



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

GRETCHEN WHITMER  
GOVERNOR

MICHAEL F. RICE, Ph.D.  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** October 10, 2024

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

**FROM:** Dr. Michele A. Harmala, Deputy Superintendent  
Division of Educator Excellence, Career Technical  
Education, Special Education, and Administrative Law

**SUBJECT:** New Core Content Grade Level Staffing Flexibilities

In support of [Michigan's Top 10 Strategic Education Plan](#) Goal 7 to increase the numbers of certified teachers in areas of shortage and in an effort to improve student achievement, the Michigan Department of Education (MDE) seeks to provide access to high-quality instruction for all students. This memorandum announces additional staffing flexibilities to intermediate school districts and local education agencies, both traditional public school districts and public school academies. Districts may now place teachers whose certificates contain content endorsements with K-8, 6-8, 5-9, K-9, 5-12, or 6-12 grade ranges **one grade level** outside the grade range explicitly listed on their teaching certificate without the district needing to request a permit.

This new flexibility only applies to general education content area endorsements that currently carry a grade range. It **does not apply** to special education, English as a second language, bilingual, pre-K, or elementary Z-coded program endorsements.

This allowance complements previously released flexibilities connected with the new grade bands and the 2022 [Appropriate Placement Using Michigan's Re-Envisioned Staffing System](#), as well as the [elementary and world language staffing flexibilities](#) announced in November 2023.

Examples of new placement flexibilities:

- Language Arts K-8 (BX) may also teach 9<sup>th</sup> grade language arts without a permit.
- Mathematics 6-12 (EX) may also teach 5<sup>th</sup> grade math without a permit.
- Health 6-8 (MA) may also teach 9<sup>th</sup> grade health without a permit.

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Additional information on staffing flexibilities can be found on MDE's [Permits and Placement webpage](#) or by contacting the Office of Educator Excellence at [MDE-EducatorHelp@Michigan.gov](mailto:MDE-EducatorHelp@Michigan.gov).

cc: Michigan Education Alliance  
Confederation of Michigan Tribal Education Departments