

WEST VIRGINIA LEGISLATURE

2025 REGULAR SESSION

Enrolled

Committee Substitute

for

Committee Substitute

for

Senate Bill 765

BY SENATORS WILLIS, THORNE, WELD, FULLER, GRADY,

AND DEEDS

[Passed April 12, 2025; in effect 90 days from

passage (July 11, 2025)]

1 AN ACT to amend and reenact §18A-3-1 and §18A-3-2a of the Code of West Virginia, 1931, as
2 amended, relating to establishing the Troops-to-Teachers Program; providing for
3 establishment and purpose of program; and setting out conditions for issuance of
4 professional teaching certificate.

Be it enacted by the Legislature of West Virginia:

**ARTICLE 3. TRAINING, CERTIFICATION, LICENSING, PROFESSIONAL
DEVELOPMENT.**

**§18A-3-1. Teacher preparation programs; program approval and standards; authority to
issue teaching certificates.**

1 (a) The education of professional educators in the state is under the general direction and
2 control of the state board.

3 The education of professional educators in the state includes all programs leading to
4 certification to teach or serve in the public schools. The programs include the following:

5 (1) Programs in all institutions of higher education, including student teaching, resident
6 teacher clinical experience, and the clinical teacher of record programs, as provided in this
7 section;

8 (2) Beginning teacher and leader induction programs;

9 (3) Granting West Virginia certification to persons who received their preparation to teach
10 outside the boundaries of this state, except as provided in subsection (b) of this section;

11 (4) Alternative preparation programs in this state leading to certification, including
12 programs established pursuant to the provisions of §18A-3-1a, §18A-3-1b, §18A-3-1c, §18A-3-
13 1d, §18A-3-1e, §18A-3-1f, §18A-3-1g, §18A-3-1h, and §18A-3-1i of this code and programs which
14 are in effect on the effective date of this section;

15 (5) A Troops-to-Teachers Program, to be established by the state superintendent pursuant
16 to §18A-3-2a of this code, to attract and recruit veterans of the armed forces to be public school

17 teachers. Veterans will be given a veterans' preference in hiring in accordance with §6-13-1 of
18 this code; and

19 (6) Continuing professional education, professional development, and in-service training
20 programs for professional educators employed in the public schools in the state. Beginning with
21 school year 2024-2025, and every five years after, the State Board of Education shall perform
22 periodic reviews of professional development for teachers and education staff to ensure the
23 following:

24 (A) That requirements and current training regimens are necessary and truly essential;
25 and

26 (B) That a distinction is made between those professional education opportunities which
27 are required and those just encouraged.

28 (i) The purpose of these reviews shall be to establish a training regimen that has the
29 minimum amount of required training so that teachers can be better focused on the classroom.

30 (ii) School personnel may recommend legislative changes to this section and any other
31 requirements mandated in this code.

32 (b) The state board shall adopt standards for the education of professional educators in
33 the state and for awarding certificates valid in the public schools of this state. The standards
34 include, but are not limited to, the following:

35 (1) A provision for the study of the history and philosophical foundations of western
36 civilization and the writings of the founders of the United States of America;

37 (2) A provision for the study of multicultural education. As used in this section, multicultural
38 education means the study of the pluralistic nature of American society including its values,
39 institutions, organizations, groups, status positions, and social roles;

40 (3) A provision for the study of classroom management techniques, including methods of
41 effective management of disruptive behavior including addressing societal factors and their
42 impact on student behavior; and

43 (4) A teacher from another state shall be awarded a teaching certificate for a comparable
44 grade level and subject area valid in the public schools of this state, subject to §18A-3-10 of this
45 code if he or she has met the following requirements:

46 (A) Holds a valid teaching certificate or a certificate of eligibility issued by another state;

47 (B) Has graduated from an educator preparation program at a regionally accredited
48 institution of higher education or from another educator preparation program;

49 (C) Possesses the minimum of a bachelor's degree; and

50 (D) Meets all of the requirements of the state for full certification except employment.

51 (c) The state board may enter into an agreement with county boards for the use of the
52 public schools in order to give prospective teachers the teaching experience needed to
53 demonstrate competence as a prerequisite to certification to teach in the West Virginia public
54 schools.

