

3 (LC)
November 28, 2017

TO: VSBPE Licensure Committee

SUBMITTED BY: Deb Giles and Ron Ryan

ITEMS FOR DISCUSSION: Additional Temporary License

BACKGROUND:

At the October 26, 2017, meeting the Licensure Committee began a discussion to explore offering an additional temporary license. The additional temporary license would be for Vermont educators whose licenses have expired, but have been called upon by a school district to complete a long-term substitute position when the school district has exhausted every avenue to find a licensed educator in the endorsement area.

For Discussion:

Possible Criteria:

- Must be a retired Vermont educator whose license has expired two or more years, but not more than ten years.
- Retired educator must have held endorsement required for long-term substitute position.
- Educator has no plans of reinstating endorsement.
- License shall only be issued for the remainder of current school year.
- The substitute license can only be issued once for each educator.
- Extensions shall not be granted – educator may reinstate expired endorsement or school district may apply for Provisional to allow educator time to reinstate.
- Waivers will not be granted for extensions.
- Any additional requirement for endorsement would need to be valid (clinical license, CPR-AED etc...)
- Cost associated with change in ALiS to add another type of temporary license
- Another alternative to an additional license - be part of the current emergency license process (address language)???
- Any other requirements?????
- Continue to address???
- No need to further discuss – Emergency and Provisional Licenses ample as is.

Rule 5350: Provisional License and Endorsements:

5351 The Standards Board, or its designee, shall issue a two-year Provisional License with an endorsement to an individual on the application of a superintendent, director, headmaster of an independent school, or Career Technical Director, when the local district or independent school is unable to find an appropriately licensed and/or endorsed applicant after making all reasonable efforts to do so, or when a licensed or endorsed applicant does not possess the qualifications necessary for the specific assignment. The application for a Provisional License or endorsement shall include a plan for obtaining a Level I Professional Educator's License or endorsement and an explanation of how the applicant will be mentored and supervised during the two-year period of the Provisional License by a professionally licensed Vermont educator.

Qualifications – With the exceptions below, applicants for a Provisional License and/or endorsement shall possess a baccalaureate degree and meet at least one of the following criteria:

- a) possess any valid professional educator license from Vermont or from another state;
- b) possess any expired Vermont educator license or any expired educator license from another state, provided the license expired no fewer than two years and no longer than 10 years ago;
- c) have a major or the equivalent in the content area of the provisional endorsement sought;
- d) have successfully completed the licensure content assessment for the provisional endorsement sought.
 - i. Applicants for a Provisional School Nurse or Associate School Nurse endorsement must hold an RN degree and a current Vermont nursing license.
 - ii. Applicants for Provisional Associate School Nurse endorsements must have an Associate's Degree/Diploma from a nursing program accredited by the National League for Nursing (NLN) but are exempt from the baccalaureate degree requirement.
 - iii. Applicants for Provisional Career Technical Education endorsements must have a current Level I or Level II Vermont Educator's License.
 - iv. Applicants for a Provisional Educational Speech Language Pathologist endorsement must hold a current Vermont clinical SLP license.
 - v. Applicants for Provisional Junior ROTC Instructor endorsements must hold the Department of Defense certification as a junior ROTC instructor and are exempt from the baccalaureate degree requirement.
 - vi. Applicants for Provisional Driver and Traffic Safety Education endorsement must demonstrate coursework equivalent to Vermont's Driver Education I and II and meet the Additional Requirements for the endorsement.

