



# THE ADJUNCT TEACHER ACT

*Model Policy*

*ExcelinEd, 2023*

## SECTION 1. PURPOSE

The purpose of the Adjunct Teacher Act is to support districts in addressing teacher shortages and diversifying course offerings by allowing them to hire uncertified but otherwise qualified subject-matter experts. Adjunct teachers are professionals who hold bachelor's degrees and have expertise in any subject area offered in a district. Adjunct teachers work under an experienced supervising teacher and are subject to annual evaluations. Adjunct teachers have the option to work toward licensure while in an adjunct teaching role.

## SECTION 2. DEFINITIONS

**Adjunct Teacher:** An adjunct teacher is an individual who holds a bachelor's degree and expertise and/or significant professional experience in a core or non-core subject-area offered by a school or district. School districts may hire adjunct teachers on a full-time or part-time basis.

**Adjunct Certificate:** A certificate issued by a school district to an individual who meets the requirements outlined herein.

**Core Subject:** Any subject classified under the domains of English language arts, mathematics, science, or social science and/or any subject that is subject to the testing and accountability requirements of the state.

**Non-Core Subject:** Any subject or course offered by a school or district that does not fit the criteria of a core subject.

**Supervising Teacher:** A licensed teacher with at least three years of teaching experience and satisfactory evaluations who is responsible for mentoring and evaluating the progress of an adjunct teacher.

## SECTION 3. DISTRICT RESPONSIBILITIES

1. Each individual school district shall post requirements on its website for the issuance of an adjunct teaching certificate, which must specify the requirements for demonstrating mastery in each subject area.
  - a. Subject area mastery requirements differ depending upon the type of subject or course (core or non-core) an adjunct teacher is contracted to teach.
    - i. In core subjects/courses, subject area mastery is determined through passage of a subject-area test and/or industry certification;
    - ii. In non-core subjects/courses, subject area mastery may be determined through any of the following: passage of a relevant subject area test, industry certification, or significant professional experience in a non-core subject, where "significant" is determined <sup>(a)</sup> by the certifying district.
2. Districts may award adjunct certificates annually, where each certificate is valid through the term of the annual contract between the district and the educator.
3. Districts may renew adjunct certificates each time they renew an annual contract, provided that the adjunct teacher has been rated effective or highly effective the previous year.
  - a. Certificates issued to teachers in core subject areas may be renewed twice. Core-subject area teachers may not teach for more than three consecutive or non-consecutive years with adjunct certification.



4. Districts may use adjunct teachers to provide full or part-time online instruction in any subject where the adjunct teacher has expertise. Districts will appoint a supervising teacher to oversee and participate in the evaluation of each adjunct teacher's work and effectiveness.
5. Districts will annually evaluate each adjunct teacher in the district according to the district's state approved evaluation system.
6. Districts may provide preference to adjunct teachers who wish to participate in certification programs offered in or operated by the district.
7. Districts will annually report to the Department the number of adjunct teaching certificates issued for part-time teaching positions and full-time teaching positions, delineated by subject and/or course and grade level, pursuant to this section.

#### SECTION 4. DEPARTMENT OF EDUCATION RESPONSIBILITIES

1. The Department shall annually track and report on its website the number of adjunct teaching certificates issued by districts, delineated by district, school, subject area and/or course and grade level.
2. The Department shall permit adjunct teachers to participate in any state sponsored teacher certification programs while they practice in a district. The Department shall provide guidelines for participation in these programs.

#### SECTION 5. ADJUNCT TEACHER RIGHTS

1. Individuals who are certified and employed as adjunct teachers shall have the same rights and protections enjoyed by other certified teachers in the state.