55 (d) An agreement established pursuant to subsection (c) of this section shall recognize
56 student teaching or teacher residency as a joint responsibility of the educator preparation
57 institution and the cooperating public schools. The agreement shall include the following items:

58 (1) The minimum qualifications for the employment of public school teachers selected as
59 supervising teachers, including the requirement that field-based and clinical experiences be
60 supervised by a teacher fully certified in the state in which that teacher is supervising;

61 (2) The remuneration to be paid to public school teachers by the state board, in addition
62 to their contractual salaries, for supervising student teachers or residents;

63 (3) Minimum standards to guarantee the adequacy of the facilities and program of the
64 public school selected for student teaching or teacher residency;

65 (4) Assurance that the student teacher or resident teacher, under the direction and
66 supervision of the supervising teacher, shall exercise the authority of a substitute teacher;

67 (5) A provision requiring any higher education institution with an educator preparation
68 program to document that the student or resident teacher's field-based and clinical experiences

69 include participation and instruction with multicultural, at-risk, and exceptional children at each
70 programmatic level for which the student teacher seeks certification; and

71 (6) A provision authorizing a school or school district that has implemented a
72 comprehensive beginning teacher induction program to enter into an agreement that provides for
73 the training and supervision of student teachers or resident teachers consistent with the
74 educational objectives of this subsection by using an alternate structure implemented for the
75 support, supervision, and mentoring of beginning teachers. The agreement is in lieu of any
76 specific provisions of this subsection and is subject to the approval of the state board.

77 (e) *Clinical teacher of record programs.* —

78 (1) In lieu of the provisions of subsections (c) and (d) of this section and subject to approval
79 of the state board, an institution of higher education with a program for the education of
80 professional educators approved by the state board may enter into an agreement with county
81 boards for the use of clinical teacher of record programs in the public schools.

82 (2) A "clinical teacher of record program" means an intensively supervised and mentored
83 program for prospective teachers during their senior year that refines their professional practice
84 skills and helps them gain the teaching experience needed to demonstrate competence as a
85 prerequisite to certification to teach in the West Virginia public schools.

86 (3) The authorization for the higher education institution and the county board to
87 implement a clinical teacher of record program is subject to state board approval. The provisions
88 of the agreement include, but are not limited to, the following items:

89 (A) A requirement that the prospective teacher in a clinical teacher of record program has
90 completed all other preparation courses and has passed the appropriate basic skills and subject
91 matter test or tests required by the state board for teachers to become certified in the area for
92 which licensure is sought;

93 (B) A requirement that the clinical teacher of record serve only in a teaching position in
94 the county which has been posted and for which no other teacher fully certified for the position
95 has been employed;

96 (C) Specifics regarding the program of instruction for the clinical teacher of record setting
97 forth the responsibilities for supervision and mentoring by the higher education institution's
98 educator preparation program, the school principal, and peer teachers and mentors, and the
99 responsibilities for the formal instruction or professional development necessary for the clinical
100 teacher of record to perfect his or her professional practice skills. The program also may include
101 other instructional items as considered appropriate;

102 (D) A requirement that the clinical teacher of record hold a clinical teacher of record permit
103 qualifying the individual to teach in his or her assigned position as the teacher of record;

104 (E) A requirement that the salary and benefit costs for the position to which the clinical
105 teacher of record is assigned shall be used only for program support and to pay a stipend to the
106 clinical teacher of record as specified in the agreement, subject to the following:

107 (i) The clinical teacher of record is a student enrolled in the teacher preparation program
108 of the institution of higher education and is not a regularly employed employee of the county
109 board;

110 (ii) The clinical teacher of record is included on the certified list of employees of the county
111 eligible for state aid funding the same as an employee of the county at the appropriate level based
112 on their permit and level of experience;

113 (iii) All state aid funding due to the county board for the clinical teacher of record shall be
114 used only in accordance with the agreement with the institution of higher education for support of
115 the program as provided in the agreement, including costs associated with instruction and
116 supervision as set forth in paragraph (C) of this subdivision;

117 (iv) The clinical teacher of record is provided the same liability insurance coverage as
118 other employees; and

119 (v) All state aid funding due to the county for the clinical teacher of record and not required
120 for support of the program shall be paid as a stipend to the clinical teacher of record: *Provided*,
121 That the stipend paid to the clinical teacher of record shall be no less than 65 percent of all state
122 aid funding due the county for the clinical teacher of record;

123 (F) Other provisions that may be required by the state board.

124 (f) In lieu of the student teaching experience in a public school setting required by this
125 section, an institution of higher education may provide an alternate student teaching or residency
126 experience in a nonpublic school setting if the institution of higher education meets the following
127 criteria:

128 (1) Complies with the provisions of this section;

129 (2) Has a state board-approved educator preparation program; and

130 (3) Enters into an agreement pursuant to subsections (g) and (h) of this section.