- vii. Applicants for a Provisional School Psychologist endorsement must hold a current Vermont Clinical Psychologist license or be a currently Nationally Certified School Psychologist (NCSP) through the National Association for School Psychologists (NASP).
 - viii. Applicants for a Provisional endorsement in human services/ personal care must hold appropriate licenses via the Vermont Office of Professional Regulation.
- 5352 A provisional endorsement may be requested without making all reasonable attempts to find a properly endorsed person when the superintendent wishes to assign a current employee who is licensed in Vermont, but not properly endorsed for the assignment, or an unlicensed individual who is a candidate in a diversity program approved by the Secretary. In either instance the individual must submit a plan by which he/she will qualify for licensure and/or endorsement within the two year provisional period. If the employee is not properly endorsed at the expiration of the provisional endorsement, the district shall make all reasonable efforts to seek a properly endorsed applicant.
- 5353 Provisional License or endorsement requests shall not be approved before June 1 for the ensuing year unless the request is for an administrator whose assignment for the ensuing year begins prior to that date. Provisional License requests for such assignments shall not be approved prior to April 1 for the ensuing school year.
- 5354 A Provisional License or endorsement shall expire on June 30 of the second school year for which it was granted.
- 5355 A Provisional License or endorsement shall not be extended for any individual unless the Standards Board, or its designee, determines that extenuating circumstances exist that prevented the individual from completing the approved plan for obtaining a Level I Professional Educator's License. A Provisional License or endorsement shall not be granted a second time in the same endorsement area for any individual, unless the Standards Board or its designee determines that extenuating circumstances exist.
- 5356 An educator who holds a Provisional License may be employed by any school district during the life of the Provisional License if the employing district shows need in accord with Section 5351 of these rules.

Rule 5360: Emergency Licenses and Endorsements:

The Standards Board, or its designee, shall issue a one-year Emergency License or endorsement to an individual on the application of a superintendent or director of an independent school when the local district or independent school is unable to find appropriately licensed and/or endorsed applicants, or applicants who meet the qualifications for a provisional, or apprenticeship license; after making all reasonable efforts to do so.

5360 Emergency Licenses and endorsements shall be issued only to individuals who hold a baccalaureate degree, but do not meet the qualifications for a Provisional License as stated in Section 5351 of these rules. The application for an Emergency License shall include an explanation of how the applicant will be mentored and supervised. Applicants for emergency Career Technical Education endorsements need not meet the baccalaureate degree requirement.

5361 Emergency Licenses or endorsement shall be approved for the ensuing school year, at a date determined by the Agency.

5362 An Emergency License or endorsement shall expire on June 30 of the school year in which it was issued, shall be valid only for the assignment for which it was issued, and cannot be extended for a second year.

5363 An Emergency License shall not be issued for the following endorsements:

- 20 Assistant Director for Adult Education
- 92 Career Technical Center Director
- 73 Career Technical Education School Counseling Coordinator
- 87 Career Technical Education Special Needs Coordinator
- 93 Director of Curriculum
- 86 Director of Special Education
- 30 Driver and Traffic Safety Education
- 80 Early Childhood Special Educator
- 84 Educational Speech Language Pathologist
- 81 Intensive Special Education Teacher
- 16 Junior ROTC Instructor
- 91 Principal
- 65 School Nurse
- 65A Associate School Nurse
- 64 School Counselor
- 66 School Psychologist
- 54 School Social Worker
- 82 Special Educator
- 85 Special Education Consulting Teacher
- 90 Superintendent
- 68 Teacher of the Deaf and Hard of Hearing

- 67 Teacher of the Visually Impaired

Rule 5380: Substitute Educators:

5381 Qualifications

Each local school board shall adopt a policy establishing employment qualifications for persons who substitute for educators in their absence. Each policy shall require at minimum that the substitute has graduated from high school.

5382 Time Limits and Extensions

An unlicensed person employed as a substitute pursuant to local school board policy may substitute for up to thirty (30) consecutive student days in the same assignment. In order to continue to employ an unlicensed person in this assignment beyond thirty (30) consecutive student days, the superintendent shall apply for an Emergency or Provisional License for the person pursuant to Sections 5350 and 5360 of these rules.

Licensed educators may substitute in a field outside of their endorsement field for thirty student days in the same assignment. Upon application by the superintendent, the Standards Board or its designee may grant one extension for an additional thirty (30) days. In order to continue to employ a licensed educator beyond sixty (60) days outside of his/her endorsement field, the superintendent shall apply for a Provisional License for the person pursuant to Section 5350 of these rules.