INTERSTATE TEACHER MOBILITY COMPACT

Article I: Purpose
The purpose of this Compact is to facilitate the mobility of teachers across the member states, with the goal of supporting teachers through a new pathway to licensure.
The ITMC will:

- Create a streamlined pathway to licensure mobility for teachers;
- Support the relocation of Eligible Military Spouses;
- Facilitate and enhance the exchange of licensure, investigative, and disciplinary information between the Member States;
- Enhance the power of state and district level education officials to hire qualified, competent teachers by removing barriers to the employment of out-of-state teachers;
- Support the retention of teachers in the profession by removing barriers to relicensure in a new state; and
- Maintain state sovereignty in the regulation of the teaching profession

Article II: Definitions
This section establishes the definitions of key terms as used throughout the compact, to alleviate confusion on the part of practitioners and jurisdictions. Defined terms are capitalized throughout the document.

Article III: Licensure Under the Compact
This section describes the model of licensure reciprocity and the responsibilities of member states in effectuating the compact. It also highlights the upholding of state sovereignty and the narrow scope of the compact in its effect on state licensing policy.
Member states must submit a list of eligible licenses that the state will grant in accordance with the compact to licensees coming from other compact member states.
The requirements for a license to be eligible are as follows:

- Requirements for licensure include a bachelor's degree (except as provided below)
- Requirements for licensure include a state-approved program for teacher licensure
- The license is not a restricted, probationary, provisional, substitute or temporary credential (except as provided below)

Teachers coming from one compact member state to another will be granted, upon their application, the closest equivalent eligible license to the one currently held. The receiving state may determine that there is no equivalent eligible license.
This section also outlines population-specific carveouts as follows:

- Eligible Military Spouses may exchange licenses that are probationary or provisional
- Career and Technical Education Teachers licenses that do not require a bachelor's degree may be considered eligible

Article IV: Licensure Not Under the Compact
This section highlights specific cases within the operation of the compact that states maintain authority.

- States may impose additional state-specific requirements at the point of renewal
- States may require additional documentation and information to place teachers on a state salary schedule
- States maintain ownership of licensee data and information
- Existing agreements between states that include licensure reciprocity or benefits to out-of-state teachers are not superseded by the compact

Article V: Teacher Qualifications and Requirements for Licensure Under the Compact
This section outlines requirements for a teacher to utilize the compact to receive an equivalent license in a member state. Those are as follows:

- Except as provided for eligible military spouses, a teacher may only be eligible to receive a license under this compact where that teacher holds a valid, unencumbered license in a member state.
- Upon their application to receive a license under this compact, a teacher must undergo a criminal background check in the receiving state in accordance with the laws and regulations of the receiving state; and
- A teacher must provide the receiving state with information in addition to the information required for licensure for the purpose of determining compensation, if applicable.

Article VI: Discipline / Adverse Action
This section states that discipline authority remains with the member states and their respective practice laws.
Member states are authorized and required to provide files and information regarding investigation and discipline of teachers. Member states are required to communicate the intention for disclosure and protect any shared information.

Article VII: Establishment of the Interstate Teacher Mobility Compact Commission
This section outlines the composition and powers of the compact commission and executive committee. The compact is not a waiver of sovereign immunity.

- Each member state is entitled to exactly one commissioner, who is the primary administrative officer of the state licensing authority or their designee.
- Each commissioner has one (1) vote on commission rules and bylaws.
- The commission may establish a term of office, code of ethics, bylaws, rules, a budget and financial records in order to carry out the compact.
- The commission may elect an executive committee composed of seven delegates.
- All commission meetings shall be open to the public unless confidential or privileged information must be discussed.

Article VIII: Rulemaking

- Rules carry the force of law in all member states.
- A simple majority of member state legislatures may veto a rule of the commission.
- If the commission takes an action that is beyond the scope of the compact, the action is invalid and has no force and effect.

Article IX: Facilitating Information Exchange

This section requires that the commission provide facilitating the information exchange required for the administration of the compact and reiterates that the compact does not limit or inhibit a member state's ability to maintain ownership of its licensure data.

Article X: Oversight, Dispute Resolution, and Enforcement

This section ensures compliance with the compact by member states. The procedures to be followed in the event of a failure by a member state to comply with the compact include:

- A period of technical assistance in remedying the situation;
- Dispute resolution, including mediation and binding processes; and
- Termination from the compact if no other means of compliance is successful.

The commission shall attempt to resolve any compact-related disputes that may arise between states.

Article XI: Effectuation, Withdrawal, and Amendment

The compact takes effect on the date of enactment by the tenth state. States that join the compact before the first convening of the commission (Charter Member States) shall determine that

States that join after this date are subject to the rules of the commission as they exist on the date when the compact becomes law in that state.

Member states may enact a law to repeal their membership in the compact. A state's withdrawal takes effect 6 months after enactment of such law.

The compact may be amended by every member state enacting the amendment into law.

Article XII: Construction and Severability

The compact is to be liberally construed to effectuate its purposes. The compact's provisions are severable, meaning that:

- If a provision is declared to conflict with the United States constitution, all other provisions remain valid for all member states, and
- If a provision is held contrary to a member state's constitution, the compact retains its full force in all other states, and all other provisions remain valid in the affected state.

Article XIII: Consistent Effect and Conflict with Other State Laws

This section reiterates that teachers are subject to the scope of practice of the state in which they are practicing. It also reiterates that rules and bylaws of the commission are

binding on member states. According to legal precedent, if a conflict exists between a state law and the compact, the state law is superseded to the extent of the conflict.