131 (g) At the discretion of the higher education institution, an agreement for an alternate
132 student teaching or residency experience between an institution of higher education and a
133 nonpublic school shall require one of the following:

134 (1) The prospective teacher shall complete at least one half of the clinical experience in a
135 public school; or

136 (2) The educator preparation program shall include a requirement that any student
137 performing student teaching or residency in a nonpublic school shall complete the following:

138 (A) At least 200 clock hours of field-based training in a public school; and

139 (B) A course, which is a component of the institution's state board-approved educator
140 preparation program, that provides information to prospective teachers equivalent to the teaching
141 experience needed to demonstrate competence as a prerequisite to certification to teach in the
142 public schools in West Virginia. The course also shall include instruction on at least the following
143 elements:

144 (i) State board policy and provisions of this code governing public education;

145 (ii) Requirements for federal and state accountability, including the mandatory reporting of
146 child abuse;

147 (iii) Federal- and state-mandated curriculum and assessment requirements, including
148 multicultural education, safe schools, and student code of conduct;

149 (iv) Federal and state regulations for the instruction of exceptional students as defined by
150 the Individuals with Disabilities Education Act, 20 U.S.C. § 1400 *et seq.*; and

151 (v) Varied approaches for effective instruction for students who are at-risk.

152 (h) In addition to the requirements set forth in subsection (g) of this section, an agreement
153 for an alternate student teaching or residency experience between an institution of higher
154 education and a nonpublic school shall include the following:

155 (1) A requirement that the higher education institution with an educator preparation
156 program shall document that the student or resident teacher's field-based and clinical experiences
157 include participation and instruction with multicultural, at-risk, and exceptional children at each
158 programmatic level for which the student teacher seeks certification; and

159 (2) The minimum qualifications for the employment of school teachers selected as
160 supervising teachers, including the requirement that field-based and clinical experiences be
161 supervised by a teacher fully certified in the state in which that teacher is supervising.

162 (i) The state superintendent may issue certificates as provided in §18A-3-2a of this code
163 to graduates of educator preparation programs and alternative educator preparation programs
164 approved by the state board. The certificates are issued in accordance with this section and rules
165 adopted by the state board.

166 (1) A certificate to teach may be granted only to a person who meets the following criteria:

167 (A) Is a citizen of the United States, except as provided in subdivision (2) or (3) of this
168 subsection;

169 (B) Is of good moral character;

170 (C) Is physically, mentally, and emotionally qualified to perform the duties of a teacher;
171 and

172 (D) Is at least 18 years of age on or before October 1 of the year in which his or her
173 certificate is issued.

174 (2) A permit to teach in the public schools of this state may be granted to a person who is
175 an exchange teacher from a foreign country or an alien person who meets the requirements to
176 teach.

177 (3) A certificate to teach may be granted to a noncitizen of the United States who holds a
178 valid Permanent Resident Card, Employment Authorization Document, or work permit issued by
179 the United States Citizenship and Immigration Services.

180 (j) Institutions of higher education approved for educator preparation may cooperate with
181 each other and with one or more county boards to organize and operate centers to provide
182 selected phases of the educator preparation program. The phases include, but are not limited to,
183 the following:

184 (1) Student teaching and resident teacher clinical experience programs;

185 (2) Clinical teacher of record programs;

186 (3) Beginning teacher and leader induction programs;

187 (4) Instruction in methodology; and

188 (5) Seminar programs for college students, teachers with provisional certification,
189 professional support team members, and supervising teachers.

190 By mutual agreement, the institutions of higher education and county boards may budget
191 and expend funds to operate the centers through payments to the appropriate fiscal office of the
192 participating institutions and the county boards.

193 (k) The provisions of this section do not require discontinuation of an existing student
194 teacher training center or school which meets the standards of the state board.

195 (l) All institutions of higher education approved for educator preparation in the 1962-1963
196 school year continue to hold that distinction so long as they meet the minimum standards for
197 educator preparation. Nothing in this section infringes upon the rights granted to any institution
198 by charter given according to law previous to the adoption of this code.

199 (m) *Definitions.* — For the purposes of this section, the following words have the meanings
200 ascribed to them unless the context clearly indicates a different meaning:

201 (1) "Nonpublic school" means a private school, parochial school, church school, school
202 operated by a religious order, or other nonpublic school that elects to meet the following
203 conditions:

204 (A) Comply with the provisions of §18-28-1 *et seq.* of this code;

205 (B) Participate on a voluntary basis in a state-operated or state-sponsored program
206 provided to this type of school pursuant to this section; and

207 (C) Comply with the provisions of this section;

208 (2) "At-risk" means a student who has the potential for academic failure including, but not
209 limited to, the risk of dropping out of school, involvement in delinquent activity, or poverty as
210 indicated by free or reduced lunch status; and

211 (3) "Exceptional child" or "exceptional children" has the meaning ascribed to these terms
212 pursuant to §18-20-1 of this code but, as used in this section, the terms do not include gifted
213 students.

