6A:9B-12.4(i)2. The Department also proposes to recodify the fourth and fifth sentences, which require all performance evaluations to be aligned with the Professional standards for School Leaders, the mentor to discuss each evaluation with the candidate, and the mentor and candidate to sign each report, as new N.J.A.C. 6A:9B-12.4(i)1. The Department also proposes to delete the last sentence, which requires the mentor to send the completed report to the Department, accompanied by the recommendation for certification pursuant

to N.J.A.C. 6A:9B-12.4(j) because the provisions will be at N.J.A.C. 6A:9B-12.4(j)1 and 2, as proposed for amendment.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(h), which requires each mentor to form an advisory panel of practicing educators and to convene the panel on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. The regulation also allows the mentor to seek the informal input of the employing district board of education concerning the candidate's standard certification. The subsection proposed for deletion is no longer part of the mentor's responsibilities, which are proposed for amendment at new N.J.A.C. 6A:9B-12.4(g) and (h).

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(i), which states that the Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The proposed deletion is necessary because the educator preparation or residency programs set the fees for training and mentoring services rather than the Department.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)1, which requires the mentor to submit to the Department, before the end of the residency period, a comprehensive evaluation report on the candidate's performance. The section is no longer necessary because the Department requires a signed copy of the evaluation only after the candidate has received their copy pursuant to recodified N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)2 as new N.J.A.C. 6A:9B-12.4(j)1.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the mentors' recommendations shall not be subject to review or approval by district boards of education. The mentors do not act as agents of the Board of Examiners, but rather make recommendations to the Board of Examiners related to the issuance of certificates. The same deletion is proposed at N.J.A.C. 6A:9B-12.7, which relates to the school business administrator endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)5, which requires the mentor to provide the candidate with a copy of the signed evaluation report, and the mentor's recommendation, before submitting it to the Department, as new N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)4 as new N.J.A.C. 6A:9B-12.4(j)3.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)6, which allows a candidate who disagrees with the mentor's recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing regulation is redundant and allowed under existing N.J.A.C. 6A:9B-4.13. A similar rule at existing N.J.A.C. 6A:9B-12.7(g)6 is proposed for deletion for the same reason.

## **N.J.A.C. 6A:9B-12.5 Principal**

This section contains the requirements for a candidate to be eligible for the principal endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-12.5(a)1ii, which requires a candidate for the principal CE to hold a master's degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace "post-master's program resulting in a CEAS" with "graduate-level program." The Department also proposes to replace "in educational administration and supervision" with "in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management." The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.5(a)1ii through v and (a)2 into one subparagraph. The proposed amendment will broaden the potential pool of educators eligible for the principal certificate by allowing candidates who have a master's degree in another field to complete a graduate program that includes the relevant educational leadership coursework whether within, or in addition to, the master's degree program.

The Department proposes to recodify N.J.A.C. 6A:9B-12.5(a)3, 4, and 5 as new N.J.A.C. 6A:9B-12.5(a)2, 3, and 4.

The Department proposes to amend new N.J.A.C. 6A:9B-12.5(a)3, which requires a candidate for a CE with a principal endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed in N.J.A.C. 6A:9B-12.5(a)2 and most directly related to the functions of superintendents. The Department proposes to replace "study of the topics listed in (a)2 above" with "study aligned to the Professional Standards for School Leaders" because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes new N.J.A.C. 6A:9B-12.5(e)3 and 4 to require candidates eligible for the standard administrative certificate with a principal endorsement to have been reviewed by the mentor, recommended by the mentor for a standard certificate, and has paid the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.5(e)2 and (e)2i through iv, which require the Commissioner-approved program provider selected by the employing school or school district to implement the residency program and set forth program criteram as new N.J.A.C. 6A:9B-12.5(f)1 through 5. The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(e)2iv(1) through (6) and (e)2v as new N.J.A.C. 6A:9b-12.5(g) and (g)1 through 7. The proposed recodifications will separate the program provider requirements from mentor responsibilities.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(f)1, 2, and 3 as new N.J.A.C. 6A:9B-12.5(f)5i, ii, and iii. The Department proposes to amend the second sentence of new N.J.A.C.6A:9B-12.5(f)5i, which requires principal mentors to have received a summative rating of "effective" or "highly effective" starting in academic year 2013-2014 and each year thereafter. The Department proposes to delete "[f]or principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter" because the date has passed and the provision now applies to all principal mentors. The Department also proposes at N.J.A.C.6A:9B-12.5(f)5i to add "in at least three years of service in a position requiring a principal endorsement" at the end of the second sentence to require the principal mentor to have effective or highly effective ratings for at least three years.

The Department proposes new N.J.A.C. 6A:9B-12.5(h) to state that a mentoring plan shall take the place of the individualized professional development plan during the residency period. The proposed subsection also will require the mentoring plan to be individualized based on the



candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. The proposed subsection also will require the support for the candidate in areas established at new N.J.A.C. 6A:9B-12.5(h)1 through 11 to be considered in developing the individualized plan. The proposed regulation will ensure that the individualized mentoring plan is based on the required criteria and is inclusive of specific areas of principal leadership such as collegial management, supervision and evaluation responsibilities, working with a district board of education, management of school district operations, and school law.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(g), which requires the Commissioner-approved program provider to base the candidate's recommendation for the standard administrative certificate with a principal endorsement to be based on at least three reviews conducted by the mentor throughout each year during the two-year residency, as new N.J.A.C. 6A:9B-12.5(i). The Department proposes to amend the subsection to replace "throughout each year during the two-year residency" with "in each year of the two-year residency for a minimum of six reviews" to clarify the number of total reviews that are required.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(h), which states that the Department may require a candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The regulation proposed for deletion is duplicative of the new N.J.A.C. 6A:9B-12.5(e)4.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(i) through (m) as new N.J.A.C. 6A:9B-12.5(j) through (n), respectively.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(i)4 and 5, which require the program provider to provide the candidate with a copy of the written evaluation report and recommendation before submitting it to the Department and allows a candidate who disagrees with the program provider's recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing paragraphs are redundant and already included at existing N.J.A.C. 6A:9B-4.13.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.5(k), which states that a candidate who receives a "disapproved" recommendation or two or more 'insufficient' recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13. The Department proposes to replace "'disapproved' recommendation" with "'partially effective' or 'ineffective' evaluations" and to replace "'insufficient' recommendations" with "'ineffective' evaluations" to align at the subsection with N.J.A.C. 6A:10.

### **N.J.A.C. 6A:9B-12.6 Supervisor**

This section sets forth the requirements for the supervisor endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.6(a)2ii(3), which requires a candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-hour credits, including three elective credits in curriculum design and development. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.6(a)2ii(4), which requires a candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-hour credits, including three elective credits in instructional staff supervision and/or curriculum design and development, as new N.J.A.C. 6A:9B-12.6(a)2ii(3). The Department proposes to amend new N.J.A.C. 6A:9B-12.6(a)2ii(3) to require six elective credits in instructional staff supervision and/or curriculum

design and development, rather than three, to account for the tree credits required at existing N.J.A.C. 6A:9B-12.6(a)2ii(3).

### **N.J.A.C. 6A:9B-12.7 School business administrator**

This section establishes the requirements for the school business administrator endorsement.

The Department proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-12.7(f), which requires a candidate for the standard administrative certificate with a school business administrator endorsement to pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services, as new N.J.A.C. 6A:9B-12.7(c)3.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-12.7(e), which allows the mentor to seek the informal input of the employing district board of education concerning the candidate's standard certification, as new N.J.A.C. 6A:9B-12.7(d)4.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.7(g)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the recommendations shall not be subject to review or approval by district boards of education.

### **N.J.A.C. 6A:9B-12.8 Requirements for interstate reciprocity**

This section sets forth interstate reciprocity rules for administrator certificates.

## **Subchapter 13. Acting Administrators**

### **N.J.A.C. 6A:9B-13.1 General provisions**

This section contains rules governing the approval and appointment of acting administrators who do not hold the standard administrator certificate under circumstances that prevent a superintendent, assistant superintendent, school business administrator, principal, or vice principal from fulfilling the duties of the position.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(a) to add that the section does not apply to an individual who holds the CE required for the position, in addition to the standard certificate. An individual who holds a CE applicable to an administrator position would be eligible to serve as an acting administrator without Commissioner approval as specified in the section.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(b), which states that the Commissioner's approval under this section shall be for three months' duration and may be renewed for a period of three months at a time on a case-by-case basis upon application. The subsection also states that, if the acting status of the individual is to extend beyond a year, the Commissioner shall provide to the State Board a recommendation that the district board of education's application be granted. The Department proposes to amend the regulation to specify that, if the acting status of the individual is to extend beyond a year, the district board of education shall apply in writing to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The Department also proposes to amend the regulation to state that the Commissioner may recommend to the State Board whether to approve the application.

## **Subchapter 14. Requirements for Educational Services Certification**

This subchapter establishes the requirements for candidates seeking educational services certifications.

### **N.J.A.C. 6A:9B-14.1 Qualifications/general provisions**

This section sets forth the general requirements for the educational services certificate.

The Department proposes to delete N.J.A.C. 6A:9B-14.1(a)3, which enables a candidate for an educational services certificate to fulfill one of four options by completing three years of successful full-time experience, or the equivalent in the appropriate field in another state under that state's standard certificate authorizing such service. The regulation also requires the candidate to hold a currently valid standard certificate from that state in the appropriate field and for the experience to occur in the seven years immediately prior to the application for the New Jersey educational services certificate. The regulation proposed for deletion is no longer necessary and is superseded by the reciprocity rules at N.J.A.C. 6A:9B-14.21.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.1(a)4 as new N.J.A.C. 6A:9B-14.1(a)3.

### **N.J.A.C. 6A:9B-14.2 Student assistance coordinator**

This section explains the functions that a student assistance coordinator (SAC) endorsement authorizes a holder to carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(b)1, 2 and 3, which establish three options to fulfill degree requirements for the SAC CE. The Department proposes to delete the last sentence in each regulation, which exempts the candidates utilizing this pathway from having to complete a college-supervised SAC practicum. The practicum will be required at recodified N.J.A.C. 6A:9B-14.2(c)3. Proposed N.J.A.C. 6A:9B-14.2(e)2i will exempt candidates who hold a SAC CE from having to complete a college-supervised SAC practicum.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(c)2, which sets forth the required areas that must part of the minimum 21 semester-hour credits completed as part of a Department-approved graduate program, to update terminology.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.2(c)2vi, which requires the Department-approved graduate program to cover the coordination of research-based prevention program services in school and community settings. The provisions will be included at existing N.J.A.C. 6A:9B-14.2(c)2vi, as proposed for amendment.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.2(c)2vii and viii as new N.J.A.C. 6A:9B-14.2(c)2vi and vii.

### **N.J.A.C. 6A:9B-14.3 School nurse**

This section states that the school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in preschool through grade 12. This section also contains the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.3(c), which sets forth the required areas that must part of the minimum 21 semester-hour credits completed as part of a program of studies. The Department proposes new N.J.A.C. 6A:9B-14.3(c)8 to require the instruction to include substance abuse. The proposed amendment will align the section with N.J.S.A 18A:40-3.7. The Department proposes the same amendment at N.J.A.C. 6A:9B-14.4(c)7.

#### **N.J.A.C. 6A:9B-14.4 School nurse/non-instructional**

This section states that the school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in preschool through grade 12 but does not authorize the holder to teach in areas related to health. This section also sets forth the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.5 School social worker**

This section explains the duties that a school social worker endorsement authorizes a holder to carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.5(c), which allows holders of a master's degree in social work from a regionally accredited college or university to be issued a standard educational services certificate with a school social worker endorsement. The subsection no longer is necessary because N.J.A.C. 6A:9B-14.5(b) sets forth the requirements for all candidates with a master's degree. The proposed amendments also will simplify the section and delineate educational services professionals such as SAC, guidance counselors, school psychologists, etc.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.5(d), which sets forth the requirements for an emergency certificate. as new N.J.A.C. 6A:9B-14.5(c). The Department also proposes to replace “[a]n emergency certificate may be issued” with “[u]pon the executive county superintendent’s request, the Office may issue” because the executive county superintendent receives and reviews the initial request for an emergency certificate.

#### **N.J.A.C. 6A:9B-14.6 Speech-language specialist**

This section establishes the functions that a speech-language specialist endorsement authorizes a holder to perform. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.6(d), which allows individuals holding a valid New Jersey speech correctionist endorsement to serve in a position requiring speech-language specialist certification until August 31, 2015, by which date the individuals had to obtain a speech language specialist endorsement or complete a Department-approved retraining program. The subsection is no longer necessary because the date has passed and all candidates for speech language specialist must meet the current requirements.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.7(e) through (i) as new N.J.A.C. 6A:9B-14.7(d) through (h), respectively.

The Department proposes to amend new N.J.A.C. 6A:9B-14.7(h), which states that an emergency certificate is not available for the speech-language specialist endorsement after July 31, 2013. The

regulation also states that emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013. The Department proposes to delete “after July 31, 2013. However, emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013” because the dates have passed.

#### **N.J.A.C. 6A:9B-14.7 Director of school counseling services**

This section specifies the positions in which the holder of a director of school counseling services endorsement can serve. This section also sets forth the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.8 School counselor**

This section establishes the services that the holder of a school counselor endorsement can perform. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.8(b)2vi, which requires the minimum 48 graduate semester-hour credits that are completed as part of a program of studies to include, among other areas, supervised counseling practicum in a preschool through grade 12 school setting: a minimum of six credits. The Department proposes add “as a school counselor” after “practicum” to clarify that the practicum must be specifically designed to prepare candidates for the role of a school counselor. The Department also proposes to require the practicum to be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement. The proposed amendment will ensure that the practicum is completed in a school setting and incorporates all components of the coursework and experience that must be completed as a school counselor.

#### **N.J.A.C. 6A:9B-14.9 School psychologist**

This section states that the school psychologist endorsement authorizes the holder to serve as a psychologist in preschool through grade 12. This section also specifies the requirement for attaining the endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(b)4 as new N.J.A.C. 6A:9B-14.9(c) to separate the guidelines for the externship from an alternative to the required 600 clock hours within the externship for those holding an emergency certificate .

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(c) and (d) as new N.J.A.C. 6A:9B-14.9(d) and (e), respectively.

The Department proposes to amend new N.J.A.C. 6A:9B-14.9(d)4, 5, and 6, which set forth tools that must be provided to an extern. The Department proposes to replace “the extern shall have” with “the college, university, or school district, as appropriate shall provide the extern with.” The proposed amendments will clarify the responsible entities for providing the tools necessary during an externship.

The Department proposes to delete the second sentence at new N.J.A.C. 6A:9B-14.9(e), which states that the emergency certificate will be forwarded to the applicant if the executive county superintendent grants preliminary approval. The provision will be included at N.J.A.C. 6A:9B-14.1(d), as proposed for amendment. The same amendment is proposed at N.J.A.C. 6A:9B-14.14 and 14.15.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(e), which states that the Board of Examiners will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license, as N.J.A.C. 6A:9B-14.9(g) for organizational structure.

#### **N.J.A.C. 6A:9B-14.10 Learning disabilities teacher-consultant**

This section states that the learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.10(c)2, which requires a candidate who meets the requirements at N.J.A.C. 6A:9B-14.10(b) to complete a consultant-level master's degree in educational disabilities or two other options. The Department proposes to delete "consultant-level" because the term is not defined or utilized in practice.

The Department proposes to recodify the last three sentences at N.J.A.C. 6A:9B-14.10(c)3ix as new N.J.A.C. 6A:9B-14.10(c)3ix(1) to separate the requirement for the candidate to complete the practicum from the required practicum content.

#### **N.J.A.C. 6A:9B-14.11 School occupational therapist**

This section states that a school occupational therapist endorsement is required for service as an occupational therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.12 School physical therapist**

This section states that a school physical therapist endorsement authorizes the holder to serve as a physical therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.12(b)2, which requires an individual to complete a program in physical therapy from an approved school as one of three eligibility requirements for a school physical therapist endorsement. The Department proposes to replace "approved school" with "accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education." The proposed amendment will align the degree and study requirements with all other endorsements offered by the Office.

#### **N.J.A.C. 6A:9B-14.13 Reading specialist**

This section establishes the functions that the holder of a reading specialist endorsement can carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(a), which establishes a reading specialist's functions, including "contributes to the evaluation of the reading achievement of students." The Department proposes to replace "evaluation of" with "the collection of standardized data as a means of determining and monitoring." The proposed amendments will provide clarity and precision around the reading specialist role by identifying the contributions of

the reading specialist while acknowledging the collaboration necessary between the reading specialist and other experts to fully determine and monitor student achievement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(b), which requires a candidate for the reading specialist endorsement to have completed a master's degree from an accredited college or university, two years of successful teaching experience, and the requirement at either N.J.A.C. 6A:9B-14.13(b)1 or 2. The Department proposes to replace "[a] candidate for this endorsement" with "[a] candidate applying for this endorsement on or before August 31, 2025." The inclusion of a date will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025.

The Department proposes new N.J.A.C. 6A:9B-14.13(c) to require candidates applying for the reading specialist endorsement on or after September 1, 2025, to have completed a master's degree from an accredited college or university, three years of teaching experience, and the requirements at new N.J.A.C. 6A:9B-14.13(c)1 or 2. The proposed subsection reflects the role of reading specialists, which includes serving as an instructional leader at the school or school district levels and may incorporate coaching and professional development initiatives. Requiring a candidate to have served three years in the classroom – instead of two years as currently required – will ensure that the reading specialist has the teaching experience necessary to serve as a school or school district instructional leader. Proposed new N.J.A.C. 6A:9B-14.13(c)1 will enable a candidate applying on or after September 1, 2025, to fulfill the third requirement by completing a Department-approved graduate-degree program in reading with a program of study or a program of graduate studies of 30 semester-hour credits, both of which must consist of the specified topics at new N.J.A.C. 6A:9B-14.13(c)1i through ix.

The Department proposes new N.J.A.C. 6A:9B-14.13(c)2 to enable a candidate applying for the reading specialist endorsement on or after September 1, 2025, to fulfill the third requirement by holding a master's degree in literacy, reading, or another related field from an accredited college or university and by completing courses that cover the topics at N.J.A.C. 6A:9B-14.13(c)1 as part or outside of the degree program. The proposed option will create a pathway for individuals to gain the reading specialist endorsement without completing a full reading specialist program, as the necessary topics could be covered in a master's degree program. The option also will enable out-of-State candidates to earn the reading specialist endorsement by using previous coursework.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.13(d), which allows the issuance of an emergency certificate with a reading specialist endorsement. The Department proposes to add that the existing requirements must be met by candidates applying for an emergency certificate on or before August 31, 2025.

The Department proposes new N.J.A.C. 6A:9B-14.13(e)1, 2, and 3 to establish the requirements for candidates applying for an emergency certificate with a reading specialist endorsement on or after September 1, 2025.

#### **N.J.A.C. 6A:9B-14.14 School library media specialist**

This section explains the functions that the holder of a school library media specialist (SLMS) endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(b), which requires a candidate for a CE with a SLMS endorsement to hold a master's degree in library media studies and complete

one of the three options at N.J.A.C. 6A:9B-14.14(b)1, 2, and 3. The Department proposes to delete options one and three, which are a Department-approved graduate program that specifically prepares the candidate for the certificate and a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies. The Department proposes to delete the other option at N.J.A.C. 6A:9B-14.14(b)2, which is to hold a master's degree in library media studies, and, instead, to amend N.J.A.C. 6A:9B-14.14(b) to require the master's degree to be in library media studies. The proposed amendments will streamline the requirements. The Department proposes to recodify N.J.A.C. 6A:9B-14.14(b)3i through x as new N.J.A.C. 6A:9B-14.14(c)3i through x. The Department proposes to delete existing N.J.A.C. 6A:9B-14.14(b)3xi, which requires a clinical experience that includes instruction and management and is completed in a school library media center. This regulation is no longer necessary because the regulation requires completion of coursework that already is taken during the candidate's time under a provisional certificate as part of the CE pathway and that is already required to obtain a standard certificate. The referenced clinical experience is completed during the CE preparation program.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(c), which requires a candidate for a CEAS with the SLMS endorsement to a Department-approved graduate program that specifically prepares the candidate for the certificate or a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies and one of the requirements at N.J.A.C. 6A:9B-14.14(c)1, 2, or 3. The Department proposes amend N.J.A.C. 6A:9B-14.14(c) to require the candidate to hold a master's degree from an accredited college and complete one additional requirement. The Department proposes to delete N.J.A.C. 6A:9B-14.14(c)2, which states that the candidate may complete a State-approved college educator preparation program with or without clinical practice as one of the additional requirements. The requirement already is covered in the State-approved educator preparation program, which is an existing requirement for this endorsement. The Department proposes new N.J.A.C. 6A:9B-14.14(c)2 to allow the candidate to complete a Department-approved graduate program that specifically prepares the candidate for the certificate. The Department also proposes to amend N.J.A.C. 6A:9B-14.14(c)3, which allows the candidate to fulfill the endorsement requirements by completing a coherent college program that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Instead, the Department proposes to allow the candidate to complete a program of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and a minimum of 36 semester-hour credits in a coherent sequence of studies. The Department further proposes to recodify N.J.A.C. 6A:9B-14.14(b)3i through x as new N.J.A.C. 6A:9B-14.14(c)3i through x to appropriately align the requirements for the CEAS for the SLMS endorsement. The required course content is an existing requirement to obtain a CE, which is not appropriate.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-14.14(e)4, which requires a certified school administrator, principal, or supervisor to provide supervision during the candidate's provisional year, as new N.J.A.C. 6A:9B-14.14(e)4i1. The Department also propose to recodify the last sentence at N.J.A.C. 6A:9B-14.14(e)4i, which requires, where possible, an experienced school library media specialist to mentor the candidate throughout the year-long residency. as the last sentence at new N.J.A.C. 6A:9B-14.14(e)4i(1). The proposed recodifications will improve the section's organization. The Department proposes the same amendments at N.J.A.C. 6A:9B-14.15(e)3.



The Department proposes to amend N.J.A.C. 6A:9B-14.14(e)4ii, which requires the residency program to be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor. The Department proposes to delete “State-approved” because the residency program is responsible for approving the supervisor, rather than the Department. The Department proposes the same amendments throughout the section and at N.J.A.C. 6A:9B-14.15.

#### **N.J.A.C. 6A:9B-14.15 Associate school library media specialist**

This section sets forth the functions that the holder of an associate school library media specialist (ASLMS) endorsement can carry out under the supervision of a certified school administrator, principal, or supervisor. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.15(b)2ii, which requires a candidate to complete a program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including organization and coordination of school library media programs, resources, and instruction to provide K-12 students with a sequential course of studies. The Department proposes to replace “K-12” with “preschool through grade 12” to align the regulation with N.J.A.C. 6A:9B-14.15(a).

#### **N.J.A.C. 6A:9B-14.16 School orientation and mobility specialist**

This section states that the school orientation and mobility specialist endorsement authorizes the holder to serve as an orientation and mobility instructor to blind and visually impaired students in public schools in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend 6A:9B-14.16(b)2, which requires a candidate for the standard educational services certificate with a school orientation and mobility specialist endorsement to hold a valid Orientation and Mobility Specialist certification issued by the Academy for the Certification of Vision Rehabilitation & Education Professionals (ACVREP) or a Category A: University Preparation certification issued by the National Blindness Professional Certification Board (NBPCB). The Department proposes to replace “Category A: University Preparation certification issued” with “have successfully matriculated through a university program approved” to more clearly articulate the requirement.

#### **N.J.A.C. 6A:9B-14.17 School athletic trainer**

This section states that the athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.18 Educational interpreter**

This section establishes that, effective September 1, 2005, the educational interpreter endorsement is required for individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard

of hearing, or deaf-blind in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-14.18(a), which requires, effective September 1, 2005, individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard of hearing, or deaf-blind in preschool through grade 12 to hold the educational interpreter endorsement. The Department proposes to delete “[e]ffective September 1, 2005,” because the date has passed and all individuals now providing educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard of hearing, or deaf-blind in preschool through grade 12 must hold this endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.18(b), which sets forth the requirements for a candidate to be eligible for an educational interpreter-sign language interpreting endorsement. The Department proposes amend N.J.A.C. 6A:9B-14.18(b)1i, which requires a candidate to hold an associate or higher degree and to pass the EIPA with a score of at least 3.0. The Department proposes to increase the required score to 3.5. The Department also proposes to require the candidate to pass the EIPA Written Test and Knowledge Standards. The proposed amendments will ensure that students in New Jersey receive interpreting services from a well-prepared educator. New Jersey is one of five states with a minimum score, of 3.0; all other states require higher scores. The Department proposes to increase the score on the EIPA throughout the section, where necessary.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(b)1ii, which requires the candidate to complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters, as new N.J.A.C. 6A:9B-14.18(b)2i. The Department proposes to decrease the semester hour-credits of professional education coursework to 12 semester-hour credits because the availability of the five required courses is limited. With the additional requirement to pass the EIPA Written Test, the Department is confident that the educators will continue to be well prepared for the classroom. The Department proposes new N.J.A.C. 6A:9B-14.18(b)2ii to also allow a candidate for an educational interpreter-sign language interpreting endorsement to meet the requirement by holding a certificate of educational interpreting from an accredited two or four-year college. The proposed regulation will allow educational interpreters moving to New Jersey from other states to be eligible for a New Jersey certification, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(b)2, which allows a candidate to be eligible for the educational interpreter-sign language interpreting endorsement by having the following: a high school diploma or a General Education Diploma (GED); demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf, the National Association of the Deaf, or other Department-approved national accrediting agencies for sign language interpreting; a minimum score of 3.0 on the EIPA; and 15 semester-hour credits of professional education coursework in specified topics. The paragraph is no longer necessary because the Department is increasing minimum qualifications for this endorsement to align them with other states’ requirements, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility for the standard educational services certificate with an oral interpreting endorsement, because oral

interpreting courses are no longer offered by institutions of higher education or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(d) and (e) as new N.J.A.C. 6A:9B-14.18(c) and (d), respectively.

The Department proposes to amend new N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility requirements for the standard educational services certificate with an educational interpreter-cued speech transliteration endorsement. The Department proposes to amend N.J.A.C. 6A:9B-14.18(c)1, which requires the candidate to have a high school diploma, a GED, or an associate or higher degree, to delete “a high school diploma, a GED, or.” The Department proposes to delete N.J.A.C. 6A:9B-14.18(c)2, which requires candidates to demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency. Instead, the Department proposes to require candidates to achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification, as they meet the current national standards for educational interpreters. The Department proposes to delete the references to a high school diploma or GED throughout the rest of the section and, where necessary, replace the references with “an associate or higher degree.” Increasing the minimum education level for this endorsement will better align New Jersey’s requirements with stakeholders and the National Association of Interpreters in Education (NAIE) that recommend a bachelor’s degree; however, the Department is concerned that requiring a bachelor’s degree would limit the field of educational interpreters.

The Department proposes to recodify N.J.A.C. 6A:9B-14.18(c)3, which requires the candidate to complete 15 semester-hour credits of professional education coursework in specified topics, as new N.J.A.C. 6A:9B-14.18(c)2i to include it as one of two options to fulfill the third requirement for the endorsement. The Department proposes new N.J.A.C. 6A:9B-14.18(c)2ii to include passing the EIPA Written Test, which covers the necessary content knowledge, as the other option. The proposed amendments will ensure that candidates are well prepared for the classroom and will increase the pool of candidates for this endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(f), which allows an emergency educational interpreter certificate in oral interpreting to be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The existing subsection also allows the emergency certificate to be renewed a total of three times. The subsection is proposed for deletion because an oral interpreting certificate is no longer offered in educator preparation programs or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(g) as new N.J.A.C. 6A:9B-14.18(e).

The Department proposes to amend the first sentence at new N.J.A.C. 6A:9B-14.18(e), which allows an emergency educational interpreter certificate with a cued speech transliteration endorsement to be issued to a candidate with a high school diploma or GED and a cued speech transliteration certificate from a Department-approved accrediting agency. The Department proposes to replace “cued speech transliteration certificate from a Department-approved accrediting agency” with “minimum score of 3.5 on EIPA for cued speech or possess TECUnit certification” to align the regulation with current national standards.

### **N.J.A.C. 6A:9B-14.19 Cooperative education coordinator – hazardous occupations**

This section explains the functions that the holder of a cooperative education coordinator (CEC) – hazardous occupations endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.19(b)2, which requires a candidate for the CEC – hazardous occupations endorsement to present evidence of two years of successful teaching under a certificate in career and technical education, plus specified training. The Department proposes to replace “certificate in career and technical education” with “standard certificate in career and technical education with a hazardous occupations endorsement.” The proposed amendment will clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

### **N.J.A.C. 6A:9B-14.20 Cooperative education coordinator**

This section sets forth the duties that the holder of a cooperative education coordinator endorsement can carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.20(b)2, which requires a candidate for a cooperative education coordinator endorsement to present evidence of completion of two years of teaching under a certificate in career and technical education. The Department proposes to add “standard” before “certificate” to clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

### **N.J.A.C. 6A:9B-14.21 Requirements for interstate reciprocity**

This section contains the rules governing interstate reciprocity for educational services certificates.

### **Proposed N.J.A.C. 6A:9B-14.22 Bilingual language paraprofessional credential**

This proposed section will set forth the duties that the holder of a bilingual language paraprofessional can carry out. This section also will establish the requirements for attaining the endorsement. Currently, bilingual paraprofessionals are utilized informally to interpret and support bilingual instruction. The proposed new credential acknowledges the work of bilingual paraprofessional and will provide a role to further support bilingual students in classrooms, increasing students’ access to content and instruction.

Proposed N.J.A.C. 6A:9B-14.22(a) states that the bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.

Proposed N.J.A.C. 6A:9B-14.22(b) will require a candidate for the bilingual language paraprofessional credential to complete 60 semester-hour credits at an institution of higher education or hold an associate or higher degree from an accredited college or university and meet

the test of subject-matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2. Proposed N.J.A.C. 6A:9B-14.22(b)2 also will require candidates with an associate or higher degree to demonstrate oral and writing competence in English by: 1) passing a Department-approved, nationally recognized test of oral and written proficiency in English, or 2) establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level. The proposed paragraph also will require candidates with an associate or higher degree to demonstrate oral and writing competence in the target language by: 1) passing a Department-approved, nationally recognized test of oral and written proficiency in the target language, or 2) establishing the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level. Proposed N.J.A.C. 6A:9B-14.22(b)3 will require the candidate to have six semester-hour credits of professional education coursework that includes study in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such study may be part of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.

### **Proposed N.J.A.C. 6A:9B-14.23 Early literacy specialist**

The Department proposes new N.J.A.C. 6A:9B-14.23 to create a new educational services endorsement to support early literacy at the school and school district levels. The proposed early literacy specialist endorsement is part of the Department's focus on literacy development for the early learners.

Currently, a number of individuals with varying levels of training and expertise support the State's youngest readers. Existing training equips reading specialists to support students in kindergarten through grade 12, but the training does not necessarily require a deep understanding of the foundational support necessary to serve students in preschool through third grade. The introduction of a new educational services endorsement specific to meeting the literacy development needs of young readers aligns to the Department's goals to create opportunities for all students to be reading at or above grade level by third grade. The proposed endorsement will increase support available to students to actualize this goal.

## **Subchapter 15. Qualifying Academic Credentials**

The Department proposes to amend the title of this subchapter and the name of the credential to "Academic Qualifying Credentials." to reflect the title currently used in the field.

### **N.J.A.C. 6A:9B-15.1 Definition; procedure**

This section describes what a Qualifying Academic Credential (QAC) is and how it can be obtained.

The Department proposes to recodify N.J.A.C. 6A:9B-15.2, which requires applicants for a mortuary science or chiropractic license to satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs, as new to N.J.A.C. 6A:9B-15.1(b). The proposed recodification will improve the section's organization.

The Department proposes to recodify existing N.J.A.C. 6A:9B-15.1(b) and (c) as new N.J.A.C. 6A:9B-15.1(c) and (d), respectively.

The Department proposes to amend new N.J.A.C. 6A:9B-15.1(d), which requires candidates to submit with their application a certified check or money order payable to the Treasurer of the State of New Jersey. The Department proposes to replace “a certified check or money order payable to the Treasurer of the State of New Jersey” with “payment of the fee as instructed in the application.” The proposed amendment is necessary because the Office no longer accepts certified checks or money orders as payment. All fees are paid electronically by credit or debit card.

### **N.J.A.C. 6A:9B-15.2 Requirements**

This section requires candidates for a mortuary science or chiropractic license to meet the requirements set forth by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.

The Department proposes to repeal this section because its contents will be included at N.J.A.C. 6A:9B-15.1(b).

As the Department has provided a 60-day comment period on this notice of proposal, the notice is excepted from the rulemaking calendar requirement, pursuant to N.J.A.C. 1:30-3.3(a)5.

