



**House Education Policy Reported Substitute for  
HB306**

1

2

3

4

5 A BILL

6 TO BE ENTITLED

7 AN ACT

8

9 Relating to K-12 teacher certification; to add Section  
10 16-23-3.2 to the Code of Alabama 1975; to establish the  
11 Military Veteran Temporary Teaching Certificate, to authorize  
12 the State Board of Education to grant temporary teaching  
13 certificates to veterans who meet certain requirements for  
14 providing instruction in certain teaching fields for which the  
15 state board otherwise requires a bachelor's degree.

16 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

17 Section 1. Section 16-23-3.2 is added to the Code of  
18 Alabama 1975, to read as follows:

19 \$16-23-3.2

20 (a) The State Board of Education shall establish a  
21 Military Veteran Temporary Teaching Certificate. A Military  
22 Veteran Temporary Teaching Certificate shall be available for  
23 a teaching field for which the state board otherwise requires  
24 a bachelor's degree. The department may issue a temporary  
25 certificate pursuant to this section to any applicant who:

26 (1) Documents 48 months of active duty military service  
27 with an honorable discharge or a medical separation;

28 (2) Submits to the state board the required application



## **House Education Policy Reported Substitute for HB306**

29 forms and fees and satisfactorily completes a criminal history  
30 background information check pursuant to the Alabama Child  
31 Protection Act of 1999;

32 (3) Is recommended for certification by a local  
33 superintendent of education or private K-12 school  
34 administrator; and

35 (4) Verifies compliance with all of the following  
36 admission criteria:

37 a. Completion of 60 college credits with a minimum  
38 cumulative grade point average of 2.5 on a 4.0 scale, as  
39 evidenced by one or more accredited institutions of higher  
40 education.

41 b. A passing score on the appropriate Praxis content  
42 test of the Alabama Educator Certification Assessment Program  
43 (AECAP).

44 c. Any other admission criteria established by the  
45 State Board of Education.

46 (b) After receiving temporary certification, the  
47 individual shall be assigned a mentor by the employing  
48 superintendent for a minimum of two school years after  
49 commencing employment, or participate in the Alabama Teacher  
50 Mentor Program if hired by a local board of education that  
51 participates in the program.

52 (c) A temporary certificate issued pursuant to this  
53 section is valid for five school years, is limited to a  
54 one-time issuance, and is nonrenewable.

55 (d) **Time served as a teacher pursuant to a temporary**  
56 **certificate under this section shall not be counted in**



**House Education Policy Reported Substitute for  
HB306**

57 determining continued service status.

58 (e) Individuals who receive a temporary certificate  
59 under this section shall not be available to receive an  
60 emergency certificate pursuant to Section 16-23-3(f).

61 (f) When notifying the individual of his or her  
62 temporary certificate approval, the department shall also  
63 inform the individual of the certificate's expiration date and  
64 provide a list of methods to complete the qualifications for a  
65 professional certificate.

66 (g) The State Board of Education shall adopt rules to  
67 implement this section.

68 Section 2. This act shall become effective on October  
69 1, 2026.