§18A-3-2a. Certificates valid in the public schools that may be issued by the state superintendent.

1 In accordance with state board rules for the education of professional educators adopted
2 pursuant to §18A-3-1 of this code, and subject to the limitations and conditions of that section,
3 the state superintendent may issue the following certificates valid in the public schools of the
4 state:

5 (a) *Professional teaching certificates.* —

6 (1) A professional teaching certificate for teaching in the public schools may be issued to
7 a person who meets the following conditions:

8 (A) Holds at least a bachelor's degree from a regionally accredited institution of higher
9 education, and:

10 (i) Has passed appropriate state board-approved basic skills and subject matter tests in
11 the area for which licensure is being sought; and

12 (ii) Has completed a program for the education of teachers which meets the requirements
13 approved by the state board; or

14 (iii) Has met equivalent standards at institutions in other states; or

15 (iv) Has completed three years of successful teaching experience within the last seven
16 years under a license issued by another state in the area for which licensure is being sought; or

17 (v) Has completed an alternative program approved by another state; or

18 (B) Holds at least a bachelor's degree from an accredited institution of higher education,
19 and:

20 (i) Has passed appropriate state board-approved basic skills and subject matter tests; and

21 (ii) Has completed an alternative program for teacher education as provided in this article;

22 and

23 (iii) Is recommended for a certificate in accordance with the provisions of §18A-3-1i of this
24 code relating to the program; and

25 (iv) Is recommended by the state superintendent based on documentation submitted; or

26 (C) Holds a bachelor's degree from an accredited institution of higher education, and:

27 (i) Submits to a criminal history check pursuant to §18A-3-10 of this code: *Provided*, That
28 information discovered during the criminal history check may form the basis for the denial of a
29 certificate for just cause; and

30 (ii) Successfully completes pedagogical training or a pedagogical course or courses in
31 substantive alignment with nationally recognized pedagogical standards, or approved or
32 established by the state board; and

33 (iii) Passes the same subject matter and competency test or tests required by the state
34 board for traditional program applicants for licensure; or

35 (D) Is an honorably discharged member of the armed forces who:

36 (i) Holds at least a bachelor's degree from an accredited institution of higher education
37 that is related to the available position which the veteran has applied to; and

38 (ii) Has passed the basic skills and subject matter test or tests required by the state board
39 for teachers to become certified in the area for which the licensure is sought; and

40 (iii) Is exempt from any additional teacher certification requirements except the criminal
41 history check required by §18A-3-10 of this code.

42 (2) The certificate shall be endorsed to indicate the grade level or levels or areas of
43 specialization in which the person is certified to teach or to serve in the public schools.

44 (3) The initial professional certificate is issued provisionally for a period of three years from
45 the date of issuance:

46 (A) The certificate may be converted to a professional certificate valid for five years subject
47 to successful completion of a beginning teacher induction program, if applicable; or

48 (B) The certificate may be renewed subject to rules adopted by the state board.

49 (4) Teaching certificates granted pursuant to §18A-3-2a(1)(C) of this code shall be
50 equivalent to certificates granted to graduates of teacher preparation programs at public higher
51 education institutions.

52 (b) *Alternative program teacher certificate.* — An alternative program teacher certificate
53 may be issued to a candidate who is enrolled in an alternative program for teacher education
54 approved by the state board.

55 (1) The certificate is valid only for the alternative program position in which the candidate
56 is employed and is subject to enrollment in the program.

57 (2) The certificate is valid while the candidate is enrolled in the alternative program, up to
58 a maximum of three years, and may not be renewed.

59 (c) *Professional administrative certificate.* —

60 (1) A professional administrative certificate, endorsed for serving in the public schools,
61 with specific endorsement as a principal, vocational administrator, supervisor of instructions, or
62 superintendent, may be issued to a person who has completed requirements all to be approved
63 by the state board as follows:

64 (A) Holds at least a master's degree from an institution of higher education accredited to
65 offer a master's degree, and:

66 (i) Has successfully completed an approved program for administrative certification
67 developed by the state board in cooperation with the chancellor for higher education; and

68 (ii) Has successfully completed education and training in evaluation skills through the
69 Center for Professional Development, or equivalent education and training in evaluation skills
70 approved by the state board; and

71 (iii) Possesses three years of management level experience.