### **Social Impact**

The rules proposed for readoption with amendments, repeals, and new rules will have a positive social impact on students, candidates for certification, school districts, and educator preparation programs. The rules proposed for readoption with amendments, repeals, and new rules for the instructional certificates will create additional endorsements and pathways for in-demand subject areas.

The rules proposed for readoption with amendments, repeals, and new rules include more options for candidates to meet the requirements of attaining endorsements and add-on certificates. The proposed changes will increase the number of educators in the field in high-need areas such as mathematics, science, and career and technical education. The proposed rules for readoption with amendments, repeals, and new rules also will eliminate the duplicate clinical practice requirements for educators seeking reciprocity in certain endorsement areas.

The new rules allowing issuance of a temporary certification for spouses in the military will also have a positive social impact allowing fully qualified educators from out-of-State to work in New Jersey because of the temporary nature of their military appointments.

The rules proposed for readoption with amendments, repeals, and new rules will clarify the Department’s expectations to earn and maintain instructional certification. Finally, the rules proposed for readoption with amendments, repeals, and new rules will streamline current rules so all existing and enhanced certification requirements are better understood by all candidates, school districts, and educator preparation programs.

### **Economic Impact**

The Department does not anticipate the rules proposed for readoption with amendments, repeals, and new rules will create additional costs for school districts and most individual educators. However, the Department is proposing to readopt certification and credential requirements at N.J.A.C. 6A:9B-5 and 7 through 14, which currently result in costs for individual educators. Certification requirements remain an essential tool for determining whether a candidate is qualified

to teach in New Jersey; therefore, the resulting costs are necessary to ensure all students receive a thorough and efficient education.

### **Jobs Impact**

The rules proposed for readoption with amendments, repeals, and new rules will not result in the generation or loss of jobs. The rules proposed for readoption with amendments, repeals, and new rules will lead to more individuals qualifying for certificates required to serve in vacant positions in school districts.

### **Agriculture Industry Impact**

The rules proposed for readoption with amendments, repeals, and new rules will have no impact on the agriculture industry.

### **Federal Standards Statement**

The rules proposed for readoption with amendments and new rules will further align the chapter with Federal requirements under Every Student Succeeds Act (P.L. 114-95) and ensure New Jersey's public-school system prepares students for postsecondary education and the 21st century workplace. The rules proposed for readoption with amendments and new rules are in compliance with Federal regulations.

### **Regulatory Flexibility Analysis**

The rules proposed for readoption with amendments, repeals, and new rules do not impose additional recording, recordkeeping, or other compliance requirements on small businesses, as defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The rules proposed for readoption with amendments, repeals, and new rules mainly impact individuals seeking certification. The proposed amendments to reporting and compliance rules at N.J.A.C. 6A:9B-4 (for school district reporting to the Board of Examiners) and at N.J.A.C. 6A:9B-8 (for school leaders who are recommending provisional teachers who have earned standard certification) will have minimal administrative cost and do not increase such costs for school districts. Approved private schools for students with disabilities (APSSDs), which employ certified teachers, could be considered small businesses. APSSDs will also have to comply with the reporting rules and certification rules at N.J.A.C. 6A:9B-4, which requires APSSDs to report to the Department all arrests of certified teachers or if a candidate fails to maintain the appropriate certificate, and N.J.A.C. 6A:9B-8, which requires APSSDs to notify the Department when a teacher is newly hired so the teacher will be issued a provisional certificate and when the teacher has completed the requisite mentorship and evaluation. Certification and related reporting requirements are essential tools for protecting the health and safety of New Jersey students and for determining whether an individual is qualified to teach in New Jersey school districts. As APSSDs receive public funding for students placed by school districts, the Department sees no reason to differentiate the rules for APSSDs.

### **Housing Affordability Impact Analysis**

The rules proposed for readoption with amendments and new rules will have an insignificant impact on the affordability of housing in New Jersey. There is an extreme unlikelihood the rules proposed for readoption with amendments and new rules would evoke a change in the average costs associated with housing in the State, as the rules proposed for readoption with

amendments and new rules impact solely on individual educators, candidates for a certificate, and school districts in New Jersey.

### **Smart Growth Development Impact Analysis**

The rules proposed for readoption with amendments and new rules will have an insignificant impact on smart growth. There is an extreme unlikelihood the rules proposed for readoption with amendments would evoke a change in housing production in Planning Areas 1 or 2, or within designated centers, under the State Development and Redevelopment Plan in New Jersey because the rules proposed for readoption amendments and new rules concern individual educators, candidates for a certificate, and school districts in New Jersey.

### **Racial and Ethnic Community Criminal Justice and Public Safety Impact**

There is an extreme unlikelihood the proposed rules for readoption with amendments and new rules would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the proposed amendments concern individual educators, candidates for a certificate, and school districts in New Jersey.

**Full text** of the rules proposed for readoption and the proposed amendments, new rules, and repeals follows (additions indicated in boldface **thus** or **\*thus\***; deletions indicated in brackets [thus] or [[thus]]):



N.J.A.C. 6A:9B, State Board of Examiners and Certification

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## Chapter 9B. State Board of Examiners and Certification

### Subchapter 1. Scope and Purpose

#### 6A:9B-1.1 Scope

This chapter sets forth the rules governing the licensure of educators or candidates required to be certified. It also contains the rules delineating the organization of, powers of, duties of, and proceedings before the State Board of Examiners.

#### 6A:9B-1.2 Purpose

- (a) The purpose of this chapter is to establish a licensure system **that is** based on professional standards for pre-service preparation and certification **and** that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for [college] **post-secondary education** and/or careers.
- (b) The licensure system shall function along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the New Jersey Student Learning Standards.

### Subchapter 2. Definitions

#### 6A:9B-2.1 Definitions

The definitions set forth in N.J.A.C. 6A:9-2.1 shall apply to the words and terms used in this chapter.

### Subchapter 3. State Board of Examiners

#### 6A:9B-3.1 General

- (a) There shall be a Board of Examiners, consisting of the Commissioner, ex officio, and one assistant commissioner of education, two presidents of State colleges, one executive county superintendent, one superintendent of schools of a Type I district, one superintendent of a Type II district, one high school principal, one elementary school principal, one librarian employed by the State or by one of its political subdivisions, one school business administrator, and four teaching staff members other than a superintendent, principal, school business administrator, or librarian, all of whom shall be appointed by the Commissioner with the approval of the State Board.
- (b) The Assistant Commissioner shall be the chair of the Board of Examiners. The Director of the Office shall be the Secretary of the Board of Examiners.
- (c) The chair of the Board of Examiners shall have the authority to appoint committees made up of less than a majority of the full Board of Examiners to assist in the conduct of the [Board's] **Board of Examiners'** duties.
- (d) The Board of Examiners shall hold its annual organization meeting prior to October 1 of each year.
- (e) The appointed members of the Board of Examiners shall hold office for two years, from September 15 of the year in which they are appointed. Vacancies on the Board of Examiners shall be filled for the unexpired term only.

#### 6A:9B-3.2 Powers and duties

- (a) [The] **Upon review of certified scholastic records, documented experience, and/or examinations, the** Board of Examiners shall:
  - 1. [issue] **Issue** appropriate certificates to teach or to administer, direct, or supervise, the teaching, instruction, or educational guidance of [pupils] **students** in public schools [operated by district boards of education,] and [such] **all** other certificates as [it shall be]



**the Board of Examiners** is authorized to issue by law[, based upon certified scholastic records, documented experience, or upon examinations, and may];

2. [revoke] **Revoke** or suspend [such] certificates[. The authority to issue certificates also includes the authority to] **issued, pursuant to N.J.A.C. 6A:9B-4.4; and**

3. [refuse] **Refuse** to issue a certificate under appropriate circumstances as set forth [in] **at N.J.A.C. 6A:9B-4.1.**

(b) All **Board of Examiners'** actions [taken by the Board of Examiners] shall be taken pursuant to rules adopted by the State Board **at N.J.A.C. 6A:9 and 9B.**

[(b) The Board of Examiners may suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4.]

(c) In exercising its statutory and regulatory authority, the Board of Examiners and staff assigned to it may:

1. Examine credentials and issue certificates that qualify individuals to seek employment as teaching staff members in the public schools of the State of New Jersey;
2. Recommend and develop procedures that govern the certification of teaching staff members;
3. Coordinate, monitor, and evaluate aspects of educator preparation programs and training programs of district boards of education that lead to educational certificates and recommend [their] **the programs'** periodic approval by the Commissioner;
4. Coordinate, monitor, and evaluate the administration of [tests and other] assessments that are required for educational certification;
5. Maintain reciprocal agreements with other states and territories concerning the certification of [educational practitioners] **teaching staff members;**
6. Maintain and report data on the supply and quality of newly certified teaching staff members; and
7. Assist district boards of education in the employment of teaching staff members.

### **6A:9B-3.3 Board of Examiners procedure**

- (a) Public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented. A copy of this publication can be obtained from Perseus Publishing, Markets Department at the Perseus Books Group, 11 Cambridge Center, Cambridge, MA 02142.**
- (b) Regular meetings of the Board of Examiners shall be held at such time, place and on such dates as established by the Board of Examiners and notice of such meetings shall be made in accordance with N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act.**
- (c) Special meetings may be called by the Board of Examiners chairperson at any time or at the request of any three members. Three days' notice of any special meeting shall be given to each member. The Board of Examiners shall provide "adequate notice" of such special meetings as that term is defined at N.J.S.A. 10:4-8.**
- (d) A quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.**
- (e) If a member of the Board of Examiners is absent from three consecutive public meetings without good cause, the Board of Examiners may, by majority vote, remove that member for the remainder of the member's term.**

### **Subchapter 4. State Board of Examiners' Proceedings**

#### **6A:9B-4.1 Conduct barring candidate from certification**

Notwithstanding that a candidate may meet [all] requirements for certification, the Board of Examiners may refuse to issue a certificate to the candidate if it determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public

schools for reasons set forth [in] **at** N.J.A.C. 6A:9B-4.4. **This refusal shall be known as a blocked application.**

#### 6A:9B-4.2 Candidates to provide information regarding criminal history

- (a) As part of the application for certification, a candidate shall advise the Office whether [he or she] **the candidate** has a record of conviction(s) for any crime or offense in New Jersey or any other state or [foreign] **international** jurisdiction. Candidates who have been convicted shall complete a form approved by the Secretary setting forth the details of the conviction(s).
- (b) The Board of Examiners, **or its designee**, shall review all information the candidate provides and determine whether the candidate's criminal history is such that [he or she] **the candidate** should not receive a certificate. In making its determination, the Board of Examiners shall consider the Rehabilitated Convicted Offenders Act, N.J.S.A. 2A:168A-1 et seq., and whether the crime(s) or offense(s) would be disqualifying under N.J.S.A. 18A:6-7.1 et seq.

#### 6A:9B-4.3 School district and candidate reporting responsibility

- (a) The chief school administrator shall notify the Board of Examiners when:
  - 1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign, [or] retire, **are suspended, or are placed on administrative leave** from their positions;
  - 2. Nontenured teaching staff members, including substitute teachers **and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor**, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;

3. A [certificate holder] **teaching staff member** fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position;
  4. [He or she] **The chief school administrator** becomes aware that a [certificate holder] **teaching staff member** has been convicted of a crime or criminal offense while in the school district's employ; or
  5. [He or she has received] **The chief school administrator receives** a report from the Department of Children and Families substantiating allegations of abuse or neglect, or establishing "concerns" regarding a [certificated] teaching staff member.
- (b) A school district shall cooperate with the Board of Examiners [in any proceeding arising from an order to show cause issued by] **as requested to assist** the Board of Examiners [and based on information about the certificate holder that the school district provided] **in executing its functions. Cooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes.**
- (c) School districts shall notify all employees new to the school district and shall notify annually all employees of the following reporting requirements. Failure to comply with this subsection may be deemed "just cause," pursuant to N.J.A.C. 6A:9B-4.4.
1. All certificate holders shall report to their [superintendent] **chief school administrator** their arrest or indictment for any crime or offense within 14 calendar days of the arrest or indictment. The reporting **certificate holder** shall [include] **provide** the date of arrest or indictment and **any** charge(s) [lodged] **filed** against the certificate holder.
  2. Certificate holders arrested or indicted for any crime or offense shall report to their [superintendent] **chief school administrator** the disposition of any charge within seven calendar days of disposition.

3. A certificate holder shall report to their chief school administrator the suspension or revocation of any other license, certificate, or authorization issued to the certificate holder by a state or Federal agency or body. Such a report shall be made within seven calendar days of the notification date of the suspension or revocation of the license, certificate, or authorization.

#### 6A:9B-4.4 Grounds for revocation and suspension of certification

- (a) The Board of Examiners may revoke or suspend the certificate(s) of any certificate holder on the basis of demonstrated inefficiency, incapacity, conduct unbecoming a teacher, or other just cause.
  1. Other just cause shall include, but not be limited to, offenses within the terms of the forfeiture statute, N.J.S.A. 2C:51-2, or the disqualification statute, N.J.S.A. 18A:6-7.1.
- (b) The Board of Examiners may revoke or suspend a certificate upon evidence that the **certificate** holder did not meet the qualifications for the certificate at the time of issuance or no longer satisfies the criteria set forth [in] **at** N.J.A.C. 6A:9B-5.1(b).
- (c) The Board of Examiners shall not revoke or suspend a certificate without providing the **certificate** holder an opportunity to be heard, pursuant to N.J.A.C. 6A:9B-4.5.

#### 6A:9B-4.5 [Revocation or suspension of] Process for initiating action against educator certificates

- (a) The Board of Examiners may issue an order to show cause to a certificate holder if the Board of Examiners determines the conduct of the holder [may] warrants the revocation or suspension of the certificate(s) held where:
  1. The Commissioner transmits a contested case to the Board of Examiners that resulted in a teaching staff member's loss of tenure, dismissal, resignation, or retirement;

2. Pursuant to N.J.A.C. 6A:9B-4.3, **a school district notifies** the Board of Examiners [receives information from a school district] that a teaching staff member **is** no longer [is] employed in the school district;
3. The Board of Examiners receives information regarding a certificate holder's criminal conviction or pending criminal charges;
4. The Board of Examiners receives notice that:
  - i. **Another state has taken action against** a teaching staff member's [who is certified in New Jersey and who also holds a teaching] certificate in [another] **that** state [has had action taken against his or her certificate by the other state]; **and**
  - ii. **That teaching staff member also holds a certificate in New Jersey;**
5. Pursuant to N.J.S.A. 9:6-8.10, the Department of Children and Families forwards to the Board of Examiners a copy of a report in which the Department of Children and Families has substantiated that a certificate holder has abused or neglected a [student] **child** or has identified concerns with the conduct of a [teaching staff member] **certificate holder**;
6. Pursuant to N.J.S.A. 18A:6-7.3, the Commissioner notifies the Board of Examiners that an individual who holds a New Jersey [certification] **certificate** is disqualified from employment in public schools or has pending charges for an offense that is disqualifying;
7. A certificate holder fails to maintain any license, certificate, or authorization that is mandated, pursuant to this chapter, for the holder to serve in a position;
8. Pursuant to N.J.S.A. 18A:6-38.1, the Commissioner recommends to the State Board of Examiners the revocation of the certification of the [superintendent] **chief school administrator**, assistant[, ] superintendent, **or an individual operating in such**

**capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3, or the school business administrator based on information received from a school district in which the certificate holder is employed;**

9. Pursuant to [section 2 of P.L. 2006, c. 15 ([N.J.S.A. 18A:7A-55[]]), the Board of **Examiners** becomes aware that any condition exists within a school district that would authorize the appointment of a State monitor. In such cases, the [State] Board of Examiners shall review the certification of a school district's [superintendent] **chief school administrator** and school business administrator; or
  10. Pursuant to P.L. 1989, c. 266 (N.J.S.A. 18A:4-14 et al.) and P.L. 2007, c. 53 (N.J.S.A. 18A:55-3 et al.), the Board of **Examiners** becomes aware that any school district is not in compliance with **the generally accepted accounting principles (GAAP)** system of double entry bookkeeping, as required. **In such cases**, the Commissioner shall recommend to the Board of Examiners that [the Board] **it** review the certification of the school district's school business administrator.
- (b) Nothing in this section shall preclude the Board of Examiners from issuing an order to show cause on its own initiative when the Board of Examiners determines grounds for revocation or suspension of a certificate may exist.

#### 6A:9B-4.6 Procedures for revoking or suspending a certificate

- (a) After review of the information received pursuant to N.J.A.C. 6A:9B-[5.15]**4.5**, the Board of Examiners shall determine by public vote whether to initiate [a revocation or suspension proceeding] **action against the certificate holder**. In cases where the Board of Examiners [moves for revocation or suspension] **votes to initiate action against the certificate holder**, the Secretary shall issue an order to show cause stating the specific charges that form the grounds of the revocation or suspension proceeding.

- (b) The certificate holder shall file an answer with the Board of Examiners no later than 30 days from the date of mailing of the order to show cause. The answer [shall not generally deny the charges, but] shall respond specifically to each allegation. **The Board of Examiners shall not accept general denials and shall deem them an admission.**
- (c) If the certificate holder does not file an answer within 30 days, the Secretary shall send a second notice affording an additional response time of 15 days from the date of **the** mailing of the second notice. The second notice shall also advise the certificate holder that the allegations against the certificate holder as set forth in the order to show cause shall be deemed admitted if the Board of Examiners does not receive any response within [that] **the specified** time. [and] **The second notice shall further advise** that the Board of Examiners shall proceed to a decision on the allegations in the order to show cause on the basis of the evidence before [it] **the Board of Examiners.**
- (d) If the certificate holder files an answer and there are material facts in dispute, the Board of Examiners shall either hear the matter directly or transmit the matter to **the** OAL for a hearing. The hearings at **the** OAL shall be heard in accordance with the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1.
- (e) If the certificate holder files an answer and no material facts appear to be in dispute, the Secretary shall send the certificate holder a hearing notice informing [him or her] **the holder** of the opportunity to submit written briefs, affidavits, and other supporting documentation for the Board of Examiners' consideration. The certificate holder shall submit [an original and 18 copies of] all response papers within 30 days from the hearing notice's mailing date.
- (f) After receipt of the written submissions pursuant to (e) above, the Secretary shall place the matter on the Board of Examiners' agenda and notify the certificate holder of the date the Board of Examiners will consider the matter. The notice shall advise the certificate holder whether [his or her] **the holder's** appearance is necessary.



- (g) The Board of Examiners may transmit the matter to **the** OAL if, **after review of the written submissions**, the Board of Examiners determines[, after review of the written submissions,] that there are material facts in dispute. The Board of Examiners may identify the specific issues **the** OAL shall consider.
- (h) In all cases, the Board of Examiners shall clearly articulate the findings of fact upon which its decision was based. If the Board of Examiners has decided a matter solely on the papers **submitted by the certificate holder**, [it] **the Board of Examiners** shall set forth the reasons it deemed summary decision appropriate.
- (i) **Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above, provided the application for the extension is submitted in writing prior to the expiration of the 30 days for filing the answer or the hearing brief.**
- [(i)] (j) The Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if [he or she] **the holder** is the subject of:
1. [a] **A pending action to revoke or suspend [his or her] the holder's certificate(s) pursuant to this section[.];**
  2. **A blocked application, pursuant to N.J.A.C. 6A:9B-4.1;**
  3. **A criminal action in any state or jurisdiction; or**
  4. **An administrative action or investigation by a state or Federal agency or other governmental body.**
- [(j)] Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above provided the application for the extension is submitted in writing prior to the expiration of the 30 days for filing the answer or the hearing brief.]
- (k) **All filings made pursuant to this section shall be accepted via electronic submission.**

6A:9B-4.7 [Revoked and suspended] **Return of certificates and notification after revocation or suspension of certificates**

- (a) If the Board of Examiners orders the revocation or suspension of a certificate, the **certificate** holder shall surrender it to the Secretary within 30 days after the mailing date of the revocation or suspension order, **if the certificate holder was issued a paper certificate.**
- (b) After the Board of Examiners has revoked or suspended a certificate, the Secretary shall notify:
  - 1. The states, territories, and other agencies that are part of the National Association of State Directors of Teacher Education and Certification;
  - 2. The executive county superintendents;
  - 3. Appropriate governmental pension and annuity funds, or retirement services;
  - 4. The chief school administrator in the employing school district; and
  - 5. Any other agency or entity as may be required by law.
- (c) The Board of Examiners may reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established **in the suspension decision. If the suspension is pending the outcome of an underlying criminal proceeding, the certificate holder shall notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter. If the certificate holder fails to notify the Board of Examiners in writing of the disposition of any criminal charge, the pending suspension shall continue until such time as the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action upon the new information.**
- (d) **All revocation and/or suspension decisions of the State Board of Examiners shall be published and publicly available. Decisions contain detailed information on the nature of the conduct and the penalty for such conduct.**

#### 6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign

- (a) A [teacher] **teaching staff member** employed by a district board of education who ceases, without the district board of education's consent, to perform [his or her] **the teaching staff member's** duties prior to the expiration of the **term of** employment shall be deemed guilty of unprofessional conduct.
- (b) Upon receiving notice of the fact, the Commissioner may suspend the certificate for a period not to exceed one year, pursuant to N.J.S.A. 18A:26-10.
- (c) Appeal of the Commissioner's decisions pursuant to this section shall be in accordance with N.J.A.C. 6A:4.

#### 6A:9B-4.9 Application for certification after revocation **or block**

- (a) A certificate that has been revoked for any of the grounds set forth in this chapter shall not be reinstated. An individual who has had a certificate revoked may file an application for a new certificate with the Board of Examiners.
- (b) The Board of Examiners shall not issue a new certificate to a candidate whose certificate(s) has been revoked unless the following conditions are met:
  - 1. The candidate satisfied all criteria for the certificate's issuance in effect at the time [he or she] **the candidate** applied for the new certificate;
  - 2. At least four years have passed since the effective date of the revocation of the previous certificate(s);
  - 3. The candidate provided evidence demonstrating rehabilitation for the unbecoming conduct, incompetence, or other cause for the revocation;
  - 4. If the revocation was due to the conviction of a crime that is not disqualifying under N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that [he or she] **the**

**candidate** has been fully rehabilitated in accordance with N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;

5. The candidate complied with all conditions imposed by the revocation order; and
6. If the revocation arose from a criminal matter involving the candidate, the candidate provided evidence that [he or she] **the candidate** has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity.

(c) Notwithstanding the provisions [of] **at** (b) above, the Board of Examiners shall not issue a new certificate to any candidate who is:

1. Ordered to forfeit [certification] **a certificate(s)** as part of a settlement in a tenure or criminal proceeding;
2. Barred from teaching again in the State of New Jersey by order of a court of competent jurisdiction;
3. Ordered to forfeit [certification] **a certificate(s) or public employment** as part of a plea bargain;
4. Ordered to forfeit [certification] **a certificate(s)** as a condition for entrance into a pre-trial intervention program as set forth in Rule 3.28 of the New Jersey Court Rules;
5. Ordered to forfeit [certification] **a certificate(s)** pursuant to a sentence imposed in a criminal proceeding;
6. Barred from [teaching] **employment in a school** for any reason; or
7. Relinquishing [his or her] **a certificate(s)**, pursuant to N.J.A.C. 6A:9B-4.10.

(d) **A candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application, pursuant to N.J.A.C. 6A:9B-4.1, unless the candidate seeks, by written application, leave from the Board of Examiners to apply and meets the following criteria:**

1. At least one calendar year has passed since the Board of Examiners blocked the candidate's prior application;
2. The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;
3. If the block was due to the conviction of a crime that is not disqualifying under N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;
4. If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and
5. If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with the action against the out-of-State certificate(s).

6A:9B-4.10 Relinquishment of certificate without order to show cause

- (a) The Board of Examiners may accept the relinquishment of all certificates held by an individual without issuance of an order to show cause.
- (b) When accepted by the Board of Examiners, the relinquishment of a certificate [as provided] in **accordance with** (a) above shall have the force and effect of a revocation, including, but not limited to, the notification requirements [in] **at** N.J.A.C. 6A:9B-4.7(b).
- (c) The individual seeking to relinquish a certificate(s) shall submit an affidavit to the Board of Examiners stating that the certificate holder:
  1. Is relinquishing all certificates [he or she holds] **held**;

2. Is waiving the right to a hearing, pursuant to N.J.A.C. 6A:9B-4.6, and agrees not to institute in any forum proceedings concerning the relinquishment; and
  3. Understands the relinquishment has the force and effect of a revocation with its attendant consequences.
- (d) The Board of Examiners shall vote on whether to accept **the relinquishment of the** certificate(s). If the Board of Examiners votes to accept the relinquishment, the revocation shall be effective as of the date of the Board of Examiners' vote.
- (e) [The] **If the certificate holder was issued a paper certificate(s), the holder** shall return all **paper** certificates to the Board of Examiners.

#### 6A:9B-4.11 Voluntary surrender of certificates and endorsements

- (a) [An individual] **A certificate holder** may voluntarily surrender a certificate or endorsement if [he or she] **the holder** has not been employed under that certificate or endorsement in the 10 years preceding the proposed surrender and if [he or she] **the holder** submits to the Board of Examiners an affidavit stating the following:
1. [He or she] **The certificate holder** is surrendering the certificate or endorsement voluntarily, and not under the conditions set forth [in] **at** N.J.A.C. 6A:9B-4.10;
  2. [His or her] **The certificate holder's** employment history for the 10 years preceding the voluntary surrender, including official documentation from a school official, if applicable; and
  3. [He or she] **The certificate holder** has not been employed under the certificate or endorsement at issue in the 10 years preceding the voluntary surrender.
- (b) The Board of Examiners shall review the application for a voluntary surrender. If the Board of Examiners votes to accept the surrender, the certificate or endorsement shall be deemed surrendered as of the date of the Board of Examiners' vote.

- (c) [The] **If the certificate holder was issued a paper certificate(s), the holder** shall return to the Board of Examiners the original certificate(s) or endorsement(s) [at issue].
- (d) Individuals who voluntarily surrender a certificate or endorsement may not apply for the same certificate **or endorsement** for three years from the effective date of the voluntary surrender. Candidates shall be subject to the certification requirements in effect at the time the new application is submitted.
- (e) **The Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s).**

#### 6A:9B-4.12 Appeals of Office certification decisions

- (a) A candidate for certification may appeal to the Board of Examiners an adverse decision of the Office regarding [his or her certification] **the candidate's** eligibility.
  - 1. The appeal shall be filed with the Board of Examiners within 60 days of the date of the decision at issue. For good cause shown, the Board of Examiners may relax the 60-day requirement.
- (b) If a candidate receives an evaluation [pursuant to N.J.A.C. 6A:9B-5.3(c)] that identifies areas of deficiency in the certification requirements, **pursuant to N.J.A.C. 6A:9B-5.3(c)**, the candidate may provide the Board of Examiners with evidence of alternative education and/or experience that [he or she believes is] **the candidate considers** equivalent to [the] **any** area(s) of deficiency.
- (c) The Board of Examiners shall not:
  - 1. Waive any test, GPA, degree completion, or approved educator preparation program completion requirements;

2. Permit a candidate to substitute education and/or experience for any test, GPA, degree, or approved educator preparation program completion requirements; or
  3. Issue a certificate that is expired and/or is not a type of certificate endorsement [pursuant to] **set forth at** N.J.A.C. 6A:9B-9 through 11A.
- (d) Upon receipt of a written request to file an appeal to the Board of Examiners, the Secretary shall provide the candidate with a copy of the appeals procedures, including the following:
1. The appeal shall be in the form approved by the Secretary and shall be accompanied by a sworn statement attesting to the facts in the appeal. The candidate shall be responsible for demonstrating by clear and convincing evidence that [he or she] **the candidate** is eligible for the requested certificate pursuant to this chapter.
  2. The Secretary shall examine for sufficiency the information submitted by the candidate and transmit it to the Board of Examiners for review.
  3. The Secretary shall give a candidate at least 10 days' notice of the Board of Examiners' meeting at which the appeal will be considered.
  4. The candidate may be present at the meeting at which the Board of Examiners considers the appeal. If in attendance, the Board of Examiners may question the candidate regarding [his or her] **the candidate's** submission.
  5. The Board of Examiners shall review the information provided by the candidate and render a written decision including [the] **an** explanation of the decision. The Secretary shall forward to the candidate a copy of the decision.
  6. If the Board of Examiners determines a candidate is not eligible for the requested certificate, the candidate may not request an additional review by the Board of Examiners until one year has elapsed from the date of the Board of Examiners' decision and the applicant has obtained alternative education and/or experience. The Board of Examiners may relax the required time period for good cause shown.



6A:9B-4.13 Appeal of a “disapproved,” two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations**, or ineligibility for a standard [certification] **certificate**

(a) If a school district notifies the Office that a candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard [certification] **certificate** evaluation requirements [for the candidate’s position] **at N.J.A.C. 6A:9B-8.7**, the candidate may initiate an appeal to the Board of Examiners. If an individual has received two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6**, only the second adverse [recommendation] **evaluation** shall be the subject of the appeal. The following procedures shall apply:

1. The candidate shall file [18 copies] **a copy** of the appeal with the Secretary, **or the Secretary’s designee**, within 60 days of receipt of the standard [certification] **certificate** determination. The **candidate’s** appeal shall take the form of a written submission, [accompanied by] **including** a sworn statement attesting to the facts in the appeal, and [shall include] evidence documenting the reason(s) why the candidate [believes he or she] should be awarded a standard certificate or be granted an additional opportunity for provisional employment. The candidate shall provide a copy of the final evaluation **issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6**.
2. The Secretary, **or the Secretary’s designee**, shall forward to the school district that issued the standard [certification] **certificate** determination a copy of the candidate’s [submission in support of the] appeal. Within 30 days from the date of the Secretary’s letter notifying the school district of the appeal, the school district shall forward to the Secretary, [18 copies] **or the Secretary’s designee, a copy** of all evaluations and

[certification] **the standard certificate** recommendation. In addition, the school district shall submit [18 copies] **a copy** of either a response to the candidate's appeal of the school district's recommendation or a statement that it will rely solely on the evaluations submitted. The school district shall serve a copy of its response on the candidate and [submit] **include a** proof of service **with the papers that are forwarded** to the Secretary, [with its papers] **or the Secretary's designee**. Neither party shall submit additional papers without the Secretary's approval.

3. The candidate shall be responsible for demonstrating to the Board of Examiners why [he or she] **the candidate** should be granted the relief requested. The Board of Examiners shall decide the appeal based on the written submissions and shall issue a written decision.
  4. If the Board of Examiners determines there is a need for further fact-finding to decide an appeal of a standard [certification] **certificate** determination, [it] **the Board of Examiners** may transmit the matter to **the** OAL for a hearing, pursuant to the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1. The parties to the hearing shall be the provisional teacher candidate and the school district that submitted the adverse [certification] **standard certificate** recommendation. The Board of Examiners shall consider the recommendation of the ALJ in deciding the appeal.
- (b) The sole remedies that the Board of Examiners may provide an aggrieved candidate pursuant to this section are issuance of a standard certificate or an opportunity to seek further employment as a provisional teaching staff member. A provisional teaching staff member who seeks additional relief from the employing school district shall file a petition requesting such relief with the Commissioner in accordance with N.J.A.C. 6A:3.

- (c) For good cause shown, the Board of Examiners may relax the 60-day requirement [in] **at** (a) above and (d)1 below.
- (d) A candidate who is ineligible for a certificate and who does not contest the standard [certification] **certificate** determination pursuant to (a) above may petition the Board of Examiners for approval of an additional opportunity to seek provisional employment. The candidate shall be responsible for demonstrating to the Board of Examiners by clear and convincing evidence why [he or she] **the candidate** would likely succeed if granted the requested opportunity. The following procedures shall apply:
1. Within 60 days of receipt of the standard [certification] **certificate** determination, the candidate shall file [18 copies] **a copy** of a written submission, [accompanied by] a sworn statement attesting to the submission's facts, and [shall include] evidence documenting why the Board of Examiners should grant the request. The candidate shall provide a copy of [his or her] **the** final evaluation **issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**
  2. The Secretary shall forward to the school district a copy of the candidate's submission. Within 30 days from the date of the Secretary's letter to the school district, the school district shall forward to the Secretary its response to the candidate's request. The school district shall serve a copy of its response on the candidate and include a proof of service with the papers that are forwarded to the Secretary pursuant to this section. Neither party shall file additional papers without the Secretary's approval.
  3. The Board of Examiners shall decide the request based solely the written submissions and shall issue a written decision.
- (e) No candidate shall have the right to relief under both (a) and (d) above. If a candidate requests both types of relief, the Board of Examiners shall provide the candidate an

opportunity to elect [the] **which specific** type of relief **is** sought. The Board of Examiners shall not proceed with hearing the [candidate's] appeal until [he or she] **the candidate** has requested a specific remedy.

