



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING


GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: November 2, 2023

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: Delsa D. Chapman, Ed.D., Deputy Superintendent 
Division of Educator, Student, and School Supports

SUBJECT: Elementary (ZG) & World Language (FA-FS) Staffing Flexibilities

This memorandum announces additional staffing flexibilities to intermediate school districts and local education agencies, both traditional public school districts and public school academies.

Due to the teacher staffing shortage, teachers with the Elementary K-5 All Subjects (K-8 All Subjects in Self-Contained Classroom) (ZG) endorsement *may also* teach certain assignments outside the grade range and content area listed on their certificate without a permit. Teachers with an Elementary K-5 All Subjects (K-8 All Subjects in Self-Contained Classrooms) (ZG) endorsement may now be placed in grades K-8 in any subject area, whether the structure is self-contained or departmentalized. Previously, teachers with a ZG endorsement could only teach departmentalized courses in grades 6-8 if they also held an additional endorsement for that subject area (e.g., a teacher with a ZG endorsement was required to have a mathematics (EX) endorsement to teach math in grades 6-8). Under this new flexibility, a teacher with a ZG endorsement alone is not restricted from teaching departmentalized coursework in grades 6-8.

Additionally, Michigan's world language endorsements (FA-FS) that denote preparation for a narrower grade range than Pre-K-12 *may also* teach the language identified by their endorsement across the full Pre-K-12 grade range.

The Michigan Department of Education will periodically review and modify these flexible placement policies to address state workforce and student needs.

Additional information on staffing flexibilities, including similar flexibilities already in place for [new elementary endorsements and grade bands](#), can be found on the Michigan Department of Education's [Permits and Placement webpage](#) or by contacting MDE-EducatorHelp@Michigan.gov.

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Departments
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