72 (2) Any person serving in the position of dean of students on June 4, 1992, is not required
73 to hold a professional administrative certificate.

74 (3) The initial professional administrative certificate is issued provisionally for a period of
75 five years. This certificate may be converted to a professional administrative certificate valid for
76 five years or renewed, subject to the regulations of the state board.

77 (d) *Paraprofessional certificate.* — A paraprofessional certificate may be issued to a
78 person who meets the following conditions:

79 (1) Has completed 36 semester hours of post-secondary education or its equivalent in
80 subjects directly related to performance of the job, all approved by the state board; and

81 (2) Demonstrates the proficiencies to perform duties as required of a paraprofessional as
82 defined in §18A-4-8 of this code.

83 (e) *Other certificates; permits.* —

84 (1) Other certificates and permits may be issued, subject to the approval of the state board,
85 to persons who do not qualify for the professional or paraprofessional certificate.

86 (2) A certificate or permit may not be given permanent status and a person holding one of
87 these credentials shall meet renewal requirements provided by law and by regulation unless the
88 state board declares certain of these certificates to be the equivalent of the professional
89 certificate.

90 (3) Within the category of other certificates and permits, the state superintendent may
91 issue certificates for persons to serve in the public schools as athletic coaches or coaches of other
92 extracurricular activities, whose duties may include the supervision of students, subject to the
93 following limitations:

94 (A) The person is employed under a contract with the county board of education.

95 (i) The contract specifies the duties to be performed, specifies a rate of pay that is
96 equivalent to the rate of pay for professional educators in the district who accept similar duties as
97 extra duty assignments, and provides for liability insurance associated with the activity; and

98 (ii) The person holding this certificate is not considered an employee of the board for salary
99 and benefit purposes other than as specified in the contract.

100 (B) The person completes an orientation program designed and approved in accordance
101 with state board rules.

102 (f) *Clinical teacher of record permit.* —

103 (1) A clinical teacher of record permit may be issued to a candidate who is enrolled in a
104 clinical teacher of record program in accordance with an agreement between an institution of
105 higher education and a county board. The agreement is developed pursuant to §18A-3-1(e) of
106 this code and requires approval by the state board.

107 (2) The permit is valid only for the clinical teacher of record program position in which the
108 candidate is enrolled and is subject to enrollment in the program. The permit is valid for no more
109 than one school year and may not be renewed.

110 (g) *Temporary teaching certificates for armed forces spouses.* —

111 (1) A temporary teaching certificate for an armed forces spouse may be issued to an
112 individual who meets the following criteria:

113 (A) He or she is married to a member of the armed forces of the United States who is on
114 active duty;

115 (B) He or she holds a current unencumbered teaching certificate or license issued by an
116 equivalent credentialing department, board, or authority, as determined by the state
117 superintendent, in another state of the United States, the District of Columbia, Puerto Rico, the
118 United States Virgin Islands, another territory or protectorate of the United States or a foreign
119 country; and

120 (C) He or she provides proof acceptable to the state superintendent that his or her spouse
121 is assigned to a duty station in this state or at a military installation within 50 air miles of the West
122 Virginia border and that he or she is also assigned to a duty station in this state or at a military
123 installation within 50 air miles of the West Virginia border under his or her spouse's official active-
124 duty military orders.

125 (2) The state superintendent shall deny a temporary teaching certificate to an individual
126 described in paragraph (1) of this subdivision for fraud, material misrepresentation or concealment
127 in the person's application for a temporary teaching certificate or for a conviction for which an
128 individual's teaching certificate may be revoked under §18A-3-6 of this code.

129 (3) A temporary teaching certificate issued under paragraph (1) of this subdivision is valid
130 for one year and may be renewed for additional one-year terms if the state superintendent
131 determines the individual holding the temporary teaching certificate continues to meet the
132 requirements of paragraph (1) of this subdivision. The state superintendent may revoke a

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133 temporary teaching certificate for a conviction for which an individual's teaching certificate may
134 be revoked under §18A-3-6 of this code.

The Clerk of the Senate and the Clerk of the House of Delegates hereby certify that the foregoing bill is correctly enrolled.

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Clerk of the Senate

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Clerk of the House of Delegates

Originated in the Senate.

In effect 90 days from passage.

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President of the Senate

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Speaker of the House of Delegates

The within is this the.....
Day of, 2025.

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Governor