#### 6A:9B-4.14 Motions

- (a) All motions in certification matters that have been transmitted to **the** OAL [shall] **will** be filed with the ALJ who has been assigned to hear the case and [shall be] **are** subject to the rules that govern OAL hearings. For matters the Board of Examiners is deciding directly, pursuant to N.J.A.C. 6A:9B-4.6, or for matters in which the ALJ has forwarded the initial decision to the Board of Examiners, pursuant to N.J.A.C. 1:1-[18.1(d)]**18.1(e)**, the party shall file motions with the Board of Examiners. All motions made prior to the Board of Examiners' decision to hear a matter directly shall be filed with the Board of Examiners.
- (b) All motions filed with the Board of Examiners shall include a notice of motion, a proof of service, a brief conforming to the requirements [of] **at** N.J.A.C. 6A:9B-4.17, a copy of the decision or order that is the subject of the motion, and an affidavit setting forth any fact not in the record upon which the moving party relies. The moving party shall serve on the Board of Examiners [an original and 18 copies] **a copy** of the moving papers and a proof of service. If the Board of Examiners is not deciding the matter directly, the moving party shall serve a copy of the papers on the attorney representing the Board of Examiners. The opposing party shall have 15 days from service of the motion to file a response. If no opposing brief is filed, the Board of Examiners shall consider the motion to be unopposed. No other briefs may be filed.
- (c) Unless otherwise directed by the Board of Examiners, there shall be no oral argument on motions.

- (d) Upon application of any party for an extension of time, the Secretary may extend the time for filing a motion or for filing the response to a motion, provided the extension application is requested prior to the expiration for filing or responding to a motion.

#### 6A:9B-4.15 Motions for reconsideration

- (a) Any party may file with the Board of Examiners, and serve on all other parties, a motion to reconsider the Board of Examiners' decision. The party shall file the motion no later than 15 days from the decision's mailing date.
- (b) The Board of Examiners may reconsider the decision based on evidence of:
1. Mistake, inadvertence, surprise, or excusable neglect;
  2. Newly discovered information that would [probably] **likely** alter the decision and could not have been discovered by due diligence in time for the hearing; or
  3. Fraud, misrepresentation, or misconduct of another party.

#### 6A:9B-4.16 Motions for stay

- (a) **A determination of revocation and/or suspension shall be effective upon the date contained within the decision. To stay the decision's effective date, the Board of Examiners must grant a motion to stay the decision.**

- [(a)] **1.** A party shall make a motion for a stay of the Board of Examiners' decision pending appeal to the [State Board] **Commissioner** in accordance with the procedures in N.J.A.C. 6A:9B-4.14.
- 2.** The moving party shall file the motion for a stay within 30 days of the mailing date of the Board of Examiners' decision that is at issue.
- 3. The Board of Examiners shall meet to hear the motion to stay within 20 days of the date the motion is filed. A written decision on the motion shall not be**

**required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition.**

- (b) The brief in support of the motion shall address the following standards to be met for granting a stay pursuant to *Crowe v. DeGioia*, 90 N.J. 126 (1982):
1. The moving party will suffer irreparable harm if the requested relief is not granted;
  2. The legal right underlying the moving party's claim is settled;
  3. The moving party has a likelihood of prevailing on the merits of the underlying claim; and
  4. When the equities and interests of the parties are balanced, the moving party will suffer greater harm than the other party if the requested relief is not granted.

#### 6A:9B-4.17 Briefs and exceptions

- (a) Briefs filed with the Board of Examiners in response to a notice of hearing served pursuant to N.J.A.C. 6A:9B-4.6 or in support of a motion shall not exceed 15 pages, exclusive of table of contents and appendix.
- (b) Exceptions and reply exceptions filed in response to an initial decision issued by **the** OAL shall not exceed 15 pages.
- (c) The Secretary may grant written requests to file additional pages.

#### 6A:9B-4.18 Appeal of Board of Examiners decisions

A party may appeal adverse revocation and suspension decisions in accordance with N.J.A.C. 6A:4.

A party may appeal all other Board of Examiners' decisions to the Commissioner pursuant to N.J.A.C. 6A:3.

## Subchapter 5. General Certification Policies

### 6A:9B-5.1 Certificate required

- (a) Pursuant to N.J.S.A. 18A:26-2, any person employed as a teaching staff member by a district board of education shall hold a valid and appropriate certificate.
- (b) In addition to the requirements set forth in this subchapter, the certificate holder shall obtain any license, certificate, or authorization required by State or Federal law, a licensing board, or N.J.A.C. 6A:9B-4.1 and 4.2 for the individual to serve in a position. The district board of education that is considering employing the individual shall ensure the candidate holds all necessary licenses, certificates, or authorizations.
- (c) The employing school district shall remove from the position any teaching staff member who fails to maintain the mandated license, certificate, or authorization as set forth [in] **at** (b) above. Pursuant to N.J.A.C. 6A:9B-4.3(a), the school district also shall report to the Board of Examiners the teaching staff member's name.
- [(d) The Board of Examiners may consider revocation or suspension of the certificate of any individual who fails to maintain the license, certificate, or authorization required in (b) above.]

### 6A:9B-5.2 Types of certificates or credentials

- (a) Candidates for licensure may apply for the following certificates or credentials:
  - 1. Certificate of eligibility;
  - 2. Certificate of eligibility with advanced standing;
  - 3. Provisional certificate;
  - 4. Standard certificate;
  - 5. Emergency certificate;
  - 6. Limited certificate for [foreign] **noncitizen** teachers; [and/or]

7. Substitute credential[.];
8. **Limited certificate of eligibility;**
9. **Limited certificate of eligibility with advanced standing; and/or**
10. **Nonresident military spouse temporary instructional certificate.**

#### 6A:9B-5.3 Issuance of a certificate

- (a) The Board of Examiners shall issue three categories of educational certificates: Instructional, Administrative, and Educational Services.
- (b) The Board of Examiners shall issue the appropriate certificate upon the candidate's completion of all certification requirements in effect at the time the Office receives the application. Requirements include, but are not limited to, coursework, degree, [tests] **assessments**, fees, GPA, and all certificate rules [pursuant to] **at** N.J.A.C. 6A:9B-8 through [13] **15**. An application shall be deemed filed [with] **when** the Office [when it] **has received the application** and all required supporting documentation [has been received].
  1. The certificate holder shall maintain possession of the original certificate.]
- (c) If the candidate is not eligible for the certificate sought, the Office shall issue a written evaluation that identifies the deficiency(ies) for certification.

#### 6A:9B-5.4 Certification responsibilities of the district board of education

- (a) The chief school administrator of the employing district board of education shall require each newly employed teaching staff member, or each teaching staff member reassigned to a new grade level, subject area, or administrative position, to produce an appropriate certificate before the employee assumes any responsibility for the performance of assigned duties. The chief school administrator shall ensure the certificate is valid.



- (b) Each chief school administrator annually shall report the names and teaching assignments of all teaching staff members to the Department in a Commissioner-prescribed format.
- (c) A teaching staff member's contract or engagement shall cease and terminate if [his or her] **the** employing district board of education is notified in writing by the executive county superintendent, or otherwise ascertains, that the teaching staff member is not, or has ceased to be, the holder of an appropriate certificate required for such employment. A teaching staff member's employment shall cease and terminate even if the term of employment pursuant to **a** contract or **an** engagement has not expired.
- (d) If a properly notified district board of education fails to terminate the employment of an uncertified or improperly certified teaching staff member, the Commissioner may issue an order to show cause why an amount equaling the teaching staff member's per diem salary for each day [he or she] **the teaching staff member** remains employed should not be withheld from the school district's State financial aid. If the district board of education fails to respond or show adequate cause within 20 days from the **date the** order to show [cause's mailing date] **cause was mailed**, the Commissioner may reduce the school district's State financial aid by the determined amount of the uncertified or improperly certified teaching staff member's per diem [contract] salary. The district board of education may show adequate cause either by exhibiting an appropriate certificate or by terminating the employment of the uncertified or improperly certified teaching staff member.

#### 6A:9B-5.5 Assignment of titles

- (a) Each district board of education shall assign to teaching staff members position titles that are recognized by the Department. To this end, the Department shall maintain and make available to school districts a list of approved job titles with corresponding authorized certificates.

- (b) If a district board of education desires to use an unrecognized position title, or if a previously established unrecognized title exists, the following procedures shall apply:
  - 1. Prior to appointing a candidate, the district board of education shall submit to the executive county superintendent a written request, including a detailed job description, for permission to use the proposed title.
  - 2. The executive county superintendent shall exercise [his or her] discretion regarding approval of the request and shall determine the appropriate certification and title for the position.
- (c) The executive county superintendent shall review annually all previously approved unrecognized position titles and shall determine whether the titles will be continued for the next school year.
- (d) Decisions rendered by executive county superintendents regarding titles and certificates for unrecognized positions shall be binding upon future seniority determinations on a case-by-case basis.

#### 6A:9B-5.6 Fees

- (a) The fee schedule [in] **at** (b) below shall be in addition to any tuition and fees [that higher education institutions may charge] for courses and credits offered in connection with [State-approved training] **Department-approved educator preparation programs and/or assessments required for certification.**
- (b) The following nonrefundable fee schedule applies:
  - 1. For each CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00;

2. For each emergency certificate – \$95.00;
  3. For each substitute credential – \$125.00;
  4. For each renewal of an emergency or provisional certificate – \$70.00;
  5. For each name change in the certification system – \$20.00;
  6. For each evaluation of credentials to determine eligibility to take a particular State certification examination or to obtain information concerning qualifications for certification – \$70.00;
  7. For each standard certificate issued without a prior provisional certificate – \$95.00;
  8. For each certificate that requires [a test] **an assessment**, a one-time [test] **assessment** score service fee – \$20.00;
  9. For each letter the Office sends in response to a candidate’s written request to verify [test] **assessment** scores no longer available from the testing company – \$25.00;
  10. [An application fee for] **For an** [qualifying] academic [certificate] **qualifying credential**, pursuant to N.J.S.A. 18A:6-41 – \$30.00. If the candidate is not eligible, \$20.00 will be refunded;
  11. Upon completion of a [State] **Commissioner**-approved administrator residency program, a one-time administrative fee – \$200.00;
  12. Upon completion of a Commissioner-approved CE educator preparation program for holders of an instructional CE, a one-time administrative fee – \$100.00; and
  13. For each limited CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00.
- [(c) The State Board may establish in this section a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training.

- (d) The fee schedules in (b) and (c) above shall be in addition to any tuition and fees for courses and credits offered in connection with State-approved educator preparation programs and assessments required for certification.]
- (c) **The fees at (b) above shall be waived once for military personnel and nonresident active-duty military spouses for an initial application.**

6A:9B-5.7 Citizenship requirement

- (a) Except as set forth below, an applicant shall be a citizen of the United States to be eligible for a certificate.
  - 1. Any citizen of another country who has declared [his or her] **an** intention of becoming a United States citizen and who is otherwise qualified may be granted, with the Commissioner's approval, a teaching certificate for employment as a teacher by a district board of education as set forth [in] **at** N.J.S.A. 18A:26-1. The certificate shall expire [in] five years **after issuance**. [If the holder of the noncitizen certificate has not become a United States citizen within the initial five-year certification period, the certificate may be renewed for an additional five-year period upon demonstration that an application for citizenship is in process but has not yet been granted.]
    - i. [When the certificate expires after] **After** the [second] **first** five-year period, the certificate may be renewed [for a third and final] **up to three times, but not to exceed 20 years**, upon demonstration that an application for citizenship continues to be in process and [has been] actively pursued by the applicant [but has not yet been granted].
    - ii. The Board of Examiners may revoke [any such] **a noncitizen** certificate, pursuant to N.J.S.A. 18A:26-8.1, if the Board **of Examiners** is satisfied that

the **certificate** holder [thereof] has abandoned [his or her] efforts to become a United States citizen or has become disqualified for citizenship.

2. In accordance with N.J.S.A. [18A:6-7] **18A:26-1**, any citizen of another country who is employed as an exchange teacher by a district board of education, pursuant to N.J.A.C. 6A:9B-5.11, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.
3. In accordance with N.J.S.A. [18A:6-7] **18A:26-1**, any citizen of another country who is eligible for a limited certificate for [foreign] **noncitizen** teachers for employment by a public school district, pursuant to N.J.A.C. 6A:9B-[5.15]**5.14**, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.
4. In accordance with N.J.S.A. 18A:26-1, a teacher of world languages who has been a resident of the United States for less than 10 years and who is not a citizen of the United States may be granted a teaching certificate and employed as a teacher by a district board of education. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while employed, as required [by] **at** N.J.S.A. 18A:6-7. The teacher shall not be required to complete the affidavit of intent to become a United States citizen. The noncitizen certificate shall be issued for a period of time equivalent to the 10 years less the number of years that the teacher has been a resident of the United States. This period shall not exceed 10 years and shall not be renewed.

5. In accordance with N.J.S.A. 18A:28-3, no teaching staff member shall acquire tenure unless [he or she] **the teaching staff member** is, or until [he or she] **the teaching staff member** becomes, a citizen of the United States.

#### 6A:9B-5.8 Minimum degree and age requirement

Applicants for teaching certificates shall be at least 18 years old, have graduated from an approved high school or have an equivalent education as determined by the Board of Examiners, and have received a [baccalaureate] **bachelor's** degree from [a regionally] **an** accredited higher education institution. The requirement of a [baccalaureate] **bachelor's** degree shall not apply to applicants for career and technical education endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.3, for educational interpreter endorsements as set forth [in] **at** N.J.A.C. 6A:9B-14.18, or for military science endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.8.

#### 6A:9B-5.9 Examination in physiology, hygiene, and substance abuse issues requirement

Candidates for instructional certificates shall pass an examination in physiology, hygiene, and substance abuse issues. This examination may be course-related or may stand alone. The Department, or each educator preparation program approved pursuant to N.J.A.C. 6A:9A, shall design, administer, and evaluate the examination for applicants for certification.

#### 6A:9B-5.10 Certification of [veterans] **military personnel and nonresident active-duty military spouses**

- (a) **This section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.**

[(a)] (b) [Veterans] **Military personnel** who received an evaluation for certification before entering the military may continue under that evaluation, subject to the following provisions:

1. A request for reinstatement of the preservice status is made within a period of time equivalent to the length of the military service; and
2. A copy of [an honorable] **a note of discharge or release under conditions other than dishonorable** from the service is submitted.

- [(b)] (c) At the expiration of the time period equivalent to the length of military service, the [veteran] **military personnel** shall be subject to the rules [in] **at N.J.A.C. 6A:9B-8 through [13] 15.**
- (d) **To prove military status, candidates shall submit either a copy of a DD214 with note of discharge or release under conditions other than dishonorable or a copy of a valid military identification card.**
- (e) **Pursuant to N.J.S.A. 18A:26-2.14, a nonresident active-duty military spouse may apply for a temporary instructional certificate that authorizes employment as a teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10.**

6A:9B-5.11 Exchange teachers

- (a) A district board of education may employ a teacher from another state or country in exchange for one of its own teaching staff members for a period of up to one school year. The district board of education shall adopt a resolution stating the exchange teacher is employed as a substitute teacher for that teaching staff member during that school year.
- (b) If the exchange teacher is a foreign national, the teacher shall [file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that he or she will support the Constitution of the United States during the period of his or her employment within the State] **comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.**
- (c) The district board of education shall request that the executive county superintendent issue a substitute credential to the exchange teacher, pursuant to N.J.A.C. 6A:9B-[7.7]**7.6.**

#### 6A:9B-5.12 Emergency certificate for candidates for educational services certificates

- (a) An emergency certificate may be issued at any time during the academic year.
- (b) All emergency certificates shall expire on July 31 of each year regardless of issuance date.
- (c) A chief school administrator, or [his or her] **the chief school administrator's** designee, may apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school administrator, or [his or her] **the chief school administrator's** designee, can demonstrate the inability to locate a [suitable certified] **qualified** candidate **with the required certificate for the position** due to unforeseen shortages or other extenuating circumstances. The executive county superintendent may approve the application [if he or she determines] **upon determining that** there are no suitable certified candidates to fill the position.
- (d) With the exception of the educational interpreter endorsement pursuant to N.J.A.C. 6A:9B-14.18(e)]**14.18(d)** and [(f)] **(e)**, the certificate shall be renewable annually up to a maximum of two times at the request of the chief school administrator and approval of the executive county superintendent. Renewal shall be predicated upon demonstration of progress toward successful completion of coursework and [tests] **assessments** required for issuance of a CE, CEAS, or standard certificate. A candidate serving under an emergency certificate shall be employed under **an** emergency [certification] **certificate** for no more than a total of three years in any one educational services endorsement area regardless of the number of school districts in which the candidate serves.
- (e) An emergency certificate shall be valid for employment only in the school district requesting the emergency certificate.

#### 6A:9B-5.13 Interstate contracts



In accordance with the NASDTEC Interstate Contract, the Commissioner and the Secretary may enter into contracts with other states to allow reciprocity of teachers' credentials between New Jersey and other states.

6A:9B-5.14 Limited certificate for [foreign] **noncitizen** teachers

- (a) Pursuant to N.J.S.A. 18A:26-1 and 8.1, a limited certificate for [foreign] **noncitizen** teachers shall be a non-renewable certificate issued to citizens of other countries and shall be valid for three years. Certificate issuance shall be contingent upon **the following**:
  - 1. The candidate's enrollment in an international agency or program approved by the [foreign teacher's] **candidate's** country of origin; and
  - 2. The candidate's completion of the requirements [in] **at** (d) below.
- (b) Prior to hiring a [foreign] **noncitizen** teacher, the district board of education shall:
  - 1. Demonstrate to the executive county superintendent its inability to locate a [suitable certified] **qualified** teacher **with the required certification for the position**;
  - 2. Submit to the executive county superintendent the candidate's application and supporting documentation; and
  - 3. Maintain all documentation of its effort to employ [a suitable] **an appropriately** certified teacher.
- (c) [To] **For the candidate to** be eligible for the limited certificate for [foreign] **noncitizen** teachers, the [school] district **board of education** shall submit, on a candidate's behalf, evidence of the following:
  - 1. Completion of a degree that is equivalent to a United States bachelor's degree as determined by a Department-approved [foreign] **international** credentials evaluation service;
  - 2. Completion of an academic major in the subject to be taught. Candidates hired to teach world languages shall be exempt from this requirement[. The teacher may teach

- his or her native language upon demonstration of oral language proficiency as certified by the agency];
3. Achievement of the GPA **requirement** as set forth [in] **at** N.J.A.C. 6A:9B-8.2(a)3;
  4. Completion of a college educator preparation program in the [teacher's] **candidate's** home country as certified by a Department-approved [foreign] **international** credentials evaluation service or the international agency or government of the candidate's country of origin, pursuant to (a) above;
  5. Certification by the agency verifying the [foreign teacher's] **candidate's** valid authorization to teach in [his or her] **the candidate's** home country;
  6. Certification by the agency verifying the [teacher] **candidate** has completed a minimum of three years of successful full-time teaching experience in the subject area to be taught. World language teachers shall present evidence of three years of successful full-time teaching experience in any subject. **The teacher may teach their native language upon demonstration of oral language proficiency as certified by the agency; and**
  7. Completion of a Department-approved, nationally recognized test assessing the ability to speak, read, and write the English language fluently.
- (d) The holder of a limited certificate for [foreign] **noncitizen** teachers shall be permitted to teach in bilingual education programs in the language that was the medium of instruction in [his or her] **the certificate holder's** educator preparation program, and in the content area and/or grade level of [his or her] preparation in [his or her] **the certificate holder's** country of origin[, provided he or she meets the English language proficiency test requirement in (c)7 above].
- (e) The candidate shall sign a notarized [non-citizen] **noncitizen** oath to support the Constitution of the United States.

(f) An agency or [foreign] **non-United States** government seeking to operate a [foreign] **noncitizen** teacher placement program in New Jersey may enter into an agreement with the Department stipulating the agency's or [foreign] **non-United States** government's role in fulfilling the section's requirements. The agency or [foreign] **non-United States** government placing [foreign] **noncitizen** teachers under this section shall provide to the [Office] **Department**, upon request, at least, but not limited to, the following **documentation**:

1. Evidence of U.S. State Department authorization to sponsor J-1 visas;
2. A description of the program, including orientation materials and procedures, references from other states' agencies, and demonstration of prior experience in [foreign] **noncitizen** teacher recruitment and placement; and
3. A description of the process by which the agency or [foreign] **non-United States** government determines the [foreign] **noncitizen** teacher's U.S. bachelor's degree equivalency, college teacher preparation equivalency, authorization to teach, oral language proficiency, and successful teaching experience.

(g) An agency or [foreign] **non-United States** government shall provide to school districts and [foreign] **noncitizen** teachers assistance with all aspects of the teacher placement process, including, but not limited to **the following**:

1. Recruitment and screening of qualified [foreign] **noncitizen** teachers;
2. Orientation to prepare [foreign] **noncitizen** teachers for their teaching assignments and daily life in the school community;
3. Orientation [for school districts] to prepare [them] **school districts** to host [foreign] **noncitizen** teachers;
4. Enrollment of [foreign] **noncitizen** teachers in a health and accident insurance coverage plan that meets the requirements of the U.S. State Department for obtaining the J-1 visa;

5. Assignment of [foreign] **noncitizen** teachers to instruct within their respective disciplines and provision of an ongoing monitoring and support system;
  6. Replacement of any teacher whose performance is not satisfactory, as determined by the employing school district pursuant to the terms of the contract between the agency or [foreign] **non-United States** government and employing school district; and
  7. Determination of responsibility for payment of the program costs. The school district, the [foreign] **noncitizen** teacher, and the agency shall determine who will incur the costs of sponsoring the [foreign] **noncitizen** teacher pursuant to a contract signed by all parties. To maintain Department approval, the agency shall provide the Department with a current fee schedule outlining anticipated costs for participation in the program.
- (h) An agency **approved under this section** shall be subject to periodic review. If the Department determines at any time during the agency's [or foreign government's] operation in New Jersey that it has failed to meet the criteria in this section, the agency shall cease operations in the State upon Department notification.
- (i) [A] **The Board of Examiners may revoke or suspend a** limited certificate for [foreign] **noncitizen** teachers [may be revoked or suspended] in accordance with N.J.A.C. 6A:9B-4.4 **through 4.6.**

6A:9B-5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs

- (a) Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs shall:
1. Hold a New Jersey [certification] **certificate** pursuant to the rules for hiring athletics personnel at N.J.A.C. 6A:9B-5.16(b); and

2. Meet the requirements for water safety training [pursuant to] **at** N.J.A.C. 6A:9B-11.10(a)2 through 4.
- (b) The chief school administrator of the employing district board of education shall:
1. Annually notify the executive county superintendent of all persons employed to coach or serving as coach for interscholastic swimming and/or diving programs; and
  2. Annually forward to the executive county superintendent copies of each valid certificate required [in] **at** (a)2 above for every person employed to coach or serving as coach for interscholastic swimming and/or diving programs.

#### 6A:9B-5.16 Athletics personnel

- (a) Any teaching staff member employed by a district board of education shall be permitted to organize students for purposes of coaching or for conducting games, events, or contests in physical education or athletics.
- (b) School districts may employ any holder of either a New Jersey teaching certificate or a substitute credential, pursuant to N.J.A.C. 6A:9B-7, to work in the interscholastic athletic program provided the position has been advertised. The 20-day limitation noted in N.J.A.C. 6A:9B-[7.4(a)]**7.3(a)** shall not apply to such coaching situations.

#### 6A:9B-5.17 [Instruction in educational] **Educational** technology[, computers,] **resources** and [other digital] tools

- (a) Every teacher shall demonstrate knowledge and understanding of [computers and other] educational technology resources and tools as [defined] **described** by the Professional Standards for Teachers **at** N.J.A.C. 6A:9-3.
- (b) An endorsement shall not be required to deliver instruction in **the use of** educational technology[, computers,] **resources** and [other digital] tools, except where career and

technical endorsements are required for the related career clusters, career education, and consumer, family, and life skills, pursuant to N.J.A.C. 6A:9B-9.4.

- (c) Every teacher shall integrate into the classroom appropriate educational technology resources and [digital] tools related to the content area being taught.
- (d) The chief school administrator, or [his or her] **the chief school administrator's** designee, may assign an individual to provide instruction in the use of educational technologies[, computers, and other digital tools] if the individual:
  - 1. Demonstrates proficiency in the uses of educational technologies[, computers, and other digital tools,] and understands their common applications in an educational setting;
  - 2. Demonstrates knowledge and understanding of the integration in the curriculum of [such] **educational** technologies [and digital tools];
  - 3. Demonstrates understanding of the legal and ethical issues surrounding the use of educational technologies [and digital tools] in preschool through grade 12 schools; and
  - 4. Holds a CE, CEAS, or standard certificate in an instructional field.

#### Subchapter 6. College Courses and Certification

##### 6A:9B-6.1 Validation of college degrees and college professional preparation

- (a) A candidate for certification shall hold a bachelor's degree or higher from [a regionally] **an** accredited college or university or **a** foreign higher education institution recognized by international accreditation agencies **at the time of degree conferral**.
- (b) To meet the CEAS requirements, **a** candidate[s] shall complete a CEAS educator preparation program, pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities shall be accepted:

1. A New Jersey college **or university** approved by the [State Board] **Commissioner** for the preparation of teachers;
  2. Out-of-State colleges approved by the state board, department of education, or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
  3. [Regionally accredited] **Accredited** two-year colleges provided the courses are accepted toward meeting the requirements for certification by a college **or university** approved by the Department. [and such courses appear on the official transcript of a regionally accredited four-year college.
    - i. No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-14.18.]
- (c) Required coursework for all instructional endorsements shall appear on the transcript of [a regionally] **an** accredited college or university [or a regionally accredited four-year college or university], pursuant to N.J.A.C. 6A:9B-9.1(a)1iii. Except as provided for [in] **at** N.J.A.C. 6A:9B-14.18, academic preparation for all administrative and educational services endorsements shall appear on the transcript of [a regionally] **an** accredited [four-year] college or university.

#### 6A:9B-6.2 Recognition of advanced standing in a college

- (a) Advanced work completed in secondary school that is assigned college credit by the higher education institution the candidate attends shall be counted toward meeting the requirements for certification.

- (b) When [a regionally] **an** accredited college or university grants advanced standing but does not award college credit for courses that were waived, the Department may accept the study that the college waived as college credit for purposes of certification.

#### 6A:9B-6.3 Course information

- (a) Courses completed by correspondence or distance learning may be accepted for certification purposes only if they are completed through [a regionally] **an** accredited college or university and appear on an official transcript from the college or university.
- (b) Teaching a course in [a regionally] **an** accredited college or university shall be deemed the equivalent of having presented the course on a college transcript. Evidence of such teaching shall be submitted in the form of an original letter from the college president, dean, or authorized designee.

#### 6A:9B-6.4 Equivalency of coursework completed in other countries

- (a) An applicant for a CE or CEAS who has completed college-level study in a country other than the United States shall present to the Office an equivalency report of that study from a Department-approved credentials evaluation agency.
- (b) The Office shall accept only equivalency reports that include the following:
  - 1. Courses that are equivalent to courses from a United States accredited four-year college or university;
  - 2. A course-by-course listing and the semester-hour equivalent of each area of college-level study; and
  - 3. The **applicant's** GPA at the conclusion of the degree program.



## Subchapter 7. Substitute Credential

### 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates

- (a) Pursuant to the limitations [in] **at** N.J.A.C. 6A:9B-[7.4(a)]**7.3(a)**, the substitute credential shall apply to a person who temporarily replaces a certified and regularly employed classroom teacher who is absent, or to a person who temporarily fills a vacancy. The assignment of a person with a substitute credential shall be made [pursuant to] **in accordance with (d) below** and [(e) below] **N.J.A.C. 6A:9B-7.7**.
- (b) Pursuant to N.J.S.A. 18A:6-38, the Board of Examiners shall issue substitute credentials and may revoke **or suspend** them in accordance with N.J.A.C. 6A:9B-4.4 through 4.6.
- (c) Holders of an instructional CE, **an instructional** CEAS, a standard instructional certificate, [or] an administrative **certificate**, or **an** educational services certificate shall not be required to obtain a substitute credential before serving as a substitute teacher.
- [(d) If a teaching position becomes vacant through retirement, resignation, or other cause for permanent departure from employment, the position shall be:
  - 1. Temporarily covered by a substitute teacher; and
  - 2. Permanently filled by the holder of a CE, CEAS, or standard certificate as quickly as possible but no later than 45 calendar days after the vacancy's posting.
    - i. For good cause shown and at the school district's request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.
- (e) When a teacher holding an instructional certificate is expected to be absent for five or more consecutive instructional days, a school district shall make every reasonable effort to temporarily replace the teacher according to the following priority order:

1. A holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom;
  2. A holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom;
  3. A holder of a substitute credential or an administrative or educational services certificate.
- (f) Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter.]
- (d) Holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement shall obtain a substitute credential before serving as a substitute teacher.**

6A:9B-7.2 Substitute credential [application and approval process] **requirements**

- (a) A candidate, or [his or her] **the candidate's** designee, shall apply to the executive county superintendent for a substitute credential.
- (b) A candidate for a substitute credential shall present documentation of a minimum of 30 semester-hour credits completed at an accredited college or university, unless the candidate qualifies for the career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-7.4.**
- [(b)] **(c)** The candidate, or **the candidate's** designee, shall submit the candidate's signed application, official transcripts, signed and endorsed oath of allegiance, academic credentials, and appropriate fee, pursuant to N.J.A.C. 6A:9B-5.6(b)3, to the executive county superintendent for review and approval.
- (d) A substitute credential shall be valid for five years from the date of issuance. Up to six months before expiration, a candidate may reapply for the substitute credential in accordance with this section.**

[(c)] (e) Prior to employment, the employing **school** district shall require any person serving as a substitute teacher to pass a criminal history background check unless the school district's chief school administrator can demonstrate to the Commissioner that special circumstances justify a substitute teacher's emergent employment in accordance with N.J.S.A. 18A:6-7.1c.

#### [6A:9B-7.3 Requirements for substitute credential

- (a) A candidate for a substitute credential shall present a minimum of 60 semester-hour credits completed at a regionally accredited college or university at the time of applying for the credential, unless he or she qualifies for the career and technical education substitute credential pursuant to N.J.A.C. 6A:9B-7.5.
- (b) A substitute credential shall be valid for five years from the date of issuance. A candidate may renew his or her substitute credential within six months of its expiration if he or she meets the criteria in (a) above.]

#### 6A:9B-[7.4]7.3 Time-period limitations for serving as a substitute teacher

- (a) Holders of a substitute credential or holders of administrative or educational services certificates without an instructional CE, CEAS, or standard certificate shall substitute for no more than 20 instructional days in the same classroom per **school** year.
- (b) Holders of the following qualifications shall be permitted to substitute **in any school district** for no more than 40 instructional days in the same classroom per **school** year:
  - 1. Instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught;

- i. The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom; or
  2. Career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-[7.5]7.4.
- (c) Holders of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught shall be permitted to substitute for 60 instructional days in the same classroom per **school** year unless the **school district notifies the** executive county superintendent [is notified] of an extension. [by the] **The school** [district, which] **district's notification** shall demonstrate:
  1. The school district was unable to hire an appropriately certified teacher for the vacant position;
  2. The school district is filling the position subject to the limitations in a local contract or **at** N.J.A.C. 6A:9B-7.1; and
  3. Holders of an instructional CE or CEAS with an endorsement within the scope of the subject being taught meet the following provisions:
    - i. CE or CEAS holders obtain a provisional certificate;
    - ii. CE or CEAS holders are enrolled in a district mentoring program upon obtaining a provisional certificate; and
    - iii. CE holders are accepted into a CE educator preparation program and will begin coursework in the program's next available cohort.

6A:9B-[7.5]7.4 Career and technical education substitute credential

- (a) The career and technical education substitute credential shall be required for a holder to serve as a substitute teacher for specific career and technical education skills.

1. All requirements [in] at N.J.A.C. 6A:9B-7.1 through [7.3] **7.2, except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b)**, shall apply to this credential [except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a)]. Instead of the [60] **30** general semester-hour credits requirement, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work **\*or teaching\*** experience [[within the past five years]] in the appropriate career cluster. The [[work]] experience shall be documented by an experience statement from an employer or presentation of a valid **\*State or out-of-state\*** occupational license.

(b) The holder of a career and technical education substitute credential shall be subject to the time period limitations at N.J.A.C. 6A:9B-[7.4(b)]**7.3(b)**.

6A:9B-[7.6]**7.5** Substitute credential for positions not requiring instructional certificates

(a) [The executive county superintendent may issue a substitute credential to serve as a] **The Board of Examiners may issue a** substitute school nurse/non-instructional **credential** to the holder of a valid New Jersey registered professional nurse license.

1. A substitute school nurse/non-instructional may serve a total of 60 instructional days in the same position in one school district during the school year.

