MSD: LEA-Specific Educator Licenses and Endorsements

When unique circumstances require use of an LEA-specific educator license or endorsement, the Administration shall implement the LEA-specific license process consistent with State Board rule and this policy. An applicant for a Millard LEA-specific license shall hold a bachelor's or higher degree in a related field of study or possess exceptional or specialized occupational experience, training, or expertise directly related to the assignment; complete a criminal background check; and complete the educator ethics review within the required time period.

An LEA-specific endorsement may be issued for a one- to three-year period upon request from a District administrator for a licensed educator who is not endorsed in the area of assignment. The application shall receive approval from the Board of Education in a public meeting and shall include the rationale for the appointment and verification that the District has an inadequate supply of highly qualified and suitable licensed applicants in the license or endorsement area after a reasonable posting period of not less than five days, unless the position is hourly and the posting requirement does not apply.

Educators placed on a Millard LEA-specific license or endorsement serve under temporary employment agreements. The LEA-specific license area or endorsement is valid for up to three years, subject to State Board requirements, and expires if the educator's employment with the District ends and the educator is not rehired by the District as an educator in the next contract year. The District is not authorized to issue an LEA-specific educator license in Special Education or Preschool Special Education.

Within the first year of employment, the educator shall complete training in educator ethics, classroom management and instruction, basic special education law and instruction, and Utah Effective Teaching Standards, and shall participate in the District mentoring program. The District and educator shall jointly develop an associate licensing plan designed to encourage transition from a Millard LEA-specific license to an associate or professional license when appropriate. Schools using LEA-specific licenses, license areas, or endorsements shall make the required website disclosures, including the fact that the school employs individuals holding LEA-specific credentials, the percentage of LEA-specific credentials, and a link to the Utah Educator Look-up Tool.

Source: MSD Policy 4070, approved 2020.