

## MEMORANDUM

**TO:** District Superintendents  
District Personnel Administrators

**FROM:** Abbey Duggins, PhD  
Deputy Superintendent, Division of College, Career, and Military Readiness

**DATE:** August 19, 2025

**RE:** Noncertified Teacher Pilot Program Update

[Act 30 of 2025](#) authorizes the South Carolina Department of Education (SCDE) to establish a noncertified teacher pilot program, allowing a participating school to hire noncertified teachers meeting eligibility requirements at a ratio up to 10% of the total number of teachers in the school. Within three years of employment, these individuals must enroll in an approved teacher preparation program.

The SCDE has begun the development of the pilot implementation guidelines for State Board approval. These rules must establish requirements for schools to participate in the pilot, certification fields and eligibility requirements for noncertified teachers, criteria for the review of fingerprint-based background checks required by the statute, and procedures for issuing a registration to noncertified teachers in the pilot.

Currently, the SCDE's sole authority to receive fingerprint-based reports using records of the Federal Bureau of Investigation (FBI) and the South Carolina State Law Enforcement Division (SLED) is for the purpose of teacher certification—not for the registration of noncertified teachers in the pilot. The SCDE Office of Educator Services is engaged with SLED to complete all mandated steps before candidates may apply and complete the fingerprinting process under the new agency code recently issued by the FBI for the sole purpose of the noncertified teacher pilot. These requirements include updates to technical systems and procedures with the fingerprinting vendor and SLED as well as with the SCDE. No candidate for the noncertified teacher pilot may be fingerprinted under this authorizing statute until the SCDE receives final approval from law enforcement agencies.

To prepare for State Board approval of pilot implementation guidelines and final approval from SLED allowing candidates to be fingerprinted, superintendents may consider which schools should be eligible for the pilot and how many positions would be eligible given the

August 19, 2025

ratio of up to ten percent of a school's staff. Districts and principals should be aware that eligible noncertified teachers must possess a suitable baccalaureate or graduate degree for the position and must have at least five years of relevant workplace experience. Due to limitations in the federal Individuals with Disabilities Education Act (IDEA), special education fields will not be included in the pilot.