(b) [The executive county superintendent may issue a substitute credential to serve as a] **The Board of Examiners may issue a** substitute educational interpreter **credential** to candidates with [a high school diploma or GED] **an associate or higher degree** and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5 or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf or other Department-approved national accrediting agency for sign language**

**interpreting.** Substitute educational interpreters may serve for up to [one] **six months during the academic year.**

6A:9B-[7.7]**7.6** Substitute credential for exchange teachers

A district board of education employing a teacher from another state or another country as an exchange teacher in accordance with N.J.A.C. [6A:9-5.11(c)] **6A:9B-5.11(c)** shall request that the [executive county superintendent] **Board of Examiners** issue a substitute credential to the exchange teacher, pursuant to N.J.A.C. 6A:9B-5.11(c). The exchange teacher may serve for up to one year, pursuant to N.J.A.C. 6A:9B-[5.11(c)]**5.11(a).**

**6A:9B-7.7 Fulfilling teacher vacancies and absences**

- (a) **If a teaching position becomes vacant through retirement, resignation, or other cause for permanent departure from employment, the position shall be:**
1. **Temporarily covered by a substitute teacher; and**
  2. **Permanently filled by the holder of a CE, CEAS, or standard certificate as quickly as possible but no later than 45 calendar days after the vacancy's posting.**
    - i. **At the school district's request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.**
    - ii. **School districts filling long-term vacancies with CE or CEAS holders under this subchapter shall register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4.**
- (b) **When a teacher holding an instructional certificate is expected to be absent for five or more consecutive instructional days, a school district shall make every reasonable effort to temporarily replace the teacher according to the following priority order:**

1. **A holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom;**
  2. **A holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom;**
  3. **A holder of a substitute credential or an administrative or educational services certificate.**
- (c) **Nothing in this section precludes the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter.**

#### Subchapter 8. Requirements for Instructional Certification

##### 6A:9B-8.1 Instructional certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, candidates for a standard instructional certificate first shall obtain a CEAS or a CE, and then shall obtain a provisional certificate.
- (b) The Board of Examiners shall issue the certificates [described in] **at** (a) above based on the requirements set forth in this subchapter and **at** N.J.A.C. 6A:9A.
- (c) Candidates for an instructional certificate may apply directly to the Department, or the educator preparation program in which the candidate is enrolled may submit the requisite information [for] **on** the candidate's **behalf**.

##### 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-10 and 11, the candidate shall meet the following criteria to be eligible for a CEAS in instructional areas:
1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;
  2. Meet all minimum requirements [in] **at** N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, [minimum] age, and the examination in physiology, hygiene, and substance abuse[.];
  3. Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a [baccalaureate] **bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program; [with a minimum of 13 semester-hour credits.]
    - i. [Candidates] **A candidate** whose college transcript(s) demonstrates completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** or higher degree was conferred between September 1 and December 31 of the same year, shall be deemed to have graduated prior to September 1 of the same year.
    - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (c) below.
  4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements;
  5. Be recommended for State licensure by a New Jersey educator preparation program approved pursuant to N.J.A.C. 6A:9A-3, or an out-of-State program approved by the



state in which it is located and pursuant to the out-of-State program rules [in] **at** (b)2 through 5 below;

- i. The New Jersey educator preparation program and out-of-State program shall submit the recommendation on an Office-provided form; and
  6. Pass a Commissioner-approved performance-based assessment of teaching if graduated on or after September 1, 2017.
- (b) To be eligible for a CEAS in instructional fields, the candidate shall complete one of the following educator preparation programs that shall include supervised clinical practice:
1. A New Jersey [college] **educator preparation** program, graduate or undergraduate, approved by the [Department for the preparation of teachers] **Commissioner** pursuant to N.J.A.C. 6A:9A-3;
  2. [A college] **An educator** preparation program included in the interstate certification reciprocity system of NASDTEC;
  3. An out-of-State educator preparation program approved by [NCATE, TEAC,] **the Commissioner** or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation [or approved by the Commissioner];
  4. An educator preparation program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964, and the state in which the program is located would issue the candidate a comparable endorsement; or
  5. An out-of-State college educator preparation program approved by the department of education in the state in which the program is located.
- (c) The following exceptions apply to the 3.00 GPA requirement [in] **at** (a) above:

1. [Candidates] **A candidate** graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a [baccalaureate] **bachelor's** degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
  2. A candidate [who graduates on or after September 1, 2016,] with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements [of] **at** (a)2 and 4 above.
    - i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.
    - ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c).]
- (d) A candidate who has graduated from [a regionally] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.
1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
  2. The candidate shall satisfy all other requirements for certification, without exception.
- (e) The GPA requirements and their exceptions [listed in] **at** (c) above shall apply to all relevant sections in this subchapter and for endorsements [in] **at** N.J.A.C. 6A:9B-9 through 11.

### 6A:9B-8.3 Requirements for certificates of eligibility (CE)

(a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, the candidate shall meet the following criteria to be eligible for a CE in instructional areas:

1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;
2. Meet all minimum requirements [in] **at** N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, [minimum] age, and examination in physiology, hygiene, and substance abuse requirements;
3. Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a [baccalaureate] **bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
  - i. [Candidates] **A candidate** whose college transcripts demonstrate completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** or higher degree was conferred between September 1 and December 31 of the same year, shall be deemed to have graduated prior to September 1 of the same year.
  - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (b) below;
4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements;

5. [After September 1, 2015, achieve] **Achieve** a minimum score established by the Department on a Commissioner-approved test of basic reading, writing, and mathematics skills, except:
- i. A candidate may demonstrate proficiency in the use of the English language and in mathematics by achieving a minimum score established by the Commissioner on the SAT, ACT, or GRE pursuant to (a)5i(1) below.
    - (1) The Department shall maintain on its website a list of **Commissioner-determined** qualifying minimum scores for each test, which shall be [approximately equal to] the top-[third] **half** percentile score for all test takers in the year the respective test was taken, for each year such data is available.
    - (2) A candidate shall qualify for the exception at (a)5i above only if [he or she] **the candidate** achieves at least the minimum qualifying score posted pursuant to (a)5i(1) above; [and] **or**
  - ii. **A candidate may hold a master's or terminal degree with a minimum GPA of 3.0 from an accredited institution of higher education.**
- [6. For candidates applying for a CE prior to academic year 2017-2018, demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the NJSLS and Professional Standards for Teachers, and assessment of student progress as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from accredited college or university.]
- (b) The following exceptions shall apply to the 3.00 GPA requirement [in] **at** (a) above:

1. [Candidates] **A candidate** graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a [baccalaureate] **bachelor's** degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
2. A candidate [who graduates on or after September 1, 2016,] with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements [of] **at (a)2 and 4 above.**
  - i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.
  - ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12.]
3. A candidate [who graduates on or after September 1, 2016,] may have a cumulative GPA lower than 3.00 but equal to or higher than a 2.75 if [he or she] **the candidate** is sponsored by a [provisional training] **CE educator preparation** program prior to applying for a CE, so long as the candidate is employed [when he or she participates] **while participating** in the CE educator preparation program. **The candidate shall submit to the Department documentation of enrollment with the candidate's other certification documentation.**
  - i. Candidates sponsored for the purpose of meeting the exception set forth in this [paragraph] **section** shall make up no more than 10 percent of a CE educator preparation program's annual accepted candidates.

- (c) A candidate who has graduated from [a regionally] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.
1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
  2. The candidate shall satisfy all other requirements for certification, without exception.
- (d) The GPA requirements and their exceptions [listed in] **at** (b) **and** (c) above shall apply to all relevant sections [in] **at** N.J.A.C. 6A:9B-8 [and] **through** 11.
- (e) The candidate shall ensure official test scores are transmitted to the Office from the test vendor.
- (f) A candidate who meets all requirements [in] **at** N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for educator preparation program completion [and/]or for [certification in] **completion of** an out-of-State **certification** program [attended], pursuant to N.J.A.C. 6A:9B-8.2(b), shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification, pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:
1. CE [certification] requirements [pursuant to] **at** (a) above;
  2. The provisional [certification] **certificate** requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
  3. The [renewal of] provisional [certification] **certificate renewal** requirement to be enrolled in or to have completed a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
  4. The standard [certification] **certificate** requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.

#### 6A:9B-8.4 Requirements for the provisional certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, a school district shall submit to the Office documentation that demonstrates the candidate has met the following requirements to be eligible for a provisional certificate:
1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
  2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. Be registered in the district mentoring program upon employment [and in accordance with N.J.A.C. 6A:9C-4]; and
  4. For a candidate with a CE, be enrolled in a CE educator preparation program. The program shall ensure the candidate receives a minimum amount of pre-professional experience, pursuant to N.J.A.C. 6A:9A-5.3.
    - i. If employed as a teacher of students with disabilities, the CE educator preparation program at [a regionally] **an** accredited college or university in which the candidate is enrolled shall provide courses **on educating students with disabilities**. If the **educator** preparation program is not at [a regionally] **an** accredited college or university, **the program shall** ensure the candidate is enrolled **in** and attending courses **on educating students with disabilities** through an alternate program [on educating students with disabilities] immediately upon starting and throughout [the length of] the program.
    - ii. If employed as a bilingual/bicultural teacher, the CE educator preparation program in which the candidate is enrolled shall ensure the candidate is enrolled in **and attending** bilingual/bicultural courses immediately upon starting and throughout [the length of] the program.

- (b) The effective date of provisional certificate issuance shall be the date on which the CE or CEAS holder begins employment with the district board of education in a [certificated] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. **The employing school district shall register the teacher within 60 days of the date the CE or CEAS holder begins employment.**
- (c) A provisional certificate shall last a maximum of two **school** years and shall expire on July 31 of the second year regardless of issuance date.
- (d) A provisional teacher holding a provisional [certification] **certificate** in, and working under, one endorsement may seek employment and be employed in more than one school district during the provisional time period prior to earning the standard certificate.
- [(e) The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base his or her standard certification determination, pursuant to N.J.A.C. 6A:9B-8.6.]
- [(f)] (e) [The] **A new** provisional certificate must be issued each time a teacher [is employed] with a CE or CEAS **is employed** by a [different] school district **that is different** from the [previous employing] school district that submitted the initial provisional certificate documentation. [However the] **The** two-, four-, and six-year time restraints, pursuant to N.J.A.C. 6A:9B-8.5, shall still apply.
- (f) **A candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10 who meets all requirements at (a) above, except (a)1 above, shall be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The temporary provisional certificate in the specific endorsement area shall not be renewed. The time a candidate is employed**



**under the temporary provisional certificate shall count toward a candidate's total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c).**

- 1. A candidate holding a temporary instructional certificate who has already completed an educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program.**

#### 6A:9B-8.5 Renewal of the provisional certificate

- (a) The [principal] **school district** may recommend a provisional teacher for renewal of [his or her] **the teacher's** two-year provisional certificate if the candidate has not yet completed the requirements for the standard certificate within the first two years of employment, pursuant to N.J.A.C. 6A:9A-[8.4]**8.7**.
  1. A provisional teacher who meets the criteria [in] **at** (a) above but is not renewed for employment within the same school district following the two-year provisional certificate may seek and accept, under the same endorsement, a position with another school district, pursuant to N.J.A.C. 6A:9B-8.4(d).
- (b) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, a candidate shall meet the following requirements to be eligible for **one** renewal of a provisional certificate:
  1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
  2. Be employed [in] or accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. Complete a district mentoring program;
  4. Be enrolled in or have completed a CE educator preparation program, if [a] **the** candidate has a CE; and

5. Be recommended for renewal by [his or her] **the candidate's** principal pursuant to N.J.A.C. 6A:9B-8.6.
- (c) The two-year provisional certificate [may be renewed once for a maximum provisional period of four years or] may be renewed twice for a maximum provisional period of six years if the candidate fulfills **the renewal requirements at (b) above and** one [or more] of the following [in addition to the renewal requirements in (b) above] **criteria:**
1. Holds a CE with a teacher of students with disabilities endorsement, or a CE with a bilingual/bicultural endorsement, and a CE with an endorsement appropriate to the subject or grade level to be taught; or holds a CE with an English as a second language endorsement. [and the] **The** duration of the [required coursework and] CE educator preparation program **and required coursework for the endorsement(s)** **also** extends beyond the four-year **provisional** period; **or**
  - [2. Was issued the provisional certificate after February 1 of the first school year the candidate was employed; or]
  - [3.] **2.** Does not receive from the school district, by July 31 of the fourth year, the annual summative rating as required for **a** standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.4.
- (d) **A candidate issued a temporary instructional certificate, pursuant to N.J.A.C. 6A:9B-8.10, shall not be eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued pursuant to N.J.A.C. 6A:9B-8.4(f).**

#### 6A:9B-8.6 Evaluation of a provisional teacher for the standard certificate

- (a) Effective for candidates who begin teaching **during or after** academic year 2015-2016, standard certificate determinations shall be based on the provisional teacher's annual summative evaluations,

which shall be conducted pursuant to N.J.A.C. 6A:10 and by an appropriately certified principal or administrative designee authorized to supervise instructional staff.

1. Standard certificate determinations for candidates who [begin] **began** teaching prior to academic year 2015-2016 shall be based on performance evaluations aligned with the Professional Standards for Teachers [as defined in N.J.A.C. 6A:9-3.3] and based on at least three observations conducted during the school year but not less than once during each semester.
- (b) A provisional teacher who meets all other standard certificate requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.7 shall earn a standard certificate upon receipt of at least two summative evaluation ratings of effective or highly effective earned within three consecutive years of teaching.
1. If the provisional teacher does not complete the standard certificate requirements within the first two years of teaching, the provisional certificate may be renewed pursuant to N.J.A.C. 6A:9B-8.5 and the provisional teacher shall have an additional two years to earn at least two effective or highly effective summative evaluation ratings within three consecutive years **of teaching**.
- (c) Within 30 days of the provisional teacher's receipt of at least two summative evaluation ratings earned in any New Jersey school district, the provisional teacher's principal shall notify the provisional teacher and the Office that the provisional teacher:
1. Is eligible for a standard certificate because the candidate has earned at least two effective or highly effective summative evaluation ratings and has completed all other standard [certification] **certificate** requirements, pursuant to N.J.A.C. 6A:9B-8.7;
  2. Is being recommended for a renewal of the provisional certificate, pursuant to N.J.A.C. 6A:9B-8.5, because the candidate has not yet received at least two effective or highly effective summative ratings within three consecutive years **of teaching**;

3. Is not being recommended for a renewal of the provisional certificate for any reason; or
  4. Is rendered permanently ineligible for renewal of the provisional certificate, is prohibited from earning a standard certificate, and is disqualified from seeking further employment as a teacher in any capacity.
- (d) A provisional teacher who is ineligible for a standard [certification] **certificate** and for renewal of the provisional certificate may appeal the standard [certification] **certificate** determination pursuant to N.J.A.C. 6A:9B-4.13.
- (e) Mentor teachers shall not assess or evaluate the performance of provisional teachers. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.
- (f) **The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base the standard certificate determination.**

#### 6A:9B-8.7 Requirements for the standard certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, [to be eligible for the standard certificate in any instructional area,] the candidate shall **meet the following requirements to be eligible for the standard certificate in any instructional area:**
1. Possess a provisional certificate, pursuant to N.J.A.C. 6A:9B-8.4;
  2. Be recommended for the standard certificate by the supervising principal based on:
    - i. Evaluation requirements [pursuant to] **at** N.J.A.C. 6A:9A-8.6; and
    - ii. Successful completion of a district mentoring program, pursuant to N.J.A.C. 6A:9C-5;
  3. Submit to the Department a completed Commissioner-issued teacher candidate survey; and

4. For CE holders, do the following:
  - i. Effective for candidates who begin teaching **during or after** academic year 2017-2018, pass the performance assessment if the candidate did not pass it prior to earning a CE; and
  - ii. Complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9A-5, unless exempt under the reciprocity rule at N.J.A.C. 6A:9B-8.8.
- (b) A candidate who holds a standard New Jersey instructional certificate shall be eligible for additional standard certificates if the candidate meets the CEAS requirements of this subchapter. This provision shall not apply to holders of the [Teacher of Military Science] **military science** endorsement.

6A:9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate

- (a) Through reciprocity, the Office shall issue an instructional CEAS to candidates who:
  1. Have a valid CEAS issued by another state in a subject area or grade level also offered by the Department, following the completion of a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey;
    - i. **Candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught shall be exempt from the clinical practice requirement at (a)1 above.**
  2. Passed a subject-matter test to receive [his or her] **the** out-of-State endorsement or passed the appropriate New Jersey subject-matter test; and

3. [Effective for candidates who begin teaching academic year 2017-2018, passed] **Passed** a performance assessment that is approved by the state in which the certificate was issued, unless the candidate holds National Board for Professional Teacher Standards (NBPTS) or the Meritorious New Teacher Candidate (MNTC) designation.
- (b) A candidate who meets all requirements [in] **at** (a)1 and 2 above but did not take a state-approved performance assessment because it was not required for educator preparation program completion [and/]or for certification in that state shall be issued a CE. The candidate shall meet all requirements for provisional and standard [certification] **certificates** pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:
1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
  2. The provisional certification requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
  3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
  4. The standard certification requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.
- (c) Except as provided [in] **at** (b) above and (e), **(f), (h), (i), and (j)** below, reciprocity shall not apply to an instructional CE. Candidates who have been issued an out-of-State **instructional** CE shall meet all requirements [in] **at** N.J.A.C. 6A:9B-8.3.
- (d) Through reciprocity, the Department shall issue an instructional standard certificate to a candidate who:
1. Has a valid standard certificate issued by another state in an endorsement subject area or grade level that also is [issued] **offered** by the [Office] **Department** and demonstrates at least two effective years of teaching that were completed within three consecutive years [within the last four calendar years].

- i. The candidate shall provide **to the Office** an original letter documenting completion of this requirement from [his or her] **the candidate's** supervisor(s), principal(s), or employing school district(s) human resources officer; or
  - 2. Meets the requirements [in] **at** (f) and (g) below.
- (e) A candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also [issued] **offered** by the [Office] **Department**, but does not meet the requirements [in] **at** (d)1 above shall be issued a [CE] **CEAS**. The candidate shall meet all requirements for provisional and standard [certification pursuant to] **certificates at** N.J.A.C. 6A:9B-8.4 and 8.7[, respectively, but shall be exempt from:].
  - [1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
  - 2. The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;
  - 3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
  - 4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.]
- (f) A candidate who holds NBPTS certification and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard certificate in the NBPTS certificate field without additional requirements.
- (g) A candidate who holds the MNTC designation and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard [certification] **certificate** in the MNTC-designated field without additional requirements.
- (h) **Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue an instructional CE to candidates who:**

1. **Enroll in a CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7;**
  2. **Hold an equivalent, valid CE or provisional instructional certificate issued by another state;**
  3. **Pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test;**
  4. **Have at least one year of effective teaching experience as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer; and**
  5. **Demonstrate good standing during previous teaching experience under an out-of-State certificate.**
- (i) To be eligible for a provisional certificate, a candidate participating in the Alternate Route Interstate Reciprocity Pilot Program shall meet all of the requirements at N.J.A.C. 6A:9B-8.4.**
- (j) Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue a standard certificate to candidates who:**
1. **Successfully complete a CE educator preparation program while participating in the Alternate Route Interstate Reciprocity Pilot Program;**
  2. **Pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program; and**
  3. **Meet the requirements for a standard certificate, pursuant to N.J.A.C. 6A:9B-8.7.**
    - i. **A candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot**



**Program may apply to the Office to have up to one year of effective teaching experience earned out-of-State, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).**

#### 6A:9B-8.9 Requirements for nonpublic school training programs

- (a) A nonpublic school may choose to provide a mentoring program for novice teachers, pursuant to N.J.A.C. 6A:9C-5, if the school meets the following requirements:
1. Prior to enrolling any candidate in a mentoring program, the individual with the authority to execute binding documents on behalf of the nonpublic school shall enter into a written agreement with the Department agreeing to comply with all requirements pursuant to N.J.A.C. 6A:9C-5.1(b) and (d);
  2. A teacher [on staff] **at the nonpublic school** in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate shall be assigned as the mentor, **or the nonpublic school may choose to assign as a mentor a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2;**
  3. The school is accredited by an accrediting agency accepted by the Department; and
  4. The candidate is employed as a classroom teacher in a position that would require an appropriate instructional certificate in a public school.

#### 6A:9B-8.10 Nonresident military spouse temporary instructional certificate

- (a) **To be eligible for the nonresident military spouse temporary instructional certificate, an applicant shall:**

- 1. Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;**
  - 2. Document nonresident active-duty spouse status by submitting a military dependent identification card;**
  - 3. Hold a valid and current license or certificate to teach issued by another State for which there is an equivalent and currently issued New Jersey endorsement; and**
  - 4. Demonstrate competency in teaching via demonstration of either three years of successful out-of-State teaching under a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative or a completed Record of Professional Experience form.**
- (b) The temporary instructional certificate shall be valid for the time period specified at N.J.S.A. 18A:26-2.14 and shall not be subject to renewal, but may be extended pursuant to N.J.S.A. 18A:26-2.14. To continue teaching upon expiration of the temporary instructional certificate, certificate holders shall apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13.**
- (c) The temporary instructional certificate shall be issued for a specific instructional content area endorsement in accordance with (a)3 above to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.**

Subchapter 8A. Limited Instructional Certificate of Eligibility and Certificate of Eligibility with

Advanced Standing Pilot Program

6A:9B-8A.1 Scope

- (a) Pursuant to P.L. 2021 c. 224, this subchapter's rules implement a five-year pilot program for the issuance of limited certificates of eligibility (CEs) and limited certificates of eligibility with advanced standing (CEASs) in an instructional area.
- (b) The five-year pilot program established by the Commissioner will begin in the 2022-2023 school year and will result in the following:
  - 1. A Board of Examiners-issued limited CE or CEAS in an instructional area for candidates who apply for and meet the criteria established in this subchapter; and
  - 2. A Department-maintained list of Commissioner-approved school districts, charter schools, and renaissance school projects permitted to hire certificate holders who have a limited CE or CEAS in an instructional area.
- (c) A limited CE or CEAS in an instructional area shall permit a certificate holder to seek employment in only the school districts, charter schools, and renaissance school projects approved by the Commissioner to participate in the pilot program.
- (d) The limited CE and CEAS will not be issued after September 1, 2027.
  - 1. School districts, charter schools, and renaissance school projects approved by the Commissioner to participate in the pilot program shall ensure that individuals hired pursuant to the pilot program obtain their provisional certificate by no later than November 1, 2027.
- (e) All limited CEs and CEASs issued pursuant to the pilot program, and existing at the expiration of the pilot program, shall expire on November 1, 2027.
- (f) Throughout this subchapter, "school district" shall refer to school districts, charter schools, and renaissance school projects that apply to participate in the pilot program or are approved by the Commissioner to participate as set forth at N.J.A.C. 6A:9B-8A.2.

#### 6A:9B-8A.2 School district participation

- (a) A school district seeking to hire certificate holders of limited CEs or CEASs in an instructional area pursuant to the pilot program established pursuant to this subchapter shall first be approved by the Commissioner.
- (b) To seek Commissioner approval to hire certificate holders of limited CEs or CEASs in an instructional area, a school district shall provide to the Commissioner, or the Commissioner's designee, the following:
  - 1. A plan to sufficiently support novice teachers in accordance with N.J.A.C. 6A:9C-5; and
  - 2. Data demonstrating one or more of the following:
    - i. A demographic disparity between the school district's or school's student population and its teachers;
    - ii. A shortage of bilingual education teachers within the school district; or
    - iii. A critical need to fill teacher vacancies or a hardship caused by teacher vacancies within the school district.
- (c) Pursuant to P.L. 2021 c. 224, a school district approved to participate in the pilot program shall be eligible to hire certificate holders of limited CEs or CEASs in an instructional area. The number of certificate holders of limited CEs or CEASs in an instructional area hired shall not exceed, at any time during the pilot program, 10 percent of the school district's total teacher population as indicated on the school district's position control roster.
- (d) To maintain approved status, a school district previously approved to participate in the pilot program shall annually submit to the Commissioner a report evaluating the impact of hiring certificate holders with limited CEs or CEASs in an instructional area. The content of the annual report shall be cumulative, but disaggregated by school year, to address each year in which the school district participates in the pilot program. The report shall include, but not be limited to, the following:
  - 1. The number of certificate holders hired by the school district under the pilot program;

2. The subject areas in which the certificate holders teach and the course(s) they teach;
  3. The impact of hiring certificate holders with limited CEs and CEASs on the school district's or school's demographic disparity between its student population and teachers;
  4. The effect on the school district's ability to fill shortages of bilingual education teachers within the school district;
  5. The effect of hiring certificate holders with limited CEs and CEASs on the school district's ability to fill teacher vacancies;
  6. The student achievement data for students taught by certificate holders who were hired by the school district under the pilot program;
  7. The teacher evaluation data, pursuant to N.J.A.C. 6A:10, and retention data for certificate holders hired under the pilot program; and
  8. Any other information the Commissioner deems necessary, pursuant to section 5 at P.L. 2021, c. 224.
- (e) Approved school districts shall enroll all holders of the limited CE or CEAS in the provisional teacher program within one month of the certificate holder's employment start date.
- (f) Upon expiration of the pilot program on September 1, 2027, school districts shall not hire holders of a limited CE or CEAS, unless the candidate holds another certificate required for employment in the position.
- (g) All Commissioner approvals pursuant to this subchapter shall terminate with the expiration of the pilot program on September 1, 2027.
- (h) Certificate holders of a limited CE or CEAS who hold a provisional certificate as of November 1, 2027, shall be permitted to continue the provisional teacher program within the time limitations set forth at N.J.A.C. 6A:9B-8.4 and 8.5.

#### 6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements

- (a) To be eligible for a limited CEAS in an instructional area, the candidate shall successfully complete a State-approved educator preparation program and meet all requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following:
  - 1. The minimum GPA requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 and its exceptions at N.J.A.C. 6A:9B-8.2(c); or
  - 2. The minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.2(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.
- (b) To be eligible for the limited CE in an instructional area, the candidate shall hold a bachelor's or an advanced degree pursuant to N.J.A.C. 6A:9B-8.3(a)1 and shall meet all other requirements for a CE pursuant to N.J.A.C. 6A:9B-8.3, with the exception of one of the following:
  - 1. The minimum number of subject area course credits and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)4 and 9.1(a)1;
  - 2. The minimum GPA pursuant to N.J.A.C. 6A:9B-8.3(a)3 and its exceptions at N.J.A.C. 6A:9B-8.3(b);
  - 3. The minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills pursuant to N.J.A.C. 6A:9B-8.3(a)5 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)5i; or
  - 4. The minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.3(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.

6A:9B-8A.4 Provisional and standard certificate requirements for certificate holders with a limited CE or CEAS in an instructional area

- (a) The limited CE or CEAS in an instructional area shall satisfy the CE or CEAS requirement at N.J.A.C. 6A:9B-8.1(a) for purposes of obtaining a provisional certificate until November 1, 2027.
- (b) To be eligible for a provisional certificate, a certificate holder with a limited CE or CEAS shall meet all the requirements at N.J.A.C. 6A:9B-8.4.
- (c) To be eligible for a standard certificate, a provisional certificate holder hired pursuant to this pilot program shall meet all the requirements for a standard instructional certificate pursuant to N.J.A.C. 6A:9B-8.7.
- (d) Holders of the limited CE or CEAS shall meet all the requirements for a provisional certificate at N.J.A.C. 6A:9B-8.4 no later than September 1, 2027.

#### Subchapter 9. Instructional Endorsements

##### 6A:9B-9.1 Endorsement requirements

- (a) To fulfill the endorsement requirements necessary for **an** instructional [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8, the candidate shall:
  - 1. Complete one or more of the following coursework requirements for the subject area in which the candidate is seeking the endorsement:
    - i. Complete an undergraduate major in the subject area as documented by an official transcript from [a regionally] **an** accredited four-year college or university;
    - ii. Hold a graduate degree in the subject area; or
    - iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area as documented by an official transcript from [a regionally] **an** accredited college or university, of which 12 semester-hour credits must be at the advanced level of study, including junior-, senior-, or graduate-level study

as documented by the official transcript of an [four-year regionally] accredited college or university;

2. Pass the appropriate State test(s) of subject matter knowledge. [However, if] **If** a candidate's score on the appropriate State test(s) of subject matter knowledge falls below the passing score by five percent or less, but the candidate has a GPA of 3.50 or higher when a GPA of 4.00 equals an A grade, [he or she] **the candidate** shall meet this paragraph's requirements. This alternative requirement shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c).
  - i. **[A] In lieu of passing the State test(s) of subject matter knowledge, a** candidate who completes an out-of-State educator preparation program approved pursuant to N.J.A.C. 6A:9B-8.2(b)2 through 5, or who holds an out-of-State equivalent of a CEAS, may pass the equivalent test(s) of subject matter knowledge approved by the state in which the program is located or the certificate was issued [in lieu of passing the State test(s) of subject matter knowledge]; and
3. When applicable, complete additional requirements or exceptions pursuant to N.J.A.C. 6A:9B-11.
  - (b) Except if certified in an experience-based career and technical education endorsement pursuant to N.J.A.C. 6A:9-11.3 or military science pursuant to N.J.A.C. 6A:9-11.8, holders of a CE, CEAS, or standard instructional certificate in one endorsement may obtain the corresponding CE, CEAS, or standard instructional certificate in a different endorsement upon completion of the academic and test requirements [listed in] **at** (a) above and any additional requirement(s) or exception(s) [in] **at** N.J.A.C. 6A:9B-10 or 11.

#### 6A:9B-9.2 Authorizations – general

- (a) Each teaching endorsement shall be required for the corresponding teaching assignment.



1. Each endorsement shall be valid for [grades] preschool through **grade 12**, with the following exceptions:
  - i. The elementary school teacher endorsement shall be valid in [grades] kindergarten through **grade six**. Any holder of the former teacher of elementary school **kindergarten through grade[s] five (K-5)** endorsement now shall be authorized to teach kindergarten through grade six;
  - ii. The middle school with subject matter specialization endorsement shall be valid in grades five through eight;
  - iii. The preschool through grade three endorsement shall be valid in preschool through grade three; and
  - iv. The teacher of supplementary instruction in reading and mathematics, **kindergarten through grade[s] eight (K-8)** shall be valid in [grades] kindergarten through **grade eight**.
2. Teachers with English endorsements who taught English language arts courses prior to February 1976 may continue to teach the same course(s).
3. Teachers with elementary school endorsements valid in preschool through grade eight issued no later than March 1, 2008, may teach in preschool through grade eight in any employing school district, subject to the qualification for teaching three- and four-year-old children [in] **at N.J.A.C. 6A:9B-11.2(b)**. The teachers shall demonstrate to the school district they have content knowledge appropriate to the subject(s) taught.
  - i. All elementary school teachers certified to teach in [grades] kindergarten through **grade five** after January 20, 2004, and hired to teach in grades six through eight shall hold either the elementary school with [subject matter] **subject-matter** specialization or the [subject matter] **subject-matter** endorsement.

4. Teachers holding the teacher of the blind or partially sighted, teacher of the deaf or hard of hearing, and/or the teacher of handicapped endorsements issued prior to September 1, 2008, may teach students with disabilities in preschool through grade 12 if [they] **the teachers** can demonstrate to the school district content knowledge appropriate to the content and the content level to be taught.
5. Teachers holding endorsements that are no longer issued [as of January 20, 2004,] may continue to teach in the subject areas in which the teacher was authorized to teach under the former rules.
6. [Holders of career] **Career** and technical instructional endorsements issued prior to January 20, 2004, shall remain valid. The teachers may teach in the occupations for which they hold endorsements. A crosswalk of the former certificates that identifies under which new career clusters the teacher's certificate falls is available on the Department's website.
7. **Holders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLS, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.**

#### 6A:9B-9.3 Department-issued endorsements and authorizations

- (a) The teaching endorsements and authorizations [in] **at** (a)1 through 9 below are grouped within the relevant NJSLS.
  1. Visual and performing arts:
    - i. Art: This endorsement authorizes the holder to teach art in all public schools;
    - ii. Dance: This endorsement authorizes the holder to teach dance in all public schools;

- iii. Music: This endorsement authorizes the holder to teach vocal and instrumental music and related theory in all public schools;
  - iv. Speech arts [and dramatics]: This endorsement authorizes the holder to teach speech arts [and dramatics] in all public schools; and
  - v. Theater: This endorsement authorizes the holder to teach theater in all public schools.
2. Comprehensive health and physical education:
- i. Health education: This endorsement authorizes the holder to teach health education in all public schools;
  - ii. Health and physical education: This endorsement authorizes the holder to teach health and physical education in all public schools;
  - iii. Physical education: his endorsement authorizes the holder to teach physical education in all public schools;
  - iv. Swimming and water safety [instructor]: This endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools; and
  - v. Driver education: This endorsement authorizes the holder to teach driver education in all public schools.
3. English language arts:
- i. English: This endorsement authorizes the holder to teach English in all public schools;
  - ii. English as a [Second Language] **second language**: This endorsement authorizes the holder to teach English as a second language in all public schools; and
  - iii. Reading: This endorsement authorizes the holder to teach reading in all public schools.
4. Mathematics:

- i. Mathematics: This endorsement authorizes the holder to teach mathematics in all public schools.
- 5. Science:
  - i. Biological science: This endorsement authorizes the holder to teach biological, environmental, and general science in all public schools. Biological science includes botany, anatomy and physiology, zoology, and biology;
  - ii. Chemistry: This endorsement authorizes the holder to teach chemistry and environmental and general sciences in all public schools;
  - iii. Earth science: This endorsement authorizes the holder to teach earth, environmental, and general sciences in all public schools. Earth science includes astronomy, geology, meteorology, oceanography, physical geography, and space science;
  - iv. Physical science: This endorsement authorizes the holder to teach physical, environmental, and general sciences in all public schools. Physical science includes physics, chemistry, and earth and space sciences other than geography; and
  - v. Physics: This endorsement authorizes the holder to teach physics and environmental and general sciences in all public schools.
- 6. Social studies:
  - i. Psychology: This endorsement authorizes the holder to teach psychology in all public schools; and
  - ii. Social studies: This endorsement authorizes the holder to teach social studies in all public schools. Social studies includes American history, European history, world history, government, political science, sociology, geography, anthropology, and economics.

