5. Professional Qualifications

- **Part 1** – State “explicitly” whether or not in the current fiscal year the LEA uses its Charter or Strategic Waiver flexibility to waive certification. [O.C.G.A. 20-2-80, 20-2-2065, ESSA Sec. 1112(e)(1)(B)(ii)]
  
  Yes

- **Part 2** - If the LEA waive certification, specify whether or not, in the current fiscal year, certification is waived:
  
  i. for all teachers (except Special Education), or
  
  ii. for a select group of teachers (please specify content fields and grade level bands, P-5, 4-8, 6-12, P-12).

  [Note that in Georgia certification requirements for Special Education CANNOT be waived. All Special Education teachers are required to hold GaPSC special education certification that is in-field for the course to which the teacher is assigned. All educators must hold a GaPSC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-.05, ESSA Sec. 1112(e)(1)(B)(ii)]
  
  Certification may be waived for all teachers except special education.

- **Part 3** - If the LEA waives certification, state the minimum qualifications required for employment of teachers for whom certification is waived (example: bachelor’s degree, content assessment, coursework, field experience, etc.). If no requirements exist beyond a Clearance Certificate, please explicitly state so. [Sec. 1112(e)(1)(B)(ii)]

  To meet Bibb County’s minimum professional qualifications employees must meet the following requirements: Hold a bachelor’s degree from an accredited institution of higher education or industry certification; pass the Georgia Professional Standards Commission’s basic skills assessment or meet the exemption criteria within the first year of employment; possess a minimum GPA of 2.5 (a Master’s degree waives the GPA requirement); possess a minimum of 18 credit hours or a passing score on the Georgia Professional Standards Commission’s content assessment for the area/subject they will teach; possess a Clearance Certificate from the GAPSC; and have a teaching/work assignment that is appropriate for their specialized training or field(s) of expertise. The minimum qualifications for CTAE teachers. The minimum professional qualifications for non-certified (CTAE) instructors who do not hold a bachelor’s degree is at least 3 years of specialized in field work experience and at least one aligned specialized industry credential. If the instructor holds a degree, they are paid on a Professional Level (T) according to their degree. If the Instructor does not hold a degree, they will be paid at the (T2) level according to their specialized in field work experience and industry credentials. All non-certified instructors are given a 10 year cap on their verifiable work experience.