

# Native American Tribal Language and Culture Teachers:

## **Program Overview**

Michigan Compiled Law (MCL) [380.1531f](#) enables the Michigan Department of Education to enter into a memorandum of understanding (MOU) with a federally recognized Native American Tribe, the board of a school district, or the board of directors of a public school academy that authorizes teachers who do not possess a valid Michigan teaching certificate to teach a Native American tribal language and culture class for [Michigan Merit Curriculum](#) (MMC) credit.

## **Memorandum of Understanding**

To begin this collaboration a Native American tribe or Michigan school must obtain the MOU template from the Office of Educator Excellence (OEE) at 517-241-5000 or [MDE-EducatorHelp@michigan.gov](mailto:MDE-EducatorHelp@michigan.gov).

## **Letter of Support**

Once the MOU is on file with OEE, the leadership of the Native American tribe must provide a letter of support for the specific educator that has been identified for employment by the school under the MOU. The letter must include the individual(s) name and school(s) of employment. This letter must be received by the MDE - Office of Educator Excellence (OEE) prior to placement in the teaching assignment.

## **Full-year Basic Substitute Permit**

Once the letter of support has been submitted to OEE, the employing school district must apply for a Full-year Basic Substitute Permit for the identified individual. Additional information is available for [obtaining a permit](#). During the application process, the MCL 380.1531f option is selected, thereby waiving all the standard permit requirements.

## **Employment**

The MOU, signed by all parties, and the letter of support must be on file with the OEE and the permit paid for and valid prior to employment or implementation of the program.

A school district may continue to employ the educator under the MOU for up to 3 years. A Full-year Basic Permit must be obtained yearly. At the end of the 3-year validity of the MOU, it can be renewed if agreed upon by all parties.