7. World languages: This endorsement authorizes the holder to teach in all public schools one of the following designated world languages:
- i. American Sign Language;
  - ii. Chinese;
  - iii. French;
  - iv. German;
  - v. Greek;
  - vi. Hebrew;
  - vii. Italian;
  - viii. Japanese;
  - ix. Latin;
  - x. Portuguese;
  - xi. Russian;
  - xii. Spanish;
  - xiii. Hindi;
  - xiv. Arabic;
  - xv. Korean; or
  - xvi. Other world languages.
8. Technology education:
- i. This endorsement authorizes the holder to teach technology education in all public schools with the exception of approved career and technical education programs. Technology education includes content aligned with **Standard 8.2** of the NJSLS. [and the “[Standards for Technology Literacy](#)”<sup>©</sup>” published by the International Technology and Engineering Educators Association

(ITEEA), Copyright 2007, incorporated herein by reference, available at

<https://www.iteea.org/File.aspx?id=67767&v=b26b7852>.

(1) Examples of the topics that can be taught under this endorsement

include:

- (A) Technological literacy;
- (B) The nature of technology;
- (C) Technology and society;
- (D) The engineering and technological design process;
- (E) Abilities for a technological world; and
- (F) Understanding the designed world, including selecting and using medical technologies, agricultural and related biotechnologies, energy and power technologies; information and communication technologies; transportation technologies, manufacturing technologies, and/or construction technologies.]

ii. A technology education endorsement is not required to teach **the use of** educational technology [and/or computer and information skills] pursuant to N.J.A.C. 6A:9B-[5.18]**5.17**.

**9. Computer science: This endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSLs, in all New Jersey public schools.**

(b) The teaching endorsements below authorize the holder to teach specific populations, subjects, ages, and/or grade levels:

1. Bilingual/bicultural education: This endorsement authorizes the holder to teach bilingual/bicultural education in all public schools. **In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), the holder of a bilingual/bicultural education endorsement also may provide consultative**

**services and supportive resource programs, including modification and adaptation of curriculum and instruction to English language learners and speakers of English as a second language in general education programs in preschool through grade 12.**

2. Elementary school: This endorsement authorizes the holder to:
  - i. Serve as an elementary school teacher in kindergarten through grade six in all public schools;
  - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational technology where appropriate in kindergarten through grade six;
  - iii. Teach world languages full-time in kindergarten through grade six, pursuant to N.J.A.C. 6A:9B-10.5;
  - iv. Teach all remaining subjects no more than one-half of the daily instructional assignment; and
  - v. Teach reading, writing, mathematics, and spelling, for basic-skills purposes only, in grades six through 12.
3. Middle school with subject-matter specialization: This endorsement authorizes the holder to teach the specialty subjects on the face of the certificate full-time in grades five through eight in all public schools. This endorsement does not permit the holder to teach the subject matter specialization in grades nine through 12.
4. Preschool through grade three: This endorsement authorizes the holder to:
  - i. Teach preschool through grade three in public schools and to teach public school students in approved settings providing early childhood education;
  - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational technology where

- appropriate in preschool through grade three;
- iii. Teach world languages full-time in preschool through grade three, pursuant to N.J.A.C. 6A:9B-10.5; and
  - iv. Teach all remaining subjects in preschool through grade three no more than one-half of the daily instructional assignment.
5. Teacher of supplemental instruction in reading and mathematics, kindergarten through grade eight: This endorsement authorizes the holder to provide supplemental, pull-out instruction in reading and mathematics for students in kindergarten through grade eight. During their provisional teaching period, teachers holding this endorsement:
- i. May not be assigned to more than two schools; and
  - ii. Shall conduct all teaching in a formal classroom environment with a minimum of eight students that approximates the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the NJSLS.
6. Students with disabilities: The endorsements authorize the holder to teach students from one of the designated populations listed [in] **at** (b)6i through iv below. In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), the holder of a special education endorsement also may provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction to students with disabilities in general education programs in preschool through grade 12.
- i. Blind or visually impaired: This endorsement authorizes the holder to teach blind or visually impaired students;



- ii. Deaf or hard of hearing for oral/aural communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using oral/aural communication strategies;
- iii. Deaf or hard of hearing for sign language communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using sign language communication strategies; and
- iv. Students with disabilities: This endorsement authorizes the holder to teach students classified with disabilities with the exception of students identified [in] at (b)6i through iii above.

6A:9B-9.4 21st century life and careers, and career and technical education endorsements and authorizations

- (a) The teaching endorsements below authorize the holder to teach kindergarten through grade 12, including approved career and technical education programs in grades nine through 12, in all public schools:
  - 1. Business education/business-related technologies: The endorsements authorize the holder to teach business education and business-related technologies in all public schools.
    - i. Comprehensive business: This endorsement authorizes the holder to teach accounting, banking and insurance, business computer applications, business law, business communications, business mathematics, economics and finance, entrepreneurship, international business, keyboarding, business management,

business organization, marketing, office administration/office systems technology, and exploration in business-related careers.

- ii. Business: accounting: This endorsement authorizes the holder to teach accounting, [bookkeeping,] finance and investment, business mathematics, and exploration of related careers.
- iii. Business: finance/economics/law: This endorsement authorizes the holder to teach finance and investment, economics, law, banking and insurance, business mathematics, business communications, business management, business organization, and exploration of related careers.
- iv. Business: keyboarding and data entry: This endorsement authorizes the holder to teach keyboarding, computer data entry, word processing, and exploration of related careers.
- v. Business: computer applications and business-related information technology: This endorsement authorizes the holder to teach business-related software applications, safety and security policies pertaining to computer use, emerging hardware and operating systems, file management, legal issues related to computer use, and exploration of related business occupations.
- vi. Business: office administration/office systems technology: This endorsement authorizes the holder to teach office organization, word processing, speed writing, business communication, office and administrative support practices and procedures, keyboarding, data entry, and exploration of related business occupations.
- vii. Marketing education: This endorsement authorizes the holder to teach marketing occupations including sales, advertising and retailing, global marketing, entrepreneurship, and exploration of related business occupations.

2. Family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences in all public schools.
  - i. Comprehensive family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences. Family and consumer sciences includes: family economics and resource management; family relations and human development, including child care and development, and parenting education; housing and environment, including interior design; nutrition, health, and food management and preparation; textiles and apparel design, construction, and merchandising; and exploration in family and consumer sciences related occupations.
  - ii. Family and consumer sciences: Child and family development: This endorsement authorizes the holder to teach family relations and human development -- including parenting education, child care and development, and operating a preschool in a high school classroom environment, developing skills needed to deal with crisis in families, handling children with special needs, and managing family economics and resources -- and to provide career-related instruction.
  - iii. Family and consumer sciences: Foods, nutrition, and food science: This endorsement authorizes the holder to teach nutrition, individual and family food preparation, food science, managing time and resources related to food preparation, and exploration of careers in foods and nutrition related occupations.
  - iv. Family and consumer sciences: Apparel, textiles, and interiors: This endorsement authorizes the holder to teach textiles and apparel design, construction, and merchandising, interior design; managing time and resources related to apparel construction and interior design; and exploration of careers in apparel, textiles, and interior design.

3. Agriculture, food, and natural resources: This endorsement authorizes the holder to teach agribusiness systems; animal systems; environmental service systems; natural resource systems; plant systems; power, structural, and technical systems; and related technologies in all public schools.
- (b) Career and technical education endorsements: The endorsements authorize the holder to teach approved career and technical education programs in grades nine through 12 in all public schools, in accordance with N.J.A.C. 6A:9B-11.3. The holder of a standard career and technical education endorsement who has completed the [study] requirements [in] **at** N.J.A.C. 6A:9B-14.19(b)2i and ii, or 14.20(b)2i or ii, is also authorized to place and supervise career and technical education students in school-sponsored cooperative education experiences in the occupation in which the holder is certified as part of a career and technical education program.
- (c) Specific career and technical education endorsements are based on the candidate's Department-approved employment or self-employment experience, bachelor's degree, and/or associate degree. Endorsements are organized under the following career clusters and are listed on the Department's website:
1. Agriculture, Food, and Natural Resources: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the production, processing, marketing, distribution, financing, and development of agricultural commodities and resources, including food, fiber, wood products, natural resources, horticulture, and other plant and animal products and resources.
  2. Architecture and Construction: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, planning, managing, building, and maintaining the built environment.

3. Arts, Audio/Video Technology, and Communications: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, producing, exhibiting, performing, writing, and publishing multimedia content, including visual and performing arts and design, journalism, and entertainment services.
4. Business, Management, and Administrative: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, organizing, directing, and evaluating business functions essential to efficient and productive business operations.
5. Education and Training: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of education and training services, and related learning support services.
6. Finance: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to services for financial and investment planning, banking, insurance, and business financial management.
7. Government and Public Administration: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to governance, national security, [foreign service,] revenue and taxation, regulation, and management and administration at the local, State, and Federal levels.
8. Health Science: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of therapeutic services, diagnostic services, support services, and biotechnology research and development.

9. Hospitality and Tourism: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the management, marketing, and operations of restaurants and other food services, lodging, attractions, recreation events, and travel-related services.
10. Human Services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to families and human needs.
11. Information Technology: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, developing, supporting, and managing hardware, software, multimedia, and systems integration services.
12. Law, Public Safety, Corrections, and Security: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of legal services, public safety services, protective services, and homeland security, including professional and technical support services.
13. Manufacturing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of materials processing into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance, and manufacturing/process engineering.
14. Marketing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of marketing activities to reach organizational objectives.

15. Science, Technology, Engineering, and Mathematics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of scientific research and professional and technical services, including laboratory and testing services, and research and development services.
  16. Transportation, Distribution, and Logistics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and movement of people, materials, and goods by road, pipeline, air, rail, and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, and mobile equipment and facility maintenance.
- (d) School districts seeking to establish a new career and technical education program for which a career and technical education endorsement does not exist shall submit to the Department a request to establish a new career and technical education endorsement.

#### Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification

##### 6A:9B-10.1 General provisions

[This subchapter includes requirements in] **In** addition to the requirements [in] **at** N.J.A.C. 6A:9B-8 and 9, **this subchapter includes requirements** for the instructional endorsement, including specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject referenced in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

##### 6A:9B-10.2 Elementary school (K-6)

**\*(a) A candidate for the elementary school (K-6) endorsement shall complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. \***

**[[ (a) ] (b) ]** **[[To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the]] (A)**  
candidate for the elementary school (K-6) endorsement **\*also\*** shall **complete**:

1. [Complete a] A liberal arts, science, dual-content, or interdisciplinary academic major; or
2. [Complete a] A minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from [a regionally] **an** accredited college or university **\*for a candidate who begins a CEAS education preparation program on or before August 31, 2025\***.

**\*i. A candidate who enters a CEAS educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science, as documented on a transcript from an accredited college or university. \***

**\*(c) A candidate who enters an educator preparation program for a CEAS with an elementary school (K-6) endorsement, on or after September 1, 2025, shall complete either (b)1 or (b)2i above and at least 30 credits as documented on a transcript from an accredited college or university, in the following coursework and/or clinical experiences:**

3. Six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to elementary students and that shall focus on the following:
  - i. Cognitively guided mathematics instruction;
  - ii. Assessment of, and remediation for, difficulties in mathematics;
  - iii. The use of mathematical practices in instruction;



iv. Building the underlying mathematical conceptual knowledge of educators; and

v. The integration of literacy skills in mathematics.

4. Nine to 12 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to elementary students and that shall focus on the following:

iv. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;

v. Strategies for teaching reading comprehension, writing, speaking, and listening to elementary students; and

vi. Multicultural, multilingual, and diverse children's literature.

3. Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to elementary students that shall place an emphasis on the integration of literacy skills in science and social studies.

(d) A holder of a CE with an elementary school (K-6) endorsement who begins teaching under a provisional certificate on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (c)1 through 3 above. \*

6A:9B-10.3 Health and physical education and physical education

(a) To meet the endorsement requirements [in] at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the health and physical education endorsement shall complete:

1. A 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education. The study of individual[, dual,] and team sports **and adaptive physical education** shall be included in the physical education credits; or
  2. A 30-credit coherent sequence of courses in physical education and a minimum of 15 credits in health. The study of individual[, dual,] and team sports **and adaptive physical education** shall be included in the physical education credits.
- (b) To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the physical education endorsement shall complete:**
1. **A 30-credit coherent sequence of courses in physical education. The study of individual and team sports and adaptive physical education shall be included in the physical education credits.**

6A:9B-10.4 [Physical science] **Science**

- (a)** To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the physical science endorsement shall complete:
1. A 30-credit coherent sequence of courses in physics and a minimum of 15 credits in chemistry; or
  2. A 30-credit coherent sequence of courses in chemistry and a minimum of 15 credits in physics.
- (b) Candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement shall:**
1. **Complete 15 credits in the corresponding content area with six credits at the advanced level; and**

**2. Pass the State test of subject matter knowledge.**

**i. GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply.**

6A:9B-10.5 World languages

(a) In addition to the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [to be eligible for the world language endorsement,] the candidate shall **meet the following criteria to be**

**eligible for the world language endorsement:**

1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** accredited college or university within 12 months of initial assignment. No CEAS or standard world languages certificate shall be issued until this requirement is completed.

(b) Elementary school teachers, preschool through grade three teachers, and preschool teachers who teach world languages more than half-time and complete the requirements [in] **at** (a) above shall be authorized to teach world languages in the grade levels authorized by their endorsement. Elementary school teachers, preschool through grade three teachers, and preschool teachers who teach world languages half-time or less shall be authorized to teach world languages in the grade levels authorized by their endorsement upon demonstrating linguistic competency in the designated world language [as demonstrated] on a Department-approved, nationally recognized test of oral language proficiency for spoken language or receptive/expressive proficiency for American Sign Language.

- [(c) A candidate who matriculated and enrolled in classes in a world language educator preparation program no later than spring semester 2005 and who met the requirements in N.J.A.C. 6A:9B-10.2 and completed the program by September 1, 2007, shall not be required to complete the linguistic competency requirement outlined in(a)1 above.
1. A candidate who meets the requirements in this section but applies to the Office after March 1, 2008, shall be required to complete the linguistic competency requirement.]

#### 6A:9B-10.6 Technology education

- (a) To meet the endorsement requirements [established in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the technology education endorsement shall complete study in the following technology, engineering, and design subjects:
1. The nature of technology or technology and society;
  2. Technological design;
  3. The use of tools and materials, and safety related to using tools and materials; and
  4. Three of the following seven technologies:
    - i. Medical;
    - ii. Agricultural and related biotechnologies;
    - iii. Energy and power;
    - iv. Information and communication;
    - v. Transportation;
    - vi. Manufacturing; and/or
    - vii. Construction.
- (b) Holders of New Jersey industrial arts endorsements or their equivalent who are employed [in] **by** a school district prior to April 23, 2004, [teaching] **to teach** technology education as

defined [in] **at** N.J.A.C. 6A:9B-9.3(a)8 shall be issued the technology education endorsement upon application to the Office.

- (c) Holders of New Jersey industrial arts endorsements or their equivalent who do not meet the requirements [in] **at** (b) above shall be eligible for the technology education endorsement upon completion of the State test requirement and submission of an application to the Office.

#### 6A:9B-10.7 Art

- (a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the art endorsement[,] shall:
1. Present studio experience in each of the following required areas of study:
    - i. Drawing;
    - ii. Painting; and
    - iii. Sculpture and/or ceramics; or
  2. Complete a major in fine arts.

#### [6A:9B-10.8 Speech arts and dramatics]

- [(a) To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the speech arts and dramatics endorsement shall complete:
1. A 30-credit coherent sequence of courses in speech arts and a minimum of 15 credits in theater; or
  2. A 30-credit coherent sequence of courses in theater and a minimum of 15 credits in speech arts.]

#### 6A:9B-[10.9]**10.8** Social studies

(a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the social studies endorsement shall complete a minimum of 15 semester-hour credits in history, including a minimum of:

1. One course in American history; and
2. One course in world history.

6A:9B-[10.10]**10.9** Family and consumer sciences

(a) [To] **As part of the minimum 30 credits in the content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area,] a candidate for the family and consumer sciences endorsement shall complete study in the following required areas:

1. Child and family development, care/human development, and related careers;
2. Food preparation, nutrition and food science, and related careers;
3. Apparel/construction, textiles, interiors/housing and environments, and related careers; and
4. Personal and family financial/resource management, and related careers.

6A:9B-[10.11]**10.10** Comprehensive business

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area,] a candidate for the comprehensive business endorsement shall complete at a two- or four-year regionally accredited college or university:

1. [Twelve] **Six** semester-hour credits in [bookkeeping or] accounting;
2. At least one course in business law;

3. At least one course in economics;
4. At least one course in finance; and
5. At least one course in computer applications.

6A:9B-[10.12]**10.11** Computer applications and business-related information technology

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)liii, [as part of the minimum 30 credits in the content area,] a candidate for the computer applications and business-related information technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:

1. Management information systems;
2. Business-related computer classes;
3. Database concepts for business;
4. Information management;
5. Decision support systems for business;
6. Computer management;
7. Systems analysis;
8. Computer networks in business;
9. Database development for business;
10. Business computer programming; and
11. Computer science.

6A:9B-[10.13]**10.12** Finance, economics, and law

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)liii, [as part of the minimum 30 credits in the

content area,] a candidate for the finance, economics, and law endorsement shall complete at a two- or four-year [regionally] accredited college or university:

1. At least six semester-hour credits in economics;
2. At least three semester-hour credits in finance; and
3. At least three semester-hour credits in business law.

6A:9B-[10.14]**10.13** Keyboarding and data entry

To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the keyboarding and data entry endorsement shall complete at a two- or four-year [regionally] accredited college or university a course in keyboarding and/or word processing applications.

6A:9B-[10.15]**10.14** Office administration and office systems technology

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area], a candidate for the office administration and office systems technology endorsement shall complete at a two- or four-year [regionally] accredited college or university at least 12 semester-hour credits in any of the following areas:

1. Managing office systems or office systems administration;
2. Keyboarding or word processing;
3. Business communications; or
4. Business-related programs/software.

[6A:9B-10.16 Individuals enrolled in degree programs prior to January 7, 2008

A candidate who matriculates and enrolls in a State-approved educator preparation program in accordance with the applicable subsection of N.J.A.C. 6A:9B-10.6 through 10.10, on or after January



7, 2009, shall be required to complete all requirements of the applicable subsection above effective as of January 7, 2008. A candidate who is matriculated and enrolled in an out-of-State approved educator preparation program in accordance with the applicable section of N.J.A.C. 6A:9B-10.6 through 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, shall complete all requirements under former N.J.A.C. 6A:9B-8.2, as effective January 6, 2008. A candidate who did not apply to the Office for certification by January 7, 2010, shall fulfill the applicable requirements under N.J.A.C. 6A:9B-10.6 through 10.10 in this section.]

#### **6A:9B-10.15 Computer science**

- (a) To be eligible for the computer science endorsement, candidates holding a standard instructional certificate in another endorsement area shall:**
  - 1. Complete 15 hours of computer science coursework; and**
  - 2. Pass the appropriate State test of computer science content knowledge.**
- (b) To be eligible for a standard instructional certificate in computer science, candidates shall complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.**
- (c) Candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates:**
  - 1. Have received two effective or highly effective ratings in teaching computer science within the last four years; and**
  - 2. Pass the appropriate State test of computer science content knowledge.**
- (d) All candidates for the computer science endorsement pursuant to (a) and (b) above shall complete, or have completed, a minimum of three semester-hour credits in a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment.**

1. **The methods course may be included in the 15 hours of computer science coursework pursuant to (a)1 above or the 30 hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.**

Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional  
Certification with Special Endorsements

6A:9B-11.1 General provisions

This subchapter includes additional requirements, or exceptions to the requirements, for the instructional [certification] **certificate** with special endorsements. [and] **The subchapter also** includes specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject covered in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

6A:9B-11.2 Preschool through grade three

- (a) Candidates for the preschool through grade three endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9, and:

1. Shall be exempt from the subject course requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1 and instead **shall** complete:

- i. A liberal arts, science, dual-content, or interdisciplinary academic major; or
- ii. A minimum of 60 semester-hour credits in liberal arts and/or science;

**\*(1) Candidates for the preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science.\***

2. For candidates seeking a CEAS with a preschool through grade three endorsement, **\*who enter an educator preparation program on or before August 31, 2025,\*** shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program at an accredited college or university; and
- \*i. CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, shall complete the requirements at (b) below. \***

- [2.] 3. [Effective academic year 2017-2018, provisional] **Provisional** teachers holding a CE with a preschool through grade three endorsement shall choose to complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 24 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. Instruction through either choice shall include:
- i. Child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Required topics are cognitive and linguistic factors that affect learning and development; the creation of a climate that fosters and nurtures diversity and equity for all children, including [those] **children** who are limited English proficient and [those] **children** with [special needs] **disabilities**, and that addresses multiple intelligences and diverse learning styles; the integration of play; and language and literacy across the curriculum;
  - ii. Understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. Required topics are the recognition of children at risk; the establishment of linkages with community resources to support families; the recognition and acceptance of diverse family units, including family participation on the educational

team; the impact of children's homes, communities, health, and cultural experiences on development and learning; and comprehension of social, historical, political, legal, and philosophical constructs that impact [upon] children, families, and communities; and

- iii. Curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. Required topics include the NJSLS and early childhood **program** expectations; responsiveness to cultural and linguistic differences with an equitable and individualized focus; activities designed to foster intellectual stimulation through play; implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and assessment that is multidimensional, ongoing, and performance based[;].

- [3. Provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 shall complete either 200 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(b), or 13 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. Instruction through either option shall include the topics listed in (a)2i through iii above.]

**\*(b) Candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program that includes at least 30 credits as documented on a transcript from an accredited college or university in the following coursework and/or clinical experiences:**

- 7. Six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that shall focus on the following:**
- vi. Cognitively guided mathematic instruction;**
  - vii. Assessment of, and remediation for, difficulties in mathematics;**
  - viii. The use of mathematical practices in instruction;**
  - ix. Building the underlying mathematical conceptual knowledge of educators; and**
  - x. The integration of literacy skills in mathematics.**
- 8. Twelve to 15 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students. The courses shall include the following:**
- i. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
  - ii. Strategies for teaching reading comprehension, writing, speaking, and listening to preschool and early elementary students;**
  - iii. Multicultural, multilingual, and diverse children's literature;**
  - iv. Assessment for, and planning of, remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and**
  - v. Foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders;**

9. Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students and that emphasizes the integration of literacy skills in science and social studies;
10. Coursework that addresses child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. The coursework shall include:
  - i. Cognitive and linguistic factors that affect learning and development;
  - ii. The creation of a climate that fosters and nurtures diversity and equity for all children, including children who are multilingual learners and children with disabilities, and that addresses multiple intelligences and diverse learning styles;
  - iii. The integration of play; and
  - iv. Language and literacy across the curriculum.
11. Coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. The coursework shall include:
  - i. Recognition of children at risk;
  - ii. The establishment of linkages with community resources to support families;
  - iii. The recognition and acceptance of diverse family units, including family participation in their child's education;
  - iv. The impact of children's homes, communities, health, and cultural experiences on development and learning; and
  - v. Comprehension of social, historical, political, legal, and philosophical constructs that impact children, families, and communities.

**12. Coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The coursework shall include:**

**i. The NJSLS and the New Jersey Preschool Teaching and Learning Standards;**

**ii. Understanding cultural and linguistic differences with an equitable and individualized focus;**

**iii. Activities designed to foster intellectual stimulation through play;**

**iv. Implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and**

**v. Assessment that is multidimensional, ongoing, and performance based.**

**(c) A provisional teacher holding a CE with a preschool through grade three endorsement who begins teaching provisionally on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (b) above. \***

[[ (b) ]] **\*(d)\*** A teacher holding a standard elementary school endorsement valid in preschool through grade eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate may teach children in preschool in a public school or a Department of Children and Families facility. The teaching experience shall be in a position that would require the preschool through grade three endorsement. [It shall be the responsibility of the] **Teachers meeting this criteria shall present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The** school district or **the** Department of Children and Families facility [to] **shall** maintain a copy of **the** documentation that supports the preschool teaching experience [for each teacher affected by this subsection].

[[ (c) ]] **(e)** A standard certificate with a preschool through grade three endorsement authorizes the holder to teach [in] preschool [and kindergarten] **through third grade** in all school districts pursuant to N.J.A.C. 6A:9B-9.3(b)4.

#### 6A:9B-11.3 Career and technical education

- (a) Candidates for the instructional certificate in a career and technical education endorsement shall complete:
1. CEAS requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.2[;
  - 2.] **or** CE requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3, except:
    - i. Candidates do not need to complete the basic skills requirement pursuant to N.J.A.C. 6A:9B-8.3(a)5 prior to obtaining a CE; and
    - ii. Candidates shall complete either the experience-based or degree-based requirements [pursuant to] **at** (b) below;
  - [3.] **2.** Provisional requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.4; and
  - [4.] **3.** Requirements for the renewal of the provisional certificate[, pursuant to] **at** N.J.A.C. 6A:9B-8.5[, and standard certificate requirements[, pursuant to] **at** N.J.A.C. 6A:9B-8.7. [Candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed in N.J.A.C. 6A:9B-8.3(a)5 shall complete the basic skills assessment prior to becoming eligible for a standard certificate.]
    - i. **To be eligible for a standard certificate, holders of a provisional certificate with a career and technical education endorsement shall demonstrate proficiency in the use of English language and mathematics by meeting one of the following:**



- (1) **Passing the Commissioner- approved test of basic reading, writing, and mathematics skills;**
- (2) **Holding a master’s or terminal degree from an accredited institution of higher education;**
- (3) **Holding an occupational license or certification or industry certificate or registration; or**
- (4) **Completing a portfolio of work products through an approved educator preparation program, as approved by the employing school district’s superintendent, or the superintendent’s designee.**

(b) To be eligible for the CE, the candidate shall fulfill one of the following:

1. Experience-based endorsements: All candidates for an experienced-based endorsement shall pass an examination in physiology, hygiene, and substance abuse issues, pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold [[the State-issued]] **\*an\*** occupational license, certificate, or registration **\*issued by the State of New Jersey or other state or national authority\***. The employing school district **may** recommend for approval the candidate's experience pursuant to the **guidelines established by the Department**.

Candidates shall meet one of the following requirements:

- i. Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience shall be verified by the applicant's employer(s).

- (1) Up to three years of substantive teaching experience in the occupation, as set forth in a Commissioner-approved crosswalk, may be used as a substitute for three of the required four years of occupational experience.
    - (2) The Department will **\*annually review and\*** identify industry credentials in consultation with experts from education and business. The industry credentials may be considered equivalent to the employment experience requirement in this subparagraph.
  - ii. Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:
    - (1) The candidate has filed State and/or Federal taxes for the self-employment using a Federal U.S. Census North American Industry Classification System (NAICS) that is appropriate for the endorsement; and
    - (2) The candidate's self-employment experience meets the minimum of four years of employment experience, which will be equivalent to 8,000 hours of employment.
  - iii. Military experience: Candidates shall present a Military Discharge certificate (DD-214) and a Verification of Military Experience and Training (DD Form 2586) indicating military qualifications and occupational training received, which will be used by the Department to determine the extent of credit to be applied toward satisfying the employment experience requirements [pursuant to] **at (b)1i** above.
2. Degree-based endorsements using a bachelor's degree or higher: The candidate shall hold a bachelor's or an advanced degree from [a regionally] **an** accredited college(s) or university(ies) in a Department-approved subject area for the endorsement. The candidate shall pass an examination in physiology, hygiene, and substance abuse

issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

- i. Candidates who do not possess a bachelor's or advanced degree in a Department-approved subject area for the endorsement may hold a bachelor's or advanced degree from [a regionally] **an** accredited college(s) or university(ies), and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
  - ii. Candidates with a bachelor's degree or higher who graduate on or after September 1, 2016, with a GPA that is below 3.00 but is at least 2.50 when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements of (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.
  - iii. Candidates with a bachelor's degree or higher who graduated before September 1, 2016, with a GPA that is below 2.75, but is at least 2.50, when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements [of] **at** (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.
3. Degree-based endorsements using an associate degree: The candidate shall hold a two-year degree from [a regionally] **an** accredited college(s) or university(ies) or

from an accredited career-focused institution(s) in a Department-approved subject area for the endorsement. The candidate also shall submit evidence of a minimum of two years of eligible employment, which will be equivalent to 4,000 hours of employment, pursuant to (b)1i above. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold the State-issued occupational license, certificate, or registration.

- i. Candidates who do not possess an associate degree in a Department-approved subject area for the endorsement may hold a two-year degree from an accredited institution of higher education, and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
- ii. Candidates using an associate degree shall meet the GPA requirements set forth [in] **at** N.J.A.C. 6A:9B-8.3. The exceptions to the GPA requirements available to candidates with a bachelor's degree or higher in (b)2ii and iii above will not be available to candidates using an associate degree.

[(c) Any school district that employs a novice teacher who has not yet passed basic-skills tests required in (a)3 above shall provide ongoing support through the novice teacher's supervisor to ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The school district also shall provide ongoing support to prepare the novice teacher to pass the basic-skills tests.]

- [(d)] (c) Holders of standard instructional certificates with other endorsements, except as indicated [in] **at** N.J.A.C. 6A:9B-11.3 and 11.8, may obtain a career and technical education endorsement upon completion of the experience requirement, the academic major and test requirement, or as set forth [in (f)] **at (e)** below.
- [(e)] (d) Holders of vocational-technical instructional endorsements issued prior to January 20, 2004, [remain valid. These teachers] are authorized to teach in the career and technical education programs for which they hold endorsements. A crosswalk of these former certificates that identifies under which of the new career clusters the teacher's certificate falls is available on the Department's website.
- [(f)] (e) Holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department, through participation in the Department-approved CTE Teacher Bridge process.
1. This process is available only to school districts that have an approved CTE program and enter into an agreement with the Department to participate in the CTE Teacher Bridge process.
  2. Candidates shall be sponsored by their employing school district and shall complete the Department-approved process, as set forth [in (f)] **at (e)** <sup>3</sup> below and detailed in the agreement between the Department and the school district, to acquire the content and skills necessary to teach in the in-demand industry sector or occupation.
  3. The Department-approved process shall include, at minimum:
    - i. Two summers spent in an industry externship for a minimum of 160 hours each summer; and

- ii. Two school years spent co-teaching with a certified CTE teacher in the content area of the in-demand industry sector or occupation for which the candidate is seeking an endorsement. The CTE Teacher Bridge candidate shall spend at least 100 hours co-teaching during each of the two school years.

#### 6A:9B-11.4 Teacher of students with disabilities

- (a) A candidate for a CE or CEAS with a teacher of students with disabilities endorsement shall complete the certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9[, and the]. **The candidate also shall:**
  1. Possess[ or be eligible for] a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
  2. For the deaf or hard of hearing [for] **with** sign language communication endorsement, achieve an intermediate or higher score on the Sign [Communication] **Language Proficiency Interview [(SCPI)] (SLPI) or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI);**
  3. Be exempt from the test of subject-matter knowledge, pursuant to N.J.A.C. 6A:9B-9.1(a)2;
  4. For CE candidates, be exempt from the subject course requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1; [and]
  5. Be exempt from the performance assessment, pursuant to N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4[.]; **and**
  6. **Be exempt from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b).**
- (b) A candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements [in] **at** (a)1 above shall complete, **pursuant to N.J.A.C. 6A:9A-4**, an educator preparation program [pursuant to N.J.A.C. 6A:9A-4] **that includes a minimum of**

**21 credit hours in the topics at (d), (e), (g), or (h) below.** In addition to the requirements for a CEAS, a candidate for the deaf or hard-of-hearing with sign language communication endorsement shall achieve an intermediate or higher score on the [SCPI] **SLPI or a score of three or higher on the ASLPI.**

(c) In addition to the provisional certificate requirements [set forth in] **at** N.J.A.C. 6A:9B-8.4, a candidate shall:

1. Hold a CE or CEAS with a teacher of students with disabilities endorsement [area] and the instructional endorsement required for the teaching assignment; and
2. For holders of a CE with a teacher of students with disabilities endorsement, be enrolled at [a regionally] **an** accredited college or university in an educator preparation program that includes a [range] **minimum** of 21 [to 27] credit hours in the topics [listed in] **at** (d) [, (e),] **through** (g)[, or (h)] below.

(d) Provisional teachers [with] **who hold** a CE [in] **with a** teacher of students with disabilities endorsement shall complete the requirements for a standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.7, except as provided [in] **at** (e), (g), and (h) below, and **shall**:

1. [Shall complete] **Complete**, at [a regionally] **an** accredited college or university, an educator preparation program that includes a [range] **a minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
  - i. Philosophical, historical, and legal foundations of special education;
  - ii. Characteristics of students with disabilities;
  - iii. Standardized and functional assessment;
  - iv. Strategies for the development of literacy;
  - v. Curriculum planning, learning environments, modifications, and materials for students with disabilities;

- vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
  - vii. Assistive technology; [and]
  - viii. Transition planning, program development, and agencies available for students with disabilities; **and**
  - ix. **Autism spectrum disorders;**
- 2. [If] **Complete, if** the provisional teacher [with the CE with a teacher of students with disabilities endorsement] holds a CE [in] **with** the instructional endorsement required for the teaching assignment pursuant to (c)1 above, [then the provisional teacher shall complete] the courses required [in] **at** (d)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7; and
  - 3. Be exempt from the performance assessment **requirement**, pursuant to N.J.A.C. 6A:9B-8.7(a)4.
- (e) While teaching under a provisional certificate with a blind or visually impaired endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:
- 1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
    - i. Philosophical, historical, and legal issues in the education of students who are blind/visually impaired;
    - ii. Anatomy, physiology, and characteristics of students who are blind/visually impaired;
    - iii. Standardized and functional assessment of students who are blind/visually impaired;



- iv. Strategies and materials for developing literacy and numeracy skills in students who are blind or visually impaired including Braille and Nemeth codes;
  - v. Curriculum planning, learning environments, modifications, and materials for students who are blind/visually impaired;
  - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
  - vii. Assistive technology and augmentative communication systems for students who are blind or visually impaired;
  - viii. Orientation and mobility concepts and techniques; and
  - ix. Transition planning, program services, and agencies available for students who are blind/visually impaired; **and**
2. **[If] Complete the courses at (e)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a blind or visually impaired endorsement holds a CE in the instructional endorsement required for the teaching assignment. [pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (c)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7; and**
3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B- 8.7(a)4.]
- (f) While teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
  - i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
  - ii. Characteristics of students who are deaf/hard of hearing;
  - iii. Standardized and functional assessment of students who are deaf/hard of hearing;
  - iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;
  - v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
  - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
  - vii. Speech, applied audiology, assistive listening devices and assistive technology;
  - viii. American Sign Language, deaf culture, and communication philosophies; and
  - ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing; **and**
2. [If] **Complete the courses at (f)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a deaf or hard-of-hearing with oral/aural communication endorsement holds a CE in the instructional endorsement required for the teaching assignment.**  
[pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (f)1 above prior to, or concurrently with the formal instructional

requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7; and]

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.]

(g) While teaching under a provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

1. [An] **Complete, at an accredited college or university, an** education preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
  - i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
  - ii. Characteristics of students who are deaf/hard of hearing;
  - iii. Standardized and functional assessment of students who are deaf/hard of hearing;
  - iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;
  - v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
  - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
  - vii. Speech, applied audiology, assistive listening devices, and assistive technology;
  - viii. American Sign Language, deaf culture, and communication philosophies; and
  - ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing;
2. [If] **Complete the courses at (g)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required**

**for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a deaf or hard-of-hearing with sign language communication endorsement holds a CE in the instructional endorsement required for the teaching assignment. [pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (g)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7; and]**

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B- 8.7(a)4.]

- (h) Holders of a CEAS with a teacher of students with disabilities endorsement pursuant to (b) above are not required to complete (d)2, (e)2, (f)2, or (g)2 above.
- (i) [Holders of a CEAS in students with disabilities shall not be required to complete (d)2 above.] Holders of a CEAS [in] **with a** blind or partially sighted **endorsement** shall not be required to complete (e)2 above. Holders of a CEAS with a deaf or hard-of-hearing with oral/aural communication endorsement shall not be required to complete (f)2 above. Holders of a CEAS [in] **with a** deaf or hard of hearing with sign language communication **endorsement** shall not be required to complete (g)2 above.
- (j) **To renew a provisional certificate with a teacher of students with disabilities endorsement, provisional certificate holders shall meet the following requirements:**
  - 1. **Demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program, and**
  - 2. **Be rated effective or highly effective during the year of the requested renewal.**
- [(j)] (k) No [person] **holder of a provisional certificate** shall be employed [under provisional certification] for more than six years in a position requiring certification as a teacher of students with disabilities.

[(k)] **(l)** The special education pedagogy **required at (e), (f), and (g) above** shall be completed at [a regionally] **an** accredited four-year college or university.

[(l)] **(m)** Holders of standard certificates with teacher of students with disabilities endorsements shall be issued additional instructional certificates when they meet the requirements for a CE, pursuant to N.J.A.C. 6A:9B-8.2(a).

[(m)] Except as indicated in N.J.A.C. 6A:9B-11.3 and 11.8, holders of a standard Teacher of the Handicapped certificate may obtain additional instructional endorsements upon completion of the academic and test requirements listed in N.J.A.C. 6A:9B-8.2 and upon presentation of an original letter from a school official documenting a minimum of one year of experience teaching students with disabilities under a Teacher of the Handicapped endorsement.]

#### 6A:9B-11.5 Bilingual/bicultural education

(a) A candidate for the bilingual/bicultural endorsement shall complete the certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant in] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:

1. Possess, or be eligible for, a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating:
  - i. Oral and writing competence in English by:
    - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or
    - (2) Passing a **Department-approved, nationally recognized test to demonstrate oral proficiency and passing the Commissioner-approved test of basic reading, writing, and mathematics** skills

- [assessment], pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, to demonstrate writing proficiency [and passing a Department-approved, nationally recognized test to demonstrate oral proficiency]; and
- ii. Oral and writing competence in the target language by:
    - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or
    - (2) Establishing [him or herself] **the candidate** as a speaker of the target language who was primarily educated at the undergraduate or graduate level in that language;
  3. For CE candidates with a bilingual/bicultural education endorsement, be exempt from the subject course requirements [pursuant to] **at** N.J.A.C. 6A:9B-9.1(a)1;
  4. For CEAS candidates with a bilingual/bicultural endorsement, complete the requirements [in] **at** (a)1 above and a program at [a regionally] **an** accredited college or university for the preparation of teachers of bilingual/bicultural education; and
  5. Be exempt from the performance assessment [pursuant to] **requirements at** N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.
- (b) While teaching under **a** provisional [certification] **certificate**, a holder of the CE [in] **with a** bilingual/bicultural education **endorsement** shall [complete the following requirements for a standard certificate]:
1. [A] **Complete a** Department-approved New Jersey college or university educator preparation program that includes 12 credit hours of formal instruction in the following topics:
    - i. Linguistics;
    - ii. Language acquisition;
    - iii. Developing literacy skills for the second language learner;

- iv. Methods of teaching content in bilingual education; and
  - v. Theory and practice of teaching bilingual education[.]; **and**
2. [If] **Complete the courses at (b)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE** in the bilingual/bicultural endorsement holds a CE [in] **with** the instructional endorsement required for the teaching assignment [pursuant to (a)1 above, then the provisional teacher shall complete the courses required in (b)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7].

#### 6A:9B-11.6 English as a second language

- (a) A candidate for the English as a second language (ESL) endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:
  - 1. Be exempt from the endorsement course requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3(a)4 while teaching [on the] **under a** provisional certificate [if] **and** enrolled in an CE educator preparation program; and
  - 2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and writing competence in English by:
    - i. Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or
    - ii. Passing **a Department-approved, nationally recognized test to demonstrate oral proficiency and meeting** the basic skills [assessment] **requirement** pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, to

demonstrate writing proficiency [and passing a Department-approved, nationally recognized test to demonstrate oral proficiency].

- (b) Provisional teachers [with] **holding** a CE [in] **with an** English as a second language **endorsement** shall complete the requirements for a standard certificate pursuant to N.J.A.C. 6A:9B-8.7, [except the provisional teachers] **and** shall complete, at a Department-approved New Jersey college or university, an educator preparation program that includes a [range] **minimum** of 15 [to 21] credit hours of formal instruction in the topics [in] **at** (b)1 through 7 below. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9B-10.2.

1. The historical and cultural backgrounds of limited English proficient students;
2. Linguistics;
3. Language acquisition;
4. The structure of American English;
5. Developing literacy skills for the second language learner;
6. Methods of teaching ESL, including teaching English through content; and
7. Theory and practice of teaching ESL.

- (c) **No holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c).**

#### 6A:9B-11.7 Driver education

- (a) [To be eligible] **A candidate** for the CEAS or standard certificate with a driver education endorsement[, the candidate] shall be exempt from the requirements [in] **at** N.J.A.C. 6A:9B-9.1(a). [and instead] **A candidate for the CEAS or standard certificate with a driver education endorsement** shall:



1. Hold a CEAS or standard [New Jersey] **certificate with an** instructional endorsement in health or in health and physical education;
  2. Hold a valid New Jersey or out-of-State driver's license. Candidates shall submit an official driving record/abstract from the state in which they are currently licensed to demonstrate the possession of a valid driver's license;
  3. Document three consecutive years of **successful** automobile driving experience immediately prior to application by submitting a notarized statement; and
  4. Complete a course in driver education at [a regionally] **an** accredited college or university.
- (b) Pursuant to N.J.S.A. 18A:26-2, holders of a driving instructor license issued by the New Jersey Motor Vehicle Commission who do not hold the driver education endorsement issued by the Department may provide only behind-the-wheel driver education in public schools, and shall not provide classroom instruction in driver education.

6A:9B-11.8 Military science

- (a) To be eligible for the standard certificate with a military science endorsement, the candidate shall:
1. Document 20 years of military service; and
  2. Hold valid certification authorizing employment as a military science instructor from the branch of service in which the candidate served.
- (b) To retain this endorsement, the holder must maintain the military employment authorization [as set forth in] **at** (a)2 above. [It is the] **The** school district['s responsibility to] **shall** ensure that the military science teacher maintains valid military certification pursuant to N.J.A.C. 6A:9B-5.1(b).
- (c) Holders of this endorsement shall not use it as the basis for obtaining additional endorsements. Holders may obtain additional endorsements by meeting applicable requirements [outlined] in this chapter.

6A:9B-11.9 Middle school with subject matter specialization

(a) To be eligible for the middle school with subject-matter specialization endorsement, the candidate shall:

1. Hold a CE or CEAS with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with N.J.A.C. 6A:9B-9.3 or hold a standard certificate with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with N.J.A.C. 6A:9B-8.7;
2. Complete a course in child and early adolescent development as aligned with standard two of the Professional Standards for Teachers[,] at N.J.A.C. 6A:9-3.3(a)2. Holders of the CE shall complete this study before issuance of the standard certificate;
3. Complete 15 semester-hour credits in any one of the following NJSLs subject fields:
  - i. English language arts;
  - ii. Mathematics;
  - iii. Science;
  - iv. Social studies; or
  - v. A single world language; and
4. Pass the appropriate State test(s) in the content area.

(b) To be eligible for the CE, CEAS, or standard middle school with subject matter specialization with a world languages endorsement, the candidate shall, in addition to (a) above:

1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and

2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** accredited four-year college or university within 12 months of initial assignment.
  - i. No CEAS or standard **certificate with an** elementary school with specialization in a world language [certificate] **endorsement** shall be issued until [this] **the** requirement **at (b)2 above** is completed.
- (c) Holders of this endorsement may be eligible for additional middle school with subject-matter specialization endorsements in the NJSLS subject fields [identified in] **at (a)3i** through v above upon completion of the requirements [of] **at (a)3** and 4 and (b) above for each area of specialization requested.

#### 6A:9B-11.10 Swimming and water safety

- (a) To be eligible for the swimming and water safety endorsement, candidates shall hold:
  1. A standard New Jersey instructional certificate;
  2. A valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the [YMCA] **American Heart Association**;
  3. A valid Lifeguard Certificate issued by the American Red Cross or the YMCA; and
  4. A valid [Water Safety Instructor Certificate] **water safety/swimming instructor certificate** issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program<sup>TM</sup>).
- (b) The chief school administrator of the employing district board of education shall:
  1. Annually notify the executive county superintendent of all teachers assigned to teach swimming and/or diving; and

2. Annually forward to the executive county superintendent copies of each valid [American Red Cross or YMCA] certificate identified [in] **at** (a)2 through 4 above for every person assigned to teach swimming and/or diving.
- (c) Any person otherwise qualified to serve as a substitute pursuant to N.J.A.C. 6A:9B-7 shall be required to hold all of the safety certificates [in] **at** (a) above to serve as a substitute for a swimming and water safety teacher.

6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8

- (a) To be eligible for a CE [in] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, an applicant [must] **shall** complete all of the requirements **at N.J.A.C. 6A:9B-8.3 and 10.2** for a CE [as] **with a** Teacher of Elementary School K-6 [at N.J.A.C. 6A:9B-8.3 and 10.2] **endorsement**.
- (b) To be eligible for a CEAS [as] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, the candidate shall:
  1. Meet the requirements [in] **at** (a) above;
  2. Complete one of the educator preparation program alternatives culminating in clinical practice appropriate to **the** Elementary **School** Teacher K-6 [as designated] **endorsement in accordance with** in N.J.A.C. 6A:9B-8.2; and
  3. Meet the GPA and test-score requirements [designated in] **at** N.J.A.C. 6A:9B-8.2.
- (c) While being mentored under the provisional certificate, a teacher holding this endorsement:
  1. May not be assigned to more than two schools; and
  2. Shall conduct all teaching in a formal classroom environment with a minimum of eight students. The classroom environment shall approximate the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the

NJSLS and the content-based professional standards for **kindergarten through grade six (K-6)** instruction.

- (d) While teaching under a provisional endorsement, the teacher shall participate in a State-approved district training program appropriate to holders of the **elementary school (K-6)** endorsement.
- (e) Holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 shall not be eligible for other standard instructional certificate endorsements under N.J.A.C. 6A:9B-9.1(b) until they first complete all requirements for one other standard instructional certificate endorsement. Upon receipt of the second standard instructional endorsement, holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 then shall be eligible for additional standard instructional endorsements under N.J.A.C. 6A: 9B-9.1(b).

6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE)

- (a) All endorsements authorized in the section may be used only for employment in charter schools and do not satisfy the requirements for employment in traditional public schools.
- (b) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 11.11, the candidate shall do the following to be eligible for a CSCE with instructional endorsements:
  - 1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;
  - 2. Meet the GPA requirements, or its exceptions, and pass the basic skills assessment, pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**; and
  - 3. Pass the appropriate State test(s) of subject-matter knowledge.
- (c) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate shall do the following to be eligible for a charter school provisional certificate:
  - 1. Hold a CSCE in the endorsement area required for the teaching assignment; and

2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**.
- (d) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, the candidate shall do the following to be eligible for the charter school standard certificate in any instructional area:
1. Possess a provisional charter school certificate pursuant to [N.J.A.C. 6A:9-2] **(c) above**; and
  2. Successfully complete at least two school years at the charter school while employed provisionally in a position requiring the appropriate instructional certificate.
- (e) The charter school shall provide written recommendation for the issuance of a standard charter school certificate.

**6A:9B-11.13 Requirements for mathematics and science add-on endorsement**

- (a) **All endorsements authorized under this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.**
- (b) **To be eligible for a CE with a mathematics or science endorsement as an add-on, the candidate shall be exempt from the requirements at N.J.A.C. 6A:9B-9.1 and instead shall:**
1. **Hold a valid New Jersey CEAS or standard instructional certificate in mathematics or science;**
  2. **Complete at least six of the 30 credits of appropriate coursework in the subject area as required at N.J.A.C. 6A:9B-9.1(a), 10, or 11;**
  3. **Demonstrate at least two years of successful teaching under a valid New Jersey or out-of-State equivalent instructional teaching certificate; and**
  4. **Be enrolled in, and recommended for a CE by an educator preparation program, pursuant to N.J.A.C. 6A:9A-5.6.**

- (c) Candidates holding and employed under a CE issued pursuant to (b) above shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4.**
- (d) Candidates holding a CE issued pursuant to (b) above shall complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable.**
- (e) To be eligible for a standard certificate with a mathematics or science endorsement, candidates holding a CE issued pursuant to (b) above shall:**
  - 1. Meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a);**
  - 2. Successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6; and**
  - 3. Be recommended for a standard certificate by the educator preparation program.**

**6A:9B-11.14 Requirements for the early college high school certificate of eligibility**

- (a) All endorsements issued under this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.**
- (b) Except as indicated at N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 11.11, a candidate for the early college high school CE with an instructional endorsement shall meet the following requirements:**
  - 1. Hold an advanced degree from an accredited college or university in a field related to the subject area being taught;**
  - 2. Have experience teaching students at any grade level, including postsecondary; and**
  - 3. Pass the appropriate State test of subject-matter knowledge.**

- (c) **Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school provisional certificate in an instructional area shall meet the following requirements:**
- 1. Show documentation that an early college high school intends to employ the candidate in a teaching position; and**
  - 2. Enroll in the provisional teacher program pursuant to N.J.A.C. 6A:9B-8.4 and 8.6.**
- (d) **Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school standard certificate in any instructional area shall meet the following requirements:**
- 1. Demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

#### **Subchapter 11A. Requirements for Teacher Leader Endorsement**

##### **6A:9B-11A.1 Purpose of requirements**

A certificate holder with the teacher leader endorsement shall be prepared to demonstrate the Teacher Leader Model Standards, pursuant to N.J.S.A. 18A:26-2.19.f.

##### **6A:9B-11A.2 Authorization**

Holders of the teacher leader endorsement are authorized to assume responsibilities that are consistent with the Teacher Leader Model Standards, pursuant to N.J.S.A. 18A:26-2.19.f.



### 6A:9B-11A.3 Requirements

- (a) To be eligible for the teacher leader endorsement, the candidate shall meet the following requirements:
1. Possess a New Jersey standard instructional certificate;
  2. Demonstrate a minimum of four years of teaching experience under a valid New Jersey or out-of-State certificate;
  3. Demonstrate a minimum of two effective or highly effective annual summative ratings in the three most recent years under the New Jersey evaluation system or appropriate equivalent criteria in another state;
  4. Complete a program of study with a Commissioner-approved teacher leader program provider, pursuant to N.J.A.C. 6A:9A-6; and
  5. Pass a Commissioner-approved performance assessment.
- (b) A candidate who meets the requirements [in] **at** (a)1 through 5 above shall be exempt from the minimum GPA requirements [in] **at** N.J.A.C. 6A:9B-8.2.

### Subchapter 12. Requirements for Administrative Certification

#### 6A:9B-12.1 Purpose of requirements

- (a) The requirements for **an** administrative [certification] **certificate** shall apply when:
1. Approving educator preparation programs for administrative and supervisory personnel;
  2. Evaluating the eligibility of candidates for **an** administrative [or supervisory certification] **certificate or an administrative certificate with a supervisor endorsement**; and
  3. Approving residency programs required of [principal and school administrator] candidates for [certification] **an administrative certificate with a principal or school administrator endorsement**.

## 6A:9B-12.2 College degrees

[All] **Except as indicated at N.J.A.C. 6A:9B-12.7, all** candidates for **an** administrative [certification, except as indicated in N.J.A.C. 6A:9B-12.7,] **certificate** shall hold a master's or higher degree from [a regionally] **an** accredited college or university.

## 6A:9B-12.3 Authorization

- (a) The school administrator endorsement is required for any position that involves services as a district-level administrative officer. Such positions shall include superintendent, assistant superintendent, and director. Holders of this endorsement [are] **shall be** authorized to:
1. Provide educational leadership by directing the formulation of districtwide goals, plans, policies, and budgets, by recommending their approval by the district board of education, and by directing their districtwide implementation;
  2. Recommend for approval by the district board of education all staff appointments and other personnel actions, such as terminations, suspensions, and compensation, including the appointment of school business administrators;
  3. Direct school district operations and programs;
  4. Supervise and evaluate building administrators and central office staff, including school business administrators;
  5. Oversee the administration and supervision of school-level operations, staff, and programs; and
  6. Serve as principal or supervisor as provided [in] **at** (b) and (c) below.
- (b) The principal endorsement is required for any position that involves service as an administrative officer of a school or other comparable unit within a school or school district. Such positions shall include assistant superintendent for curriculum and instruction,

principal, assistant principal, vice principal, director, and supervisor. Holders of this endorsement [are] **shall be** authorized to:

1. Provide educational leadership by directing the formulation of goals, plans, policies, budgets, and personnel actions of the school or other comparable unit, by recommending them to the chief district administrator, and by directing their implementation in the school or other comparable unit;
2. Direct and supervise all school operations and programs;
3. Evaluate school staff, including teaching staff members; and
4. Direct the activities of school-level supervisors.

(c) The supervisor endorsement is required for both supervisors of instruction and athletic directors who do not hold a standard principal's endorsement. The supervisor shall have the authority and responsibility for the continuing direction, evaluation, and guidance of teaching staff members.

1. Effective January 1, 2018, [this] **the supervisor** endorsement no longer shall authorize appointment as an assistant superintendent in charge of curriculum and/or instruction.
  - i. Holders of [this] **the supervisor** endorsement issued prior to January 1, 2018, shall continue to be authorized to hold a position as an assistant superintendent in charge of curriculum and/or instruction.

(d) The school business administrator endorsement is required for the chief financial officer of a school district. Such positions shall include assistant superintendent for business, school business administrator, and assistant school business administrator. Holders of this endorsement [are] **shall be** authorized to:

1. Perform duties at the school district level in the areas of financial budget planning and administration, financial accounting and reporting, insurance/risk administration, and purchasing; and

2. Engage in facilities planning, [construction and maintenance], personnel administration, administration of transportation and food services, and central data-processing management.

#### 6A:9B-12.4 School administrator

(a) To be eligible for the school administrator CE, the candidate shall:

1. Complete one of the following:
  - i. Hold a master's or higher degree in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management from [a regionally] **an** accredited college or university;
  - ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision] **leadership, curriculum and instruction, or one of the recognized fields of leadership or management;**
  - [iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the institution's transcript. The study must be completed at one institution in fields outlined in (a)1i above;
  - iv. Hold a master's degree from a regionally accredited college or university and complete a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider, pursuant to N.J.A.C. 6A:9B-12.5(k)2 and (l)2; or
  - v. Hold a master's degree in educational leadership from a nationally accredited program at an out-of-State college or university;

2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, in the following quality components of preparation to promote student learning as set forth in the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4;]
  - [3.] 2. Complete a 150-hour internship in educational leadership aligned to the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4] and in accordance with the roles and responsibilities as a school administrator, independent of other course requirements. This internship either [must] **shall** appear on a transcript from a four-year regionally accredited college or university or must be certified by a Commissioner-approved program for preparing school administrators;
  - [4.] 3. Pass a State-approved examination [of knowledge acquired through study of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders[, and most directly related to the functions of superintendents [as defined in] **at** N.J.A.C. 6A:9B-12.3(a); and
  - [5.] 4. Complete five years of successful educational experience in a school district, nonpublic school, or [a regionally] **an** accredited college or university.
- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.
- (c) To be eligible for a provisional **certificate with a** school administrator['s] endorsement, the candidate shall:
1. Hold a school administrator CE; and
  2. Obtain and accept an offer of employment in a position requiring the school administrator certificate in a school district that has agreed formally to sponsor the residency.

- (d) The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a [certificated] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.
- (e) To be eligible for the standard administrative certificate with a school administrator endorsement, the candidate shall:
1. Possess a provisional certificate pursuant to (a) and [(b)] **(c)** above; and
  2. Complete a one-year Commissioner-approved residency program while employed under **a** provisional [certification] **certificate** in a school or school district. [The residency may be extended for medical or family leave if agreed upon by the Department and the employing school or school district.] However, the Commissioner is authorized to reduce or remove the residency requirement based on the candidate's prior experience.
- (f) The Commissioner-approved program provider selected by the candidate shall implement the residency program, which shall:
- [i.] **1.** Take place in a functioning school or school district;
  - [ii.] **2.** Provide professional experiences, training, mentoring, instruction, and opportunities to network with other candidates and experienced school administrators[, and develop];
  - 3. Develop** the candidate's thorough understanding of the NJSLs[;], the Professional Standards for Teachers, [in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4];
  - [iii.] **4.** Ensure the employing school or school district, the candidate, the **Commissioner-approved** residency mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program; **and**

[iv.] **5.** Provide a State-approved mentor who meets the requirements [in (f)] **at (g)** below.

[and who shall:

- (1) Provide support based on an individualized mentoring plan, which takes the place of the individualized professional development plan during the residency period and is developed collaboratively by the mentor, the candidate, and the candidate's supervisor;
- (2) Supervise and verify the candidate's completion of all required experiences and training;
- (3) Meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;
- (4) Provide confidential guidance and support;
- (5) Guide the candidate through a self-assessment based on the Professional Standards for School Leaders; and
- (6) Assist the candidate in developing the required individual professional development plan for the school year following the residency period; and

- v. Ensure the individualized mentoring plan is based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: school or school district planning and policy formulation; district board of education operations and relations, if applicable; supervision of schoolwide or districtwide programs of curriculum, instruction, and student services; collegial management, participatory decision-making, and professional governance; the roles, supervision, and evaluation of central office staff and school principals; school

or school district financial, legal, and business operations; management of district operations; school facilities; labor relations and collective bargaining; government and community relations; and school law.]

[(f)] (g) The [State] **Commissioner**-approved mentor [from the program provider] shall have a minimum of three years' experience as an effective school administrator and [shall have] been engaged in New Jersey public schools for at least three of the last five years. Prior to mentoring a candidate, the mentor shall complete a [State] **Department**-approved mentor training program. **The mentor shall:**

1. **Provide support based on an individualized mentoring plan, pursuant to (i) below, which shall take the place of the individualized professional development plan during the residency period and shall be developed collaboratively by the mentor, the candidate, and the candidate's supervisor;**
2. **Supervise and verify the candidate's completion of all required experiences and training;**
3. **Meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide confidential assistance or advice upon the candidate's request;**
4. **Guide the candidate through a self-assessment based on the Professional Standards for School Leaders;**
5. **Assist the candidate in developing the required individual professional development plan for the school year following the residency period; and**
6. **Act as agents of the Board of Examiners in formulating their certification recommendations, which is not subject to review or approval by district boards of education.**

(h) **The individualized mentoring plan shall be:**



1. Based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district;
2. Developed to provide support in the following areas:
  - i. School or school district planning and policy formulation;
  - ii. District board of education operations and relations, if applicable;
  - iii. Supervision of schoolwide or districtwide programs of curriculum, instruction, and student services;
  - iv. Collegial management, participatory decision making, and professional governance;
  - v. The roles, supervision, and evaluation of central office staff and school principals;
  - vi. School or school district financial, legal, and business operations;
  - vii. Management of district operations, school facilities, labor relations, and collective bargaining;
  - viii. Government and community relations; and
  - ix. School law.

[(g)] (i) [Each candidate for the standard administrative certificate with a school administrator endorsement] **Mentors** shall [be evaluated] formally [by the mentor on] **evaluate candidates for the school administrator endorsement** at least three [occasions for purposes of certification] **times**. [The first two evaluations shall be conducted mainly for diagnostic purposes.]

1. All performance evaluations shall be aligned with the Professional Standards for School Leaders. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report.
2. The final evaluation shall be the basis for issuance of the candidate's standard

certificate. [All performance evaluations shall be aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4 and reported on State-developed forms. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report. Upon completion of each evaluation, the mentor shall send the report to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (j) below.

- (h) Each mentor shall form an advisory panel of practicing educators and shall convene this panel on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.
- (i) The Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]
- (j) A candidate for a standard certificate with a school administrator endorsement shall be approved or disapproved **by the Commissioner-approved residency program** pursuant to the following procedures:
  - [1. Before the end of the residency period, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance pursuant to (g) above.]
  - [2.] 1. This final report shall include one of the following certification recommendations:
    - i. Approved: Recommends issuance of a standard certificate;
    - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for one additional year; or

- iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
- [3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations, which shall not be subject to review or approval by district boards of education.]
- 2. **The mentor shall provide the candidate with a copy of the signed evaluation report, and the mentor’s recommendation, before submitting it to the Department.**
- [4.] 3. Candidates who receive an “approved” recommendation shall be issued a standard certificate.
- [5. The mentor shall provide the candidate with a copy of the candidate’s written evaluation report and recommendation before submitting it to the Department.
- 6. If the candidate disagrees with the mentor’s recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]
- (k) A candidate who receives a “disapproved” recommendation or two or more “insufficient” recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.
- (l) An experienced New Jersey principal who holds a master’s degree or higher in a field not [in] **at** (a)1 above may satisfy the degree requirement by meeting the requirements [in] **at** [(a)4] **(a)3** above and [by presenting] the following:
  - 1. A valid, standard New Jersey principal endorsement; and
  - 2. Official documentation of five years of successful full-time experience as a principal or assistant superintendent of curriculum and instruction in a New Jersey public school or in an approved nonpublic school.

- (m) Other provisions of this chapter notwithstanding, the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a candidate for appointment as chief school administrator in a school district in which the State appoints the chief school administrator.
1. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if [he or she] **the candidate**:
    - i. Possesses a bachelor's or higher degree from [a regionally] **an** accredited four-year college or university;
    - ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the State-operated school district. The candidate shall document [his or her] **the** experience in alignment with the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]. The Commissioner will align [his or her] **the** review of the candidate's documented experience with the Professional Standards for School Leaders and will base judgment of the candidate's relevant experience on the review; and
    - iii. Passes a criminal history review prior to issuance of the CE.
  2. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria [in] **at** (m)1 above upon the candidate's appointment by the State Board as State-operated school district superintendent pursuant to N.J.S.A. 18A:7A-35.
  3. The Board of Examiners shall issue a standard certificate to the candidate if [he or she] **the candidate**:
    - i. Has successfully completed a residency per (e) through (i) above;
    - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by

the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents [his or her] **the** experience in the superintendent position as aligned with the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]; and

iii. Has passed a Department-approved assessment for school administrators.

[(n) Other provisions of this chapter notwithstanding, there is hereby established a five-year pilot program under which the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a successful candidate for appointment as chief school administrator.

1. Such certifications may be issued and appointments may be made in a school district listed as a school district in need of improvement on the Department's Annual Yearly Progress report as of July 13, 2011.
2. School districts satisfying the criteria in (n)1 above may request permission from the Commissioner to recruit candidates for chief school administrator according to the criteria in (n)3 below.
3. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if he or she:
  - i. Possesses a bachelor's or higher degree from a regionally accredited four-year college or university;
  - ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the State-operated school district. The candidate shall document his or her experience in alignment with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4. The Commissioner will align his or her review of the candidate's documented

experience with the Professional Standards for School Leaders and will base judgment of the candidate's relevant experience on the review; and

- iii. Passes a criminal history review prior to issuance of the CE.
- 4. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria in (n)3 above upon his or her hiring as a chief school administrator pursuant to N.J.S.A. 18A:17-15.
- 5. The Board of Examiners shall issue a standard certificate to the candidate if he or she:
  - i. Has successfully completed a residency per (e) through (i) above;
  - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents his or her experience in the superintendent position as aligned with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4; and
  - iii. Has passed a Department-approved assessment for school administrators aligned with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4.
- 6. The Department will develop and conduct an evaluation for the pilot program and present an evaluation report to the State Board. In doing so, the Department may make use of outside evaluation specialists. In its conclusions, the Department will recommend whether to continue and, if so, whether to amend the pilot program as a permanent alternate route to certification.]

#### 6A:9B-12.5 Principal

- (a) To be eligible for the principal CE, the candidate shall:
  - 1. Complete one of the following:
    - i. Hold a master's [or higher] degree in educational leadership, [in] curriculum

- and instruction, or [in] one of the recognized fields of leadership or management from [a regionally] **an** accredited college or university;
- ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision] **leadership, curriculum and instruction, or one of the recognized fields of leadership or management; or**
  - [iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the candidate's transcript. The study must be completed at one institution in fields outlined in (a)1i above; or]
  - iv. Hold a master's degree from an [appropriate nationally] accredited program in educational leadership from an out-of-State college or university;
- [2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, aligned with the Professional Standards for School Leaders set forth in N.J.A.C. 6A:9-3.4;]
- [3.] **2.** Complete a 300-hour internship in educational leadership aligned to the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4] and in accordance with the roles and responsibilities as a principal, independent of other course requirements. This internship either [must] **shall** appear on a transcript from a four-year [regionally] accredited college or university or be certified by a Commissioner-approved program for preparing school principals;
- [4.] **3.** Pass a [State] **Department**-approved examination of knowledge acquired through study [of the topics listed in (a)2 above] **aligned to the Professional Standards for School Leaders** and most directly related to the functions of principals [as defined in] **at** N.J.A.C. 6A:9B-12.3(b); and

- [5.] 4. Complete five years of successful educational experience under a valid provisional or standard New Jersey **certificate** or equivalent out-of-State certificate.
- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.
- (c) To be eligible for a provisional [principal] certificate **with a principal endorsement**, the candidate shall:
1. Hold a principal CE; and
  2. Obtain and accept an offer of employment in a position requiring the principal endorsement in a school or school district that has agreed formally to sponsor the residency.
- (d) The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a [certificated] **certified** position, in accordance with N.J.S.A. 18A:26-2 [and 18A:27-4a].
- (e) The Commissioner-approved principal residency program provider shall notify the Office that a principal is eligible for the standard administrative certificate with a principal endorsement when the candidate:
1. Possesses a provisional certificate pursuant to (a) and [(b)] **(c)** above;
  2. Completes a two-year Commissioner-approved residency program while employed under **a provisional certificate with a principal** [certification] **endorsement** in a school or school district. [The residency may be extended for medical or family leave and upon agreement by the Department and the employing school or school district.] However, the Commissioner is authorized to reduce or remove the residency requirement based on the candidate's prior experience.
  3. **Has been reviewed by the mentor pursuant to (i) below and is recommended for the standard certificate pursuant to (j) below; and**



**4. Has paid to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**

- (f) The Commissioner-approved program provider selected by the employing school or school district shall implement the residency program, which shall:
- [i.] **1.** Take place in a school or school district;
  - [ii.] **2.** Provide professional experiences, training, mentoring, instruction, opportunities to network with other candidates and experienced principals, and specific training on the school's or school district's educator evaluation systems; [and develop]
  - 3. Develop** the candidate's thorough understanding of the NJSLs[;], the Professional Standards for Teachers, [as defined in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [as defined in N.J.A.C. 6A:9-3.4];
  - [iii.] **4.** Ensure the employing school or school district, the candidate, the [residency] **Department-approved** mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program;
  - [iv.] **5.** Provide a [State] **Department**-approved mentor who meets the **below** requirements:  
[in (f) below and who shall:
    - (1) Supervise and verify the candidate's completion of all required experiences and training;
    - (2) Meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;
    - (3) Provide confidential guidance and support;
    - (4) Guide the candidate through a self-assessment based on the employing school district's Commissioner-approved principal evaluation practice instrument;

- (5) Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan; and
      - (6) Not serve as the candidate's direct supervisor or conduct the candidate's evaluation;
    - v. Provide support based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor. The mentoring plan shall take the place of the individualized professional development plan, as set forth in N.J.A.C. 6A:9C-3, during the residency period and shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: curriculum leadership; supervision of instruction; pupil personnel services; personnel management; community relations; student relations; facilities management; school finance; school law; technical administrative skills; and professional development; and
  - 3. Is reviewed by his or her mentor pursuant to (g) below and is recommended for the standard certificate pursuant to (i) below.
- (f) The mentor from the program provider shall:]
- [1.] i. Have a minimum of three years' experience as an effective principal. [For principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter, "effective"] **"Effective"** means the principal [receives] **has received** a summative rating of "effective" or "highly effective," pursuant to N.J.A.C. 6A:10-5, **in at least three years of service in a position requiring a principal endorsement;**
  - [2.] ii. Have been engaged in New Jersey public schools for at least three of the last five **school** years; and

[3.] **iii.** Complete a State-approved mentor training program [prior to mentoring a candidate].

**(g) The mentor from the program provider shall:**

- 1. Supervise and verify the candidate's completion of all required experiences and training;**
- 2. Meet with the principal candidate at least once a month during the residency.  
The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;**
- 3. Provide confidential guidance and support;**
- 4. Guide the candidate through a self-assessment based on the employing school district's Commissioner-approved principal evaluation practice instrument;**
- 5. Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan;**
- 6. Not serve as the candidate's direct supervisor or conduct the candidate's evaluation; and**
- 7. Provide support based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor.**

**(h) The mentoring plan shall take the place of the individualized professional development plan, pursuant to N.J.A.C. 6A:9C-3, during the residency period. The mentoring plan shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan:**

- 1. Curriculum leadership;**
- 2. Supervision of instruction;**
- 3. Student personnel services;**
- 4. Personnel management;**

5. **Community relations;**
6. **Student relations;**
7. **Facilities management;**
8. **School finance;**
9. **School law;**
10. **Technical administrative skills; and**
11. **Professional development.**

[(g)] (i) The Commissioner-approved program provider shall base the [candidate's] recommendation for the standard administrative certificate with a principal endorsement on at least three reviews conducted by the mentor [throughout] **in** each year [during] **of** the two-year residency **for a minimum of six reviews.**

1. The first five reviews shall be conducted mainly for diagnostic purposes.
2. The final review shall be the basis for issuance of the candidate's standard certificate[.]. **The final review shall be** aligned with the Professional Standards for School Leaders [as defined in N.J.A.C. 6A:9-3.4,] and informed by the candidate's performance on all prior reviews.
3. The Commissioner-approved program provider shall ensure the principal candidate's direct supervisor is consulted regarding the candidate's performance prior to submitting the [principal] candidate's final review[. The Commissioner-approved program provider shall submit the final review] to the Department [through] **on** a State-developed form.

[(h)] The Department may require a candidate to pay fees to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

[(i)] (j) The Commissioner-approved program provider shall recommend for approval or disapproval principal candidates for certification pursuant to the following procedures:

1. The Commissioner-approved program provider shall submit to the Office a comprehensive final report on the candidate's performance **review** pursuant to [(g)] **(i)** above.
  2. This final report shall include one of the following certification recommendations:
    - i. Approved: Recommends issuance of a standard certificate;
    - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for two additional years; or
    - iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
  3. Candidates who receive a recommendation of "approved" shall be issued a standard certificate.
  - [4. The Commissioner-approved program provider shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.
  5. If the candidate disagrees with the Commissioner-approved program provider's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]
- [(j)] **(k)** A candidate who receives a ["disapproved" recommendation] **"partially effective" or "ineffective" evaluations** or two or more ["insufficient" recommendations] **"ineffective" evaluations** may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.
- [(k)] **(l)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field other than one required [in] **at** (a)<sup>1</sup> above [will]

**shall** be eligible for a principal CE by [presenting] **submitting** official documentation of the following **to the Department**:

1. Five years of successful full-time experience as a supervisor of an instructional area or department related to the NJSLs under a valid New Jersey or out-of-State supervisor certificate;
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program shall include, but not be limited to:
  - i. Preparation for educational leadership through experiences related to the performance-based Professional Standards for School Leaders and the NJSLs;
  - ii. Two hundred twenty-five clock hours of formal instruction in quality components of preparation to promote student learning as set forth in [N.J.A.C. 6A:9-3.4 and delineated in (a)2i through vi above] **the Professional Standards for School Leaders**; and
  - iii. A school district internship consisting of a minimum of 300 hours providing professional experiences in school administration; and
3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals [as defined in] **at** N.J.A.C. 6A:9B-12.3(b).

[(1)] **(m)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field not required [in] **at** (a)1 above, but has zero to five years' supervisory experience, will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. Five years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate;
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is pursuant to (k)2] **shall contain the same elements as at (j)2** above. [with the following exceptions:] **However**, the program shall [be] **consist of** a minimum of 275 clock hours [plus] **and** a 300-hour internship; and
3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

[(m)] **(n)** Each candidate [who can provide documentation of] **with** at least five years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate and a master's degree or higher in a field other than one required [in] **at** (a)1 above will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is pursuant to (k)2] **shall contain the same elements as at (j)2** above. [with the following exceptions:] **However**, the program shall [be] **consist of** a minimum of 300 clock hours [plus] **and** a 300-hour internship; and
2. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

## 6A:9B-12.6 Supervisor

- (a) To be eligible for the standard administrative certificate with a supervisor endorsement, a candidate shall:
1. Hold a master's or higher degree from [a regionally] **an** accredited college or university;
  2. Successfully complete one of the following:
    - i. A Commissioner-approved college curriculum that specifically prepares the candidate for the endorsement;
    - ii. Twelve graduate-level semester-hour credits, including the following:
      - (1) Three credits in general principles of instructional staff supervision in preschool through grade 12;
      - (2) Three credits in general principles of curriculum design and development for preschool through grade 12; **and**
      - [(3) Three elective credits in curriculum design and development; and]
      - [(4)] **(3)** [Three] **Six** elective credits in instructional staff supervision and/or curriculum design and development; or
    - iii. A Commissioner-approved training program that is implemented by a Commissioner-approved provider and specifically prepares the candidate for the endorsement; and
  3. Hold a standard New Jersey instructional or educational services certificate, or its out-of-State equivalent, and complete three years of successful, full-time teaching and/or educational services experience. Teaching and/or educational services experience completed in a New Jersey school district [must] **shall** have been under an appropriate New Jersey certificate.

## 6A:9B-12.7 School business administrator



- (a) To be eligible for the school business administrator CE, the candidate shall:
1. Hold a master's degree or higher degree from [a regionally] **an** accredited college or university or be in possession of a certified public accountant license; and
  2. Complete at least 18 credits of graduate or undergraduate study in the following areas:
    - i. Economics;
    - ii. Law;
    - iii. Accounting;
    - iv. Organizational theory;
    - v. Management or administration; and
    - vi. Finance.
- (b) To be eligible for a provisional administrative certificate with a school business administrator endorsement, the candidate shall:
1. Hold a school business administrator CE; and
  2. Obtain and accept an offer of employment in a position that requires the school business administrator endorsement in a school district or an approved private school for students with disabilities that has agreed formally to sponsor the residency.
- (c) To be eligible for the standard administrative certificate with a school business administrator endorsement, the candidate shall:
1. Possess a provisional certificate pursuant to [(a) and] (b) above; and
  2. Complete a one-year Commissioner-approved school or school district residency program while employed under **a** provisional [certification] **certificate**. The residency shall:
    - i. Take place in a functioning school or school district environment, and require the candidate to develop a thorough understanding of the NJSL[;], the Professional Standards for Teachers, [in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]. Candidates

shall demonstrate that understanding by providing support for the educational goals of the school or school district;

- ii. Be conducted in accordance with a standard Department-issued agreement and entered into by the Department, the employing school or school district, the candidate, and the residency mentor. No residency program may be undertaken without a valid agreement;
- iii. Be administered by a State-appointed mentor, who shall be an experienced school business administrator who has completed a State-approved orientation and who shall supervise and verify the candidate's completion of all required experiences and training[.];

**(1)** At the start of the residency, the mentor and the school administrator or chief school administrator shall submit to the Department on a State-developed form a written recommendation concerning any area(s) of professional experience that should be waived and additional teaching or other special experiences, if any, that the individual candidate should complete before achieving a standard [certification] **certificate**.

**(2)** Department review and subsequent approval shall consider the candidate's past work experience and recommended professional experiences during residency, which shall be specified in the standard written agreement; and

- iv. Provide professional experiences, training, and 145 clock hours of formal instruction in the areas of standards [listed in] **at (c)2i** above; school plant planning, construction, and maintenance; school financial and legal practices, including budget planning and administration and double entry accounting

(GAAP); pupil transportation; labor relations and personnel; insurance/risk administration; and food service administration[.]; **and**

**3. Pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**

- (d) Each candidate for the standard administrative certificate with [an] **a school business administrator** endorsement [for school business administrator] shall be evaluated formally by the mentor on at least three occasions [for purposes of certification]. The first two evaluations shall be conducted mainly for diagnostic purposes. The final evaluation shall be the basis for issuance of the candidate's standard certificate. All evaluations shall be based on the candidate's performance in areas of authorization [defined in] **at** N.J.A.C. 6A:9B-12.3(d) and reported on State-developed forms.
- 1.** The mentor shall discuss each evaluation with the candidate, and both shall sign each report.
  - 2.** The mentor shall send each completed evaluation to the Department[; the final evaluation].
  - 3.** **The mentor** shall [be accompanied by] **send** the recommendation for certification, pursuant to (g) below.
  - 4.** **The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.**
- (e) Each mentor shall form an advisory panel of practicing educators and shall convene it on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. [The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.]
- (f) The mentor shall meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request. [The Department may require a candidate to pay fees to the program

provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

- (g) [Standard certification of school business] **Each candidate for the standard** administrator certificate [candidates] **with a school business administrator endorsement** shall be approved or disapproved pursuant to the following procedures:
1. Before the end of the residency year, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance, pursuant to N.J.A.C. [6A:9B-12.5(c)]**6A:9B-12.7(d)**.
  2. This final report shall include one of the following certification recommendations:
    - i. Approved: Recommends issuance of a standard certificate;
    - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for one additional year; or
    - iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
  - [3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations, which shall not be subject to review or approval by district boards of education.]
  - [4.] **3.** Candidates who receive a recommendation of "approved" shall be issued a standard certificate.
  - [5. The mentor shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.
  6. If the candidate disagrees with the mentor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]

- (h) A candidate who receives a “disapproved” recommendation or two or more “insufficient” recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.
- (i) The requirements [listed in] **at** (a) through (h) above shall not apply to persons who hold standard administrative certificates with the following endorsements issued before September 1, 1991: school business administrator, assistant superintendent for business, or assistant executive superintendent with specialization in business administration. Holders of those endorsements shall be entitled prospectively to apply for all positions in the general category of business administration.
- (j) Board secretaries who lack certification but were assigned prior to September 1, 1991, to perform **the** business administration functions [as described in] **at** N.J.A.C. 6A:9B-12.3(d) shall be permitted to retain indefinitely their positions in the **school** districts in which they were employed prior to September 1, 1991.
- [(k) The requirements listed in (a)1 above shall not apply to persons who hold a standard administrative certificate or CE with a school business administrator endorsement.]

#### 6A:9B-12.8 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for **an** administrative [certification] **certificate** who presents a valid administrative certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey administrative CE for the equivalent New Jersey endorsement(s) for school administrator, principal, or school business administrator, or shall be issued the equivalent New Jersey standard supervisor endorsement. If there is no equivalent current New Jersey endorsement, then the provisions [of] **at** N.J.A.C. 6A:9B-12.1 through 12.7 shall apply to the candidate. [There is one] **The following** limitation [to this rule] **shall apply**:

1. If New Jersey has an equivalent endorsement with required subject-matter test for the [applicant's] **candidate's** endorsement, the applicant shall have passed a state subject-matter test to receive [his or her] **the** out-of-State endorsement or else [must] **shall** pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State certificate. Experience in good standing shall be documented by a letter of experience from the applicant's supervisor or authorized school district representative.

### Subchapter 13. Acting Administrators

#### 6A:9B-13.1 General provisions

- (a) If[, because of] illness, [or] death, or [some other] **another** good and sufficient reason[,]  
**causes** the district board of education [must] **to** fill the position of superintendent, assistant superintendent, school business administrator, principal, or vice principal with a person who is designated as the acting administrator in a respective situation and who does not hold the **CE or the** standard New Jersey certificate required for the position, the district board of education shall apply in writing to the Commissioner, through the executive county superintendent, for permission to employ [such] **the** person in an acting capacity and [stating] **state** the reason(s) why [such] **the** action is necessary. If the stated reason(s) [justify] **justifies** the need to appoint [someone] **a person** as an administrator in an acting capacity who is not properly certified to hold the position, the Commissioner may approve the request on a case-by-case basis.
- (b) Commissioner approval shall be for three months' duration, and may be renewed for a period of three months at a time on a case-by-case basis upon application. If the acting status of the individual is to extend beyond a year, the **district board of education shall apply in writing**

**to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The Commissioner [shall provide] may recommend to the State Board [a recommendation that] whether to approve the district board of education's application [be granted] for a letter of temporary certification.**

- (c) If the [Commissioner or] State Board grants approval, the Board of Examiners shall be notified and [shall] **the Commissioner will** issue a letter of temporary certification.

#### Subchapter 14. Requirements for Educational Services Certification

##### 6A:9B-14.1 Qualifications/general provisions

- (a) To be eligible for **an** educational services [certification] **certificate**, the candidate shall hold the appropriate degree and complete the Department-required test(s) and one of the following:
1. A Department-approved educational services program at a New Jersey college or university;
  2. An [appropriate nationally] accredited educational services program at an out-of-State college or university; **or**
  - [3. Three years of successful full-time experience, or the equivalent in the appropriate field in another state under that state's standard certificate authorizing such service. The candidate shall hold a currently valid standard certificate from that state in the appropriate field. The experience shall occur in the seven years immediately prior to the application for the New Jersey educational services certificate; or]
  - [4.] **3.** All requirements for individual educational services endorsements pursuant to N.J.A.C. 6A:9B-14.3 through 14.21 as determined through a formal credentials evaluation by the Office.

- (b) Holders of educational services certificates [are] **shall be** authorized to serve in preschool through grade 12.
- (c) Holders of educational services certificates that are no longer issued after January 20, 2004, may continue to serve in the service areas in which the teaching staff member was authorized to serve under the former rules.

#### 6A:9B-14.2 Student assistance coordinator

- (a) The student assistance coordinator (SAC) endorsement authorizes the holder to perform the functions of a SAC in preschool through grade 12. The SAC position shall be separate and distinct from any other employment position in the school. The functions of the SAC may include:
  - 1. Assisting with the in-service training of school staff concerning substance abuse and related issues and with the school district program to combat substance abuse;
  - 2. Serving as an information resource for substance abuse prevention, curriculum development, and instruction;
  - 3. Assisting the school district in revising and implementing substance abuse and related policies and procedures;
  - 4. Developing and administering substance abuse and related intervention services in the school district;
  - 5. Providing counseling and referral services to students regarding substance abuse and related problems; and
  - 6. Cooperating with community service providers or other officials in the rendering of substance abuse and related treatment services.
- (b) To be eligible for the SAC CE, the candidate shall present one of the following:
  - 1. A bachelor's or higher degree from [a regionally] **an** accredited college or university; a valid New Jersey or out-of-State standard certificate as school psychologist, school



social worker, school counselor, director of school counseling services, or school nurse; and evidence of graduate study, [in] **pursuant to** (c)2i through iv below[. The candidates shall be exempt from (c)2ix below];

2. A bachelor's or higher degree from [a regionally] **an** accredited college or university, [and] a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the [New Jersey] Alcohol and Drug Counselor Committee of the **State Board of Marriage and Family [Board] Therapy Examiners**, and evidence of graduate study in areas (c)2iii, [and] vi, [through viii] **and vii** below[. The candidates shall be exempt from (c)2ix below]; or
3. A bachelor's or higher degree from [a regionally] **an** accredited college or university and a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey and evidence of graduate study in areas (c)2iv, v, **vi**, **and vii**, [and viii] below[. The candidates shall be exempt from (c)2ix below].

(c) To be eligible for the SAC CEAS, the candidate shall:

1. Hold a standard instructional certificate; a school psychologist, school social worker, school counselor, director of school counseling services, or school nurse endorsement; a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the [New Jersey] Alcohol and Drug Counselor Committee of the **State Board of Marriage and Family [Board] Therapy Examiners**; a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey; or a master's or higher degree from [a regionally] **an** accredited college or university; and
2. Complete a Department-approved graduate program with a [range] **minimum** of 21 [to 27] semester-hour credits [to] **that** include study in the following required areas:
  - i. Fundamentals of [drug and alcohol] **substance** abuse and dependency [and related problems];

- ii. Child and adolescent development, including research-based [risk, protective, and resiliency factors] **strategies for supporting at-risk** students [at risk for school failure];
- iii. Curriculum planning, implementation, and staff development [in chemical health education];
- iv. Coordination and delivery of intervention and referral services **and prevention services** in [a] school **and community** settings, including multidisciplinary intervention teams;
- v. Assessment and counseling of [drug] **students** and [alcohol] **families** affected [students and their families] **by substance abuse**;
- [vi. Coordination of research-based prevention program services in school and community settings;]
- [vii.] **vi.** School culture and the dynamics of policy and program development; **and**
- [viii.] **vii.** School law as it relates to substance abuse [and related problems]; and
- [ix. A college-supervised SAC practicum.]

**3. Complete a college-supervised SAC practicum.**

- (d) To be eligible for a provisional educational services certificate with a SAC endorsement, the candidate shall:
  - 1. Possess a SAC CE or CEAS; and
  - 2. Obtain an offer of employment in a position that requires the SAC certificate.
- (e) To be eligible for a standard educational services certificate with a SAC endorsement, the candidate shall:
  - 1. Possess a provisional educational services certificate with a SAC endorsement pursuant to (d) above;
  - 2. Complete a Department-approved graduate program pursuant to (c) above; and

- i. **Candidates who possess a SAC CE shall be exempt from the requirement at (c)3 above;**
- 3. Complete a six-month State-approved school residency while employed full-time under a provisional educational services certificate with a SAC endorsement. If employed half-time, the residency period shall be 12 months. The residency program shall be conducted under the direction of a State-approved residency supervisor who shall hold a standard [New Jersey] **certificate with a** supervisor, principal, or school administrator [certification] **endorsement**. The residency program shall:
  - i. Operate in accordance with a residency agreement issued by the Department and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor; and
  - ii. [Consist of a supervised residency that includes] **Include** professional experiences in chemical health curriculum planning; implementation and staff development; development and coordination of substance abuse intervention and referral services; development and coordination of prevention program services; and the development of school drug and alcohol policies and procedures.
- (f) The State-approved residency supervisor shall have primary responsibility to assure the candidate receives appropriate training, support, practicum experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor shall also evaluate and verify the completion of all required experiences according to the terms and conditions of the residency agreement.
- (g) Upon completion of the residency period, the **residency** supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties pursuant to N.J.S.A. 18A:40A-18.c and to implement the theoretical concepts [pursuant to] **at (c)2** above. The **residency** supervisor shall discuss the

evaluation report with the candidate, and the supervisor and candidate shall sign the report as evidence of [such] **the** discussion. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. Approved: Recommends issuance of a standard educational services certificate with a SAC endorsement;
  2. Insufficient: Recommends a standard educational services certificate with a SAC endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
  3. Disapproved: Recommends a standard educational services certificate with a SAC endorsement not be issued. [A] **The** candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.12.
- (i) An emergency certificate is not available for **the SAC endorsement**.

#### 6A:9B-14.3 School nurse

- (a) The school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school nurse endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:

1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;
  2. A bachelor's degree from [a regionally] **an** accredited college or university;
  3. A current Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and
  4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.
- (c) The candidate shall also complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[, with] **that is** a minimum of 21 semester-hour credits[,] **and** that includes study in the following topics:
1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program, and clinical experience in a school nurse office;
  2. Health assessment;
  3. Special education and/or learning disabilities;
  4. Methods of teaching health in preschool through grade 12, including curriculum development;
  5. Public health, including public health nursing, community health problems, and communicable disease control;
  6. Guidance and counseling; [and]
  7. School law, including legal aspects of school nursing[.]; **and**

**8. Substance abuse.**

- (d) During the initial three years of employment under [this] **a school nurse** endorsement, the holder [of a school nurse endorsement] shall engage in a minimum of 20 hours of professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan, pursuant to N.J.A.C. 6A:9C-3.
- (e) An emergency certificate is not available for [this] **the school nurse** endorsement.

**6A:9B-14.4 School nurse/non-instructional**

- (a) The school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in preschool through grade 12. This endorsement does not authorize the holder to teach in areas related to health.
- (b) To be eligible for the standard educational services certificate with a school nurse/non-instructional endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:
  - 1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;
  - 2. A bachelor's degree from [a regionally] **an** accredited college or university;
  - 3. A current Providers Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and

4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.
- (c) The candidate also shall complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[,] **that is a** minimum of 15 semester-hour credits[,] **and** that includes study in the following topics:
1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program, and clinical experience in a school nurse office;
  2. Health assessment;
  3. Public health, including such areas as public health nursing, community health problems and communicable disease control;
  4. Special education and/or learning disabilities;
  5. Guidance and counseling; [and]
  6. School law, including legal aspects of school nursing[.]; **and**
  7. **Substance abuse.**
- (d) During the initial three years of employment under [this] **a school nurse/non-instructional** endorsement, the holder [of a school nurse/non-instructional endorsement] shall engage in a minimum of 20 hours of professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan, pursuant to N.J.A.C. 6A:9C-3.
- (e) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who holds a bachelor's degree from [a

regionally] **an** accredited college or university, [and] a current New Jersey registered professional nurse license, and current CPR/AED [certificates] **certification**. The candidate shall present evidence of study in public health nursing [and child and/or adolescent growth and development]. The study must appear on the transcript of [a regionally] **an** accredited four-year college or university.

#### 6A:9B-14.5 School social worker

- (a) The school social worker endorsement authorizes the holder to serve as a school social worker in [any] **public** schools [district in the State] in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school social worker endorsement, the candidate shall hold a master's degree from [a regionally] **an** accredited college or university and complete a total of 30 graduate-level semester-hour credits with a study in each area listed below:
  - 1. Psychology, including general psychology, educational psychology, psychology of adolescence, and child growth and development;
  - 2. Special education and/or learning disabilities;
  - 3. Social [problems, including study in dealing with delinquency, poverty, interracial,] and [intercultural problems] **cultural matters within the school and broader community**;
  - 4. A minimum of six semester-hour credits in introductory and advanced social casework, including principles and practices in social casework, interviewing, and methods and skills in diagnosis;



5. Mental hygiene and social psychiatry, including dynamics of human behavior and psychopathology;
6. Medical information, including the role of the social worker in health problems or fundamentals of substance abuse and dependency;
7. Community organizations, agencies, and resources; and
8. Social policy and public welfare services, including the care and protection of at-risk children and families.

[(c) Holders of a master's degree in social work from a regionally accredited college or university will be issued a standard educational services certificate with a school social worker endorsement.]

[(d)] (c) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who meets the following requirements:

1. A bachelor's degree in social work or a related [area] **field** from [a regionally] **an** accredited college or university; and
2. [Study in] **Completion of the coursework at** (b)4 above and [in] **of** at least two [of the] other [study] topics [listed in] **at** (b)1 through 3 and 5 through 8 above.

#### 6A:9B-14.6 Speech-language specialist

- (a) The speech-language specialist endorsement authorizes the holder to provide service as a speech-language specialist in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a speech-language specialist endorsement, the candidate shall:
  1. Hold a master's or higher degree in speech-language pathology from [a regionally] **an** accredited college or university; and
  2. Pass a State-approved test of comprehensive knowledge in the field of speech-language pathology.

- (c) Individuals who hold a valid New Jersey speech correctionist endorsement and a master's degree in speech-language pathology shall be issued the speech-language specialist endorsement upon submission of a completed application and the required fee.
- [(d) Individuals holding a valid New Jersey speech correctionist endorsement may serve in a position requiring speech-language specialist certification until August 31, 2015, by which date they shall have obtained the speech language specialist endorsement or completed a Department-approved retraining program.]
- [(e)] **(d)** A [certificate of eligibility] **CE with a speech-language specialist endorsement that expires** annually [expiring] **on** July 31 may be issued to candidates who meet the requirements [in (e)1] **at (d)1** or 2 below. [Notwithstanding the provisions of N.J.A.C. 6A:9B-8.4, this certificate of eligibility authorizes the holder to seek employment in any school district or Department-approved private school for students with disabilities.] To be eligible for **a CE with** the speech-language specialist [certificate of eligibility] **endorsement** and subsequent provisional certificate, a candidate shall either:
1. Hold a bachelor's degree in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
    - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
    - ii. Document completion of a minimum of 18 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum; or
  2. Hold a bachelor's degree in a major other than speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and

- i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
- ii. Document completion of a minimum of 24 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum.

[(f)] **(e)** To be eligible for an initial two-year provisional **certificate with the** speech-language specialist [certificate] **endorsement**, the candidate shall:

1. Possess a [speech-language specialist] CE **with the speech-language specialist endorsement**; and
2. Obtain an offer of employment in a speech-language specialist position.

[(g)] **(f)** To be eligible for a one-time renewal of the provisional speech-language specialist certificate, a candidate shall:

1. Provide an official college transcript from the speech language pathology/communication disorders program in which [he or she] **the candidate** is matriculated[, showing]. **The transcript must show** a minimum of 12 semester-hour graduate credits completed each year following the initial issuance of the provisional certificate and demonstrating annual progress toward completion of the master's degree required for the standard certificate; and
2. Provide documentation of employment in a speech-language specialist position in a school district or Department-approved private school for students with disabilities.

[(h)] **(g)** A standard certificate may be issued to candidates holding the provisional **certificate with a** speech-language specialist [certificate] **endorsement** who meet the requirements [in] **at (b) above.**

[(i)] **(h)** An emergency certificate is not available for the speech-language specialist endorsement [after July 31, 2013. However, emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013].

#### 6A:9B-14.7 Director of school counseling services

- (a) The director of school counseling services endorsement authorizes the holder to serve as a director, administrator, or supervisor of school counseling services, including the supervision of educational activities in areas related to and within the counseling program in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a director of school counseling services endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university, hold a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor or student personnel endorsement** or an equivalent out-of-State certificate, and complete three years of successful experience as a school counselor in preschool through grade 12. In addition, the candidate shall complete one of the following:
  - 1. A Department-approved **educator preparation** program in Director of School Counseling; or
  - 2. A three-credit graduate-level course in each of the following areas:
    - i. Administration, including courses such as school law, organization, and administration of elementary and secondary schools;
    - ii. Staff supervision, including courses such as supervision and evaluation of instructional staff, and supervision of school counseling services; and

- iii. Curriculum development, including courses such as principles of general curriculum development, elementary and secondary curriculum development, and extracurricular activities.
- (c) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who meets the following requirements:
- 1. A master's degree from [a regionally] **an** accredited college or university, a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor or student personnel endorsement**, and two years of experience as a school counselor in preschool through grade 12; and
  - 2. A graduate course in staff supervision.

#### 6A:9B-14.8 School counselor

- (a) The school counselor endorsement authorizes the holder to perform school counseling services such as study and assessment of individual [pupils] **students** with respect to their **academic** status, abilities, interest, and needs; counseling **in collaboration** with administrators, teachers, students, and parents regarding personal, social, educational, and vocational plans and programs; and developing cooperative relationships with community agencies in assisting children and families. The certificate holder is authorized to perform the services in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school counselor endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university, and complete one of the following:
- 1. A Department-approved graduate program in school counseling; or
  - 2. A minimum of 48 graduate semester-hour credits in the following areas:

- i. Counseling: **a** minimum of 18 semester-hour credits that shall include study in theory and procedures of individual and group counseling, counseling and interviewing techniques, and career counseling;
  - ii. Testing and evaluation: **a** minimum of three semester hours;
  - iii. Psychology: **a** minimum of six semester hours [in] **that shall include** study related to child and adolescent psychology, psychology of exceptional children, and psychology of learning;
  - iv. Sociological foundations: **a** minimum of six semester hours that shall include study in community agencies, organizations, and resources[, and multicultural counseling];
  - v. Statistics and research methods: **a** minimum of three semester-hour credits;
  - vi. Supervised counseling practicum **as a school counselor** in a preschool through grade 12 school setting: **a** minimum of six credits. **The practicum shall be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement;** and
  - vii. [The remaining six] **Six elective** semester hours of study [may be] chosen from among the topics [listed in] **at (b)2i through [vi] v** above or [education] **educational pedagogy.**
- (c) A candidate who has completed a master's or higher degree from [a regionally] **an** accredited college or university whose school counseling program meets the standards of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) will be issued a standard [school counselor] **educational services** certificate **with a school counselor endorsement.**
- (d) Upon the executive county superintendent's request, the Office may issue an emergency certificate to a candidate who meets the following requirements:

1. A bachelor's degree from [a regionally] **an** accredited college or university; and
2. Fifteen graduate semester-hour credits of study from the areas [in] **at** (b)2i through iv above. At least six of the **15** credits shall be from the area [in] **at** (b)2i above.

#### 6A:9B-14.9 School psychologist

- (a) The school psychologist endorsement authorizes the holder to serve as a psychologist in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school psychologist endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university and complete the following:
  1. A Department-approved graduate program or a minimum of 60 semester-hour graduate credits in the following areas:
    - i. Educational foundations/school psychology practice and development: **a** minimum of 12 semester-hour credits in areas such as the role and function of the school psychologist, multicultural education, educational organization and leadership, curriculum development, and learning theories;
    - ii. Education of students with disabilities: **a** minimum of six semester-hour credits in areas such as education and/or psychology of students with disabilities and educational assessment of students with disabilities;
    - iii. Assessment, intervention, and research: **a** minimum of 18 semester-hour credits, including study in the required areas of cognitive assessment, personality assessment, and school consultation. Additional study may be completed in areas such as applied behavior analysis, school interventions, curriculum-based measurement, multicultural counseling or individual counseling procedures, tests and measurements, statistics and research design, and analysis;

- iv. Human behavioral development: **a** minimum of 12 semester-hour credits in areas such as human development, social psychology, personality psychology, neurological and/or physiological basis of behavior, and psychopathology; and
  - v. Electives: additional study in areas **at** (b)1i through iv above. Externships and practicum experiences may be accepted for elective study.
2. A practicum of 300 clock hours. [that] **The practicum shall** consist[s] of a sequence of closely supervised on-campus and field-based activities designed to develop and evaluate a candidate's mastery of distinct professional skills consistent with program and/or course goals;
  3. An externship of 1,200 clock hours. A minimum of 600 clock hours shall be completed in a school setting with school-age children. The remaining [600] clock hours may be completed in a school or clinical setting, or may be completed under an emergency certificate while concurrently participating in an approved college or university school psychology program. Externship experiences completed in a school setting shall be supervised by a person holding a standard New Jersey or out-of-State **educational services certificate with a** school psychologist [certificate] **endorsement**; and

[4.] (c) Persons who completed a master's or higher degree in clinical psychology from [a regionally] **an** accredited college or university and present official documentation of 600 clock hours of experience as a psychologist working with children in a clinical setting shall meet the school psychology externship and practicum requirements by completing a 900-clock-hour school psychology externship in a New Jersey school, with school-age children, under a New Jersey emergency certificate.

[(c)] (d) The externship for **a candidate for the standard educational services certificate with a** school psychologist[s] **endorsement** shall comply with the following:



1. The externship shall be taken under the direction of [a regionally] **an** accredited college or university as part of a program for the preparation of school psychologists.
  - i. In cases where the Office is issuing an emergency certificate, it may approve an equivalent externship that is not under the jurisdiction of a college or university program.
2. The college or university shall arrange externships as a program of supervised experiences. [The extern shall not earn externship] **Externship credit shall not be awarded** for clinical or laboratory work done as part of the requirements in courses such as “cognitive or personality assessment” or “school consultation.”
3. At least 50 percent of the externship shall be in the psychological services division of a [public] school [system] **district** or in a college or university demonstration center that serves a cross section of school-age children. A person holding a standard New Jersey school psychologist certificate shall provide local supervision for the period of externship training.
4. The [extern] **college, university, or school district, as appropriate**, shall [have available] **provide the extern with** various group and individual achievement tests, [and] personality and cognitive assessment tools[. The extern also shall receive], **and** the results of audiometric and visual screening.
5. The [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** adequate office space for conferences, counseling, and diagnostic studies.
6. For purposes of study and guidance, the [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** access to comprehensive records on pupil growth and development.

7. The college, university, or school district, as appropriate, shall provide the extern with supervised experience in the following areas: in-service programs for faculty members; conferences with special personnel; utilization of available community resources; conducting a diagnostic study; report writing; **building** relationships with the community; and counseling pupils, parents, and faculty.
  8. [The extern shall complete no] **No** more than 50 percent of the externship **can take place** in an approved hospital, institution, clinic, or agency established for the study and/or treatment of [special problems of] children and adults **with special needs**. A licensed psychologist or school psychologist shall supervise the extern during the [training] **hospital, institution, clinic, or agency** experience. The director of the **hospital**, institution, **clinic**, or agency shall certify **that** the **externship** experience includes the following: conducting a diagnostic study; reporting, writing, and [communication of] **communicating** diagnostic findings; and [participation] **participating** in staff planning and evaluating conferences.
- [(d)] (e) A school district seeking authorization for the employment of an extern under **an** emergency [certification] **certificate** shall submit a request to the executive county superintendent for preliminary approval. [If the executive county superintendent grants preliminary approval, the emergency certificate will be forwarded to the applicant.] The request shall contain the following information:
1. The name of the fully certified school psychologist in the school [system] **district** under whose supervision the externship will be carried out. [This person must] **The supervising school psychologist shall** hold a standard [New Jersey school psychologist] **educational services** certificate **with a school psychologist endorsement** and **shall** have three years of experience [as a certified school psychologist] **under the endorsement**;

2. The nature and extent of the training experiences that will be provided under supervision during the externship;
  3. The dates of the externship period;
  4. The total number of clock hours to be worked during the externship; and
  5. Official college transcripts showing successful completion of a minimum of 40 semester-hour graduate credits [applicable toward standard school psychologist certification in areas listed in] **pursuant to (b)1** above[, including] **that shall include** study in the [required] areas of cognitive assessment, personality assessment, and school consultation, **pursuant to (b)1iii** above.
- [(e) The Office will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.]
- (f) Upon the executive county superintendent's request, the Office may issue an emergency certificate to a candidate who meets the following requirements:
1. A bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Official college transcripts showing successful completion of a minimum of 30 semester-hour graduate credits applicable toward **the** standard **certificate with a** school psychologist [certification] **endorsement in the** areas [listed in] **at (b)1i** through v above. The credits shall include study and practicum experience in assessment.
- (g) **The Office will issue a standard educational services certificate with a school psychologist endorsement to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.**

- (a) The learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a learning disabilities teacher-consultant endorsement, a candidate shall:
  - 1. Hold a master's or higher degree from [a regionally] **an** accredited college or university;
  - 2. Hold a standard New Jersey or out-of-State instructional certificate; and
  - 3. Have three years of successful teaching experience.
- (c) A candidate who satisfies **the requirements at** (b) above also shall complete one of the following:
  - 1. A Department-approved graduate program for the preparation of learning disabilities teacher-consultants;
  - 2. A [consultant-level] master's degree in educational disabilities from [a nationally] **an** accredited program; or
  - 3. A minimum of 24 semester-hour graduate credits chosen from the [areas listed] **topics at (c)3i through x** below. The candidate shall complete [the requirements] **coursework in the topics at (c)3i through ix** below and may take elective credits in any area [in] **at (c)3i through x** below.
    - i. Education of students with disabilities, including study in history of the development of educational services for children in each area of exceptionality; study of present services, research, and professional ethics dealing with the characteristics of children who differ from the norm intellectually, physically, socially, and emotionally; evaluation of present practices in the education of students with disabilities; study of the relationship of educational practices and their environmental settings; and cultural and linguistic diversity;

- ii. Learning theory, including study in motivation and its effect on learning; leading theories of learning; rewards and incentives; and interests and climate for learning;
- iii. Remediation of basic skills, including study in research-based corrective methods and materials as related to specific diagnostic findings, NJSL requirements, and the school and classroom environment;
- iv. Physiological bases for learning, including study of the neurological development and physical readiness of the normal child for learning; abnormal health conditions that contribute to educational disability; and metabolic and infectious disorders that affect learning;
- v. Orientation in psychological testing, including study of an overview of tests applicable to educational psychology; interpretation of psychological reports as applied to tests administered; the appropriate use of tests and the potential misuse of test results; and test construction theory;
- vi. Diagnosis of learning problems, including study of the nature and cause of learning problems; formulating an evaluation plan for educational assessments; administering and interpreting technically sound and culturally responsive standardized instruments and functional assessment procedures to determine educational levels, underlying deficits, and learning style; methods of arriving at a diagnosis based on evidence available from each child study team (CST) member; and ways of reporting diagnostic findings;
- vii. Accommodations and modifications as a method of providing service to children with learning problems, including utilization of validated methods for adapting instruction for diverse learning needs; technology for students with disabilities; understanding of accommodations and modifications in curriculum, materials, methods, classroom structures, and assessment;

- utilization of the individualized education plan (IEP) and [the NJSLS]  
accommodation and modification **of the NJSLS**; methods to enhance social  
relationships and positive behavior methods; focus on the inclusive classroom  
environment; legal issues related to the CST's responsibilities, including the  
requirements of a free appropriate public education, least restrictive  
environment, the determination of eligibility, and IEP development;
- viii. Collaboration theory and practice, including theory and process of conducting  
collaborations; establishing collaborative partnerships between general and  
special educators, with parents and families, and with paraprofessionals;  
methods of co-teaching, including in-class support and classroom  
consultation; preparation for participating in a multidisciplinary CST setting  
with opportunities for modeling and participation in team staffing[s] and  
parent conferences; opportunities to observe, rehearse, and present results  
from evaluations in practice sessions;
- ix. A college-supervised, [consultant] **graduate**-level practicum in diagnosis and  
remediation of educational disabilities in school and clinical situations[.];
- (1) The definition and nature of this practicum, and the courses [in]  
**through** which it will be provided, [should] **shall** be clear in the  
program description. The practicum shall provide for a minimum of 90  
clock hours of college-supervised experience. The practicum shall not  
be a student-teaching experience; and
- x. Elective study chosen from areas such as group dynamics; methods and  
materials for teaching students with disabilities; curriculum development in  
the teaching of students with disabilities; teaching of reading;

assistive/adaptive technology; interviewing and counseling; educational psychology; and community resources.

- (d) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who has obtained the following:
1. A standard instructional certificate;
  2. Three years of teaching experience; and
  3. A minimum of 12 graduate credits in educational disabilities, including psychological testing.

#### 6A:9B-14.11 School occupational therapist

- (a) The school occupational therapist endorsement [is required for service] **authorizes the holder to serve** as an occupational therapist in preschool through grade 12.
- (b) To be eligible for the school occupational therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;
  2. Completed a program in occupational therapy from an approved school; and
  3. A currently valid **occupational therapist** license issued by the New Jersey Occupational Therapy Advisory Council.
- (c) An emergency certificate is not available for this endorsement.

#### 6A:9B-14.12 School physical therapist

- (a) The school physical therapist endorsement authorizes the holder to serve as a physical therapist in preschool through grade 12.
- (b) To be eligible for the school physical therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;

2. Completed a program in physical therapy from an [approved school] **accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education;** and
  3. A currently valid license issued by the New Jersey Board of Physical Therapy **Examiners.**
- (c) An emergency certificate is not available for this endorsement.

6A:9B-14.13 Reading specialist

- (a) The reading specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade 12. A reading specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the [[evaluation]] **\*collection\*** of **\*standardized data as a means of determining and monitoring\*** the reading achievement of students.
- (b) A candidate **\*applying\*** for this endorsement **\*on or before August 31, 2025, \*** shall have completed a master's degree from [a regionally] an accredited college or university, two years of successful teaching experience, and one of the following:
1. A Department-approved graduate-degree program in reading; or
  2. A program of graduate studies of 30 semester-hour credits consisting of the following:
    - i. Reading foundations;
    - ii. Diagnosis of reading problems;
    - iii. Correction of reading problems;



- iv. Supervised practicum in reading; and
- v. Study in at least three of the following areas: children's or adolescent literature; measurement; organization of reading programs; psychology; staff supervision; linguistics; special education; research; and foundations of education.

**\*(c) A candidate applying for this endorsement on or after September 1, 2025, shall have completed a master's degree from an accredited college or university, three years of successful teaching experience, and one of the following:**

**1. A Department-approved graduate-degree program in reading with a program of study that consists of the following topics or a program of graduate studies of 30 semester-hour credits consisting of the following topics:**

- i. Advanced study of reading and structured literacy including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
- ii. Diagnosis and correction of reading problems, including a supervised clinical experience of at least 30 hours;**
- iii. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;**
- iv. Advanced study of children's or adolescent literature with a focus on integration of diverse, multilingual, and/or multicultural texts;**
- v. Organization of reading programs and professional development strategies to improve the teaching of literacy;**
- vi. Strategies for remediation of writing for learners;**
- vii. Advance study of integrating literacy strategies across content areas;**

**viii. Remediation and foundational reading strategies for adolescents readers;  
and**

**ix. Advanced study of literacy strategies for supporting students with  
varying abilities and multilingual learners; or**

**2. Hold a master's degree in literacy, reading, or another related field from an  
accredited college or university and have completed courses that cover the areas  
listed at (c)1 above as part or outside of the degree program as indicated on a  
transcript.\***

[[ (c) ] ] **\*(d) \*** An emergency certificate may be issued to a candidate **\*applying for the emergency  
certificate on or before August 31, 2025,\*** who has obtained the following:

1. A master's degree from [a regionally] **an** accredited college or university;
2. Two years of successful teaching experience; and
3. Completion of 12 graduate credits in the areas listed [in] **at** (b)2 above.

**\*(e) An emergency certificate may be issued to a candidate applying for the emergency  
endorsement on or after September 1, 2025, who has obtained the following:**

- 1. A master's degree from an accredited college or university;**
- 2. Three years of successful teaching experience; and**
- 3. Completion of 12 graduate credits in the areas listed at (c)1 above and  
enrollment in continuing education to meet the remaining requirements listed at  
(c)1 above.\***

6A:9B-14.14 School library media specialist

- (a) The school library media specialist (SLMS) endorsement authorizes the holder to serve as a school library media specialist in preschool through grade 12. The functions include: delivery of instruction in information literacy skills; the development and coordination of school library

media programs and resources; and the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. Media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

- (b) To be eligible for [the SLMS] **a CE with the SLMS endorsement**, a candidate shall hold a master's degree **in library media studies** from [a regionally] **an** accredited college or university. [and complete one of the following:]

- [1. A Department-approved graduate program that specifically prepares the candidate for the certificate; or
2. A master's degree in library media studies from a regionally accredited college; or
3. A program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies including the following:
  - i. Organization and coordination of school library media programs, resources, and instruction to provide a sequential course of study for students;
  - ii. Application of learning theory to reading, listening, and viewing library media resources;
  - iii. Access, evaluation, selection, and utilization of library media resources;
  - iv. Design and development of multimedia materials;
  - v. Design, development, and integration of information literacy skills and the library media program throughout the school curriculum;
  - vi. Integration of educational resources and technology throughout the school curriculum;
  - vii. Children's literature and young adult literature;
  - viii. Development and implementation of policies and procedures for effective and efficient acquisition, cataloging, processing, circulation, and maintaining equipment and resources to ensure equitable access;

- ix. Development, implementation, and evaluation of library media programs to meet educational goals, including management of library personnel, resources, and facilities;
  - x. Utilization of current and emergent technologies in all phases of school library media programs; and
  - xi. A clinical experience that includes instruction and management. This experience shall be completed in a school library media center.]
- (c) To be eligible for [the SLMS] **a CEAS with the SLMS endorsement**, a candidate shall **hold a master's degree from an accredited college and** complete [the requirements in (b)1 or 3 above and one of] the following:
- 1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement will not satisfy this requirement;
  - [2. Complete a State-approved college educator preparation program with or without clinical practice; or]
  - 2. **A Department-approved graduate program that specifically prepares the candidate for the certificate; or**
  - 3. [Complete a coherent college] **A program [at accredited college or university] of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and a minimum of [nine] 36 semester-hour credits in [educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.] a coherent sequence of studies, including the following:**
    - i. **Organization and coordination of school library media programs, resources, and instruction to provide a sequential course of study for students;**

- ii. **Application of learning theory to reading, listening, and viewing library media resources;**
- iii. **Access, evaluation, selection, and utilization of library media resources;**
- iv. **Design and development of multimedia materials;**
- v. **Design, development, and integration of information literacy skills and the library media program throughout the school curriculum;**
- vi. **Integration of educational resources and technology throughout the school curriculum;**
- vii. **Children's literature and young adult literature;**
- viii. **Development and implementation of policies and procedures for effective and efficient acquisition, cataloging, processing, circulation, and maintaining equipment and resources to ensure equitable access;**
- ix. **Development, implementation, and evaluation of library media programs to meet educational goals, including management of library personnel, resources, and facilities; and**
- x. **Utilization of current and emergent technologies in all phases of school library media programs.**

(d) To be eligible for a provisional educational services certificate with a SLMS endorsement, the candidate shall:

- 1. Possess a [SLMS] CE or CEAS **with the SLMS endorsement**; and
- 2. Obtain an offer of employment in a position that requires the SLMS endorsement.

(e) To be eligible for the standard educational services certificate with a SLMS endorsement, a candidate shall:

- 1. Possess a provisional educational services certificate with a SLMS endorsement, pursuant to (d) above;

2. Complete a coherent [college] program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of [the SLMS] **a CEAS with the SLMS endorsement** are exempt from this requirement;
3. Complete graduate-level coursework in the school library media topics [listed in] **at** (b)3 above that were not included in the candidate's library media master's program. Holders of [the SLMS] **a CEAS with the SLMS endorsement** are exempt from this requirement;
4. Complete a year-long school-based residency program in a school library media center. [A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.] The residency program shall:
  - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills; the development and coordination of school library media programs and resources; and the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media[.];  
**(1) A school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.** Where possible, [the candidate shall be mentored by] an experienced school library media specialist **shall mentor the candidate** throughout the residency; and
  - ii. Be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the [State-approved] residency supervisor.

- (f) The [State-approved] residency supervisor shall have primary responsibility to assure the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor also shall evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.
- (g) Upon completion of the residency period, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties [in] **at** (a) above and to implement the theoretical concepts [in] **at** (b)2 above. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:
1. Approved: Recommends issuance of a standard educational services certificate with a SLMS endorsement;
  2. Insufficient: Recommends a standard educational services certificate with a SLMS endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
  3. Disapproved: Recommends a standard educational services certificate with a SLMS endorsement not be issued. [A] **The** candidate [who receives a disapproved recommendation] shall be precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation [pursuant to] **in accordance with** N.J.A.C. 6A:9B-4.12.

- (i) The holder of a standard educational services certificate with an associate school library media specialist (**ASLMS**) endorsement shall be eligible for the SLMS upon completion of the requirements [in] **at** (b)3 above.
- (j) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who has a bachelor's degree from [a regionally] **an** accredited college or university and has completed a minimum of 12 graduate-level semester-hour credits in school library media.
- (k) An individual who holds one of the following shall be eligible for the standard **certificate with a** SLMS endorsement:
  - 1. A permanent New Jersey school librarian or standard **certificate with an** educational media specialist endorsement; or
  - 2. A standard [New Jersey Associate School Library Media Specialist (ASLMS)] **certificate with an ALMS** endorsement. [and has completed] **The candidate also shall complete** a graduate-degree program at [a regionally] **an** accredited college or university with specialization in school library media studies.
- (l) Individuals holding the school librarian or educational media specialist endorsement may serve in any position requiring the SLMS endorsement.

#### 6A:9B-14.15 Associate school library media specialist

- (a) The associate school library media specialist (ASLMS) endorsement authorizes the holder to serve as a school library media specialist in preschool through grade 12 under the supervision of a certified school administrator, principal, or supervisor. The functions include: delivery of instruction in information literacy skills; the development and coordination of school library media programs and resources; and instruction in the evaluation, selection, organization,



distribution, creation, and utilization of school library media. These media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

(b) To be eligible for [the ASLMS] **a CE with the ASLMS endorsement**, a candidate shall have completed a bachelor's degree from [a regionally] **an** accredited college or university and one of the following:

1. A Department-approved graduate program that specifically prepares the candidate for the certificate; or
2. A program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including the following:
  - i. Access, evaluation, selection, and utilization of library media resources;
  - ii. Organization and coordination of school library media programs, resources, and instruction to provide [K-] **preschool through grade** 12 students with a sequential course of studies;
  - iii. Children's literature and young-adult literature;
  - iv. Design, development, and integration of information literacy skills throughout the school curriculum;
  - v. Design and development of multimedia materials;
  - vi. Utilization of current and emergent technologies in all phases of school library media programs; and
  - vii. A clinical experience that includes instruction and management. This experience [must] **shall** be completed in a school library media center.

(c) To be eligible for [the ASLMS] **a CEAS with an ASLMS endorsement**, a candidate shall complete the requirements [in] **at** (b) above and one of the following:

1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement shall not satisfy this requirement;

2. Complete a State-approved college educator preparation program with or without clinical practice; or
  3. Complete a coherent college program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.
- (d) To be eligible for a provisional educational services certificate with an ASLMS endorsement, the candidate shall:
1. Possess an [ASLMS] CE or CEAS **with an ASLMS endorsement**; and
  2. Obtain an offer of employment in a position that requires the ASLMS endorsement.
- (e) To be eligible for the standard educational services certificate with an ASLMS endorsement, a candidate shall:
1. Possess a provisional educational services certificate with an ASLMS endorsement pursuant to (d) above;
  2. Complete a coherent college program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of [the ASLMS] **a CEAS with an ASLMS endorsement** are exempt from the study requirements; and
  3. Complete a year-long school-based residency program in a school library media center. [A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.] The residency program shall:
    - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills and the development and coordination of school library media programs and resources. In addition, the

residency includes the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media[.];

**(1) A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.**

Where possible, [the candidate shall be mentored by] an experienced school library media specialist **shall mentor the candidate** throughout the residency; and

ii. Be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the [State-approved] residency supervisor.

(f) The [State-approved] residency supervisor shall have primary responsibility to assure the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified [in this section] **at (a) above**. The residency supervisor also shall evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.

(g) Upon the residency period's completion, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job [duties in] **responsibilities at (a) above** and to implement the theoretical concepts [in] **at (b)2 above**. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. Approved: Recommends issuance of a standard educational services certificate with an ASLMS endorsement;

2. Insufficient: Recommends a standard educational services certificate with an ASLMS endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
  3. Disapproved: Recommends a standard educational services certificate with an ASLMS endorsement not be issued. The candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation [pursuant to] **in accordance with** N.J.A.C. 6A:9B-4.12.
  - (i) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who completes a bachelor's degree from [a regionally] **an** accredited college or university and a minimum of six graduate semester-hour credits in school library media.
  - (j) Policies governing the ASLMS endorsement are as follows:
    1. The holder of a standard or permanent New Jersey teacher-librarian or the associate educational media specialist endorsement shall be eligible for the ASLMS endorsement.
    2. The holder of the teacher-librarian or associate educational media specialist endorsement shall be eligible for an extension of the authorization to [include] **carry out** the functions of the ASLMS authorization.

#### 6A:9B-14.16 School orientation and mobility specialist

- (a) The school orientation and mobility specialist endorsement authorizes the holder to serve as an orientation and mobility instructor to blind and visually impaired students in public schools in preschool through grade 12.

- (b) To be eligible for the standard educational services certificate with a school orientation and mobility specialist endorsement, the candidate shall:
1. Hold a bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Hold a valid Orientation and Mobility Specialist certification issued by the Academy for the Certification of Vision Rehabilitation & Education Professionals (ACVREP) or **have successfully matriculated through** a [Category A: University Preparation certification issued] **university program approved** by the National Blindness Professional Certification Board (NBPCB).

6A:9B-14.17 School athletic trainer

- (a) The athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12 [pursuant to N.J.S.A. 18A:28-4.b].
- (b) To be eligible for the school athletic trainer endorsement, a candidate shall:
1. Hold a bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Satisfactorily complete the requirements established by the State Board of Medical Examiners for [registration] **licensure** as an athletic trainer, pursuant to N.J.A.C. 13:35-10.
- (c) An emergency certificate is not available for [this] **the school athletic trainer** endorsement.

6A:9B-14.18 Educational interpreter

- (a) [Effective September 1, 2005, the] **The** educational interpreter endorsement shall be required for individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard of hearing, or deaf-blind in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with [a] **an educational interpreter-sign language interpreting** endorsement, a candidate shall:

1. Hold an associate or higher degree from [a regionally] **an** accredited college or university and complete **both of** the following:
  - i. The Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5**; and
  - ii. **Pass the EIPA Written Test and Knowledge Standards; and**
2. **Complete one of the following:**
  - [ii.] i. [Fifteen] **Twelve** semester hour-credits of professional education coursework that includes study in child development, language development, curriculum development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters. Such study may be part of, or in addition to, the degree program and may be completed at an accredited two-year college; **or**
  - ii. **A certificate of educational interpreting from an accredited two or four-year college.**
- [2. Have a high school diploma or a General Education Diploma (GED); demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf, the National Association of the Deaf, or other Department-approved national accrediting agencies for sign language interpreting; and complete the following:
  - i. The EIPA with a minimum score of three; and
  - ii. Fifteen semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.

(c) To be eligible for the standard educational services certificate with an oral interpreting endorsement, a candidate shall:

1. Have a high school diploma, a GED, or an associate or higher degree;
2. Demonstrate interpreting skills as evidenced through the possession of an oral interpreting certificate from a Department-approved accrediting agency; and
3. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.]

[(d)] (c) To be eligible for the standard educational services certificate with [a] **an educational interpreter**-cued speech transliteration endorsement, a candidate shall:

1. Have [a high school diploma, a GED, or] an associate or higher degree;
2. [Demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency; and]

**Achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification; and one of the following:**

- [3.] i. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college; **or**
- ii. **Pass the EIPA Written Test and Knowledge Standards.**

- [(e)] **(d)** An emergency educational interpreter certificate [in] **with an educational interpreter-sign language interpreting endorsement** may be issued to a candidate with [a high school diploma or GED] **an associate or higher degree**, and who has completed the EIPA with a minimum score of [three] **3.5**. The emergency certificate may be renewed a total of three times.
- [(f)] An emergency educational interpreter certificate in oral interpreting may be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The emergency certificate may be renewed a total of three times.]
- [(g)] **(e)** An emergency educational interpreter certificate [in] **with a** cued speech transliteration **endorsement** may be issued to a candidate with [a high school diploma or GED] **an associate or higher degree** and a [cued speech transliteration certificate from a Department-approved accrediting agency] **minimum score of 3.5 on EIPA for cued speech or possess TECUnit certification**. The emergency certificate may be renewed a total of three times.

6A:9B-14.19 Cooperative education coordinator – hazardous occupations

- (a) The cooperative education coordinator (CEC) – hazardous occupations endorsement authorizes the holder to serve as a coordinator supervising career and technical education students who are participating in cooperative education experiences in hazardous occupations, in accordance with N.J.S.A. 34:2-21.1 **et seq.**, [Child labor laws,] and N.J.A.C. 6A:8 and 6A:19. This endorsement also authorizes the holder to place and supervise career and technical education students in school-sponsored cooperative education experiences as part of a career and technical education program, and to supervise students participating in any other SLE in any career cluster.
- (b) To be eligible for the CEC – hazardous occupations endorsement, the candidate shall present:



1. A standard instructional certificate with a career and technical education endorsement in any field;
  2. Evidence of two years of successful teaching under a **standard** certificate in career and technical education **with a hazardous occupations endorsement**, and completion of the following:
    - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in accord with N.J.S.A. 34:2-21.1 et seq., and [57, N.J.S.A. 34:11-4 and 56,] N.J.A.C. 12:56 and 12:58[, and 29 CFR 570 and 1900];
    - ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs, pursuant to N.J.A.C. 6A:19;
    - iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance; and
    - iv. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.1 et seq.
- (c) Individuals holding a Vocational-Technical Coordinator: Cooperative Industrial Education endorsement as of January 20, 2004, may serve in a position requiring the CEC - hazardous occupations endorsement in any career cluster.
- (d) An emergency certificate in CEC – hazardous occupations may be issued to a candidate who meets the requirements [in] **at** (d)1 through 3 below. The candidate shall complete the

requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate.

1. A standard [career and technical education] instructional certificate **with a career and technical education endorsement**;
2. Two years of successful career and technical education teaching experience; and
3. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.1 **et seq.**

#### 6A:9B-14.20 Cooperative education coordinator

- (a) The cooperative education coordinator endorsement authorizes the holder to serve as a coordinator supervising career and technical education students who are participating in cooperative education experiences in non-hazardous occupations in accordance with N.J.S.A. 34:2-21.1 **et seq.** and N.J.A.C. 6A:8 and 6A:19. This endorsement also permits the holder to supervise students participating in any other non-hazardous SLE in any career cluster.
- (b) To be eligible for the endorsement, the candidate shall present:
  1. A standard instructional certificate with a career and technical endorsement in any field; and
  2. Evidence of completion of two years of teaching under a **standard** certificate in career and technical education, and completion of the following:
    - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in [accord] **accordance** with N.J.S.A. 34:2-21.1 **et seq.** and [57, N.J.S.A. 34:11-4 and 56,] N.J.A.C. 12:56 and 12:58[, and 29 CFR 570 and 1900];

- ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs, pursuant to N.J.A.C. 6A:19; and
  - iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance.
- (c) The holder of a vocational-technical coordinator: cooperative industrial education endorsement or the teacher-coordinator of cooperative vocational-technical education in the occupational areas of agriculture education, distributive education, health occupations, home economics education, or business education endorsements may serve in a position requiring the CEC endorsement in any career cluster.
- (d) An emergency [CEC] certificate **with a cooperative education coordinator endorsement** may be issued to a candidate who meets the requirements [in] **at** (d)1 and 2 below. The candidate shall complete the **following** requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate[.]:
  - 1. A standard [career and technical education] instructional certificate **with a career and technical education endorsement**; and
  - 2. Two years of successful career and technical education teaching experience.

#### 6A:9B-14.21 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for **an** educational services [certification] **certificate** who presents a valid educational services certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey educational services standard certificate for the equivalent [and currently issued] **current** New Jersey endorsement. If there is no equivalent current New Jersey endorsement, the

provisions of N.J.A.C. 6A:9B-14.1 through 14.20 shall apply to interstate reciprocity. [There are three] **The following** limitations [to this rule] **apply**:

1. If New Jersey has an equivalent endorsement with a required subject-matter test for the applicant's endorsement, the applicant shall have passed a state subject-matter test to receive [his or her] **the** out-of-State endorsement or else shall pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State certificate as documented by a letter of experience from the applicant's supervisor or authorized school district representative;
2. An applicant for interstate reciprocity for a New Jersey educational services [endorsement] **certificate** that requires a residency shall receive a CE or CEAS [as governed by] **pursuant to** this subchapter; and
3. Applicants for educational services reciprocity shall meet all other requirements in this subchapter for State-issued professional licenses or [certificates] **certifications**.

#### **6A:9B-14.22 Bilingual language paraprofessional credential**

- (a) **The bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.**
- (b) **To be eligible for the bilingual language paraprofessional credential, a candidate shall fulfill either (b)1 or 2 below and shall fulfill (b)3 below as follows:**
  1. **Complete 60 semester-hour credits at an institution of higher education; or**
  2. **Hold an associate or higher degree from an accredited college or university and meet the test of subject-matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2 by demonstrating:**
    - i. **Oral and writing competence in English by:**

- (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or
    - (2) Establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level; and
  - ii. Oral and writing competence in the target language by:
    - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or
    - (2) Establishing the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level; and
- 3. Complete six semester-hour credits of professional education coursework that includes study in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such study may be part of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.

**\*6A:9B-14.23 Early literacy specialist\***

- (a) The early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. An early literacy specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the collection of standardized data as a means of

determining and monitoring the reading achievement of students. Additionally, the early literacy specialist may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.

1. The early literacy specialist endorsement will be required, beginning at the start of the 2026-2027 school year, to serve in roles that align with the authorizations at (a) above.

(b) A candidate for the early literacy specialist endorsement shall have a bachelor's degree from an accredited college or university, three years of successful teaching experience, a standard New Jersey instructional certificate with a preschool through grade three or elementary endorsement, and one of the following:

1. Complete a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study consisting of the following:

- i. Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
- ii. Diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours;
- iii. Organization of reading programs and professional development strategies to improve the teaching of literacy;
- iv. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;

- v. **Methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia;**
  - vi. **Strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and**
  - vii. **Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners.**
- 2. Hold a master's degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at (b)1 above as part or outside of the degree program as indicated on a transcript.\***

#### Subchapter 15. [Qualifying] Academic **Qualifying** Credentials

##### 6A:9B-15.1 [Definition; procedure] **Academic Qualifying Credentials**

- (a) ["Qualifying Academic Certificate (QAC)] **"Academic Qualifying Credential" (AQC)** means a [certificate] **credential** issued by the Commissioner of Education to applicants for mortuary science and chiropractic licenses. The [QAC] **AQC** is issued to [those] individuals regulated by licensing authorities under the supervision of the New Jersey Division of Consumer Affairs[,] and certifies that the applicants have completed their preliminary academic education.
- (b) **Each applicant for a mortuary science or chiropractic license shall satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.**

[(b)] (c) Applicants for the [QAC] **AQC** shall submit official transcripts to the Commissioner as evidence they have completed the preliminary academic education required for the certificate's issuance.

[(c)] (d) In accordance with **the fee schedule** at N.J.A.C. 6A:9B-5.6(b), applicants for the [QAC] **AQC** shall submit with their application [a certified check or money order payable to the Treasurer of the State of New Jersey] **payment of the fee as instructed in the application.**

#### [6A:9B-15.2 Requirements

Each applicant for a mortuary science or chiropractic license shall satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.]