

Eminence Designation Guidelines

The purpose of an eminence designation is to allow individuals with exceptional training or expertise to teach or work in the public schools on a limited basis (R277-301-8). The eminence designation is assigned to an approved LEA-Specific license, license area, or endorsement for:

Teachers teaching no more than 37% of the regular Instructional Load

Eminence designation for these individuals are processed in the same manner as regular LEA-Specific licenses. They must be entered into the CACTUS system by the LEA.

- Guidelines:*
- Individual may only teach up to 2 class periods per day (0.37 FTE or less);
 - Individual may only teach up to 2 subjects per day;
 - Individual must have a cleared **Background Check** through USBE requested after 7/1/2015;
 - Individual must have completed their **Ethics** within the last year;
 - Must be requested in CACTUS before Nov. 1, 2021 to qualify for Educator Salary Adjustment Funds;
 - LEA-Specific (LEA-S) requests must be in CACTUS and required paperwork submitted prior to April 30, 2021 before 5pm to qualify for end of year funding.
 - Due to the deadline regarding licensure and the Legislative Salary Adjustment, LEAs may wish to ensure that all such requests are entered and received by USBE on or before Oct. 15.
 - If an individual is hired after Nov. 15th, the designation must be requested in CACTUS and summary list received within 30 days of hire date.

Teachers teaching more than 37% of the regular Instructional Load

Expanded Eminence designation requests are processed and received by the Utah State Board of Education differently than other LEA-Specific (LEA-S) Licenses. **These designations are intended to be a last resort for individuals who are unable to be licensed through other routes.** Designation LEAs are encouraged to review Utah Administrative Rule R277-301-8 for guidance as to when this type of designation should be used. It is anticipated that these requests will receive more scrutiny from the Utah State Board of Education than other requests for LEA – Specific Licenses.

Procedural Steps:

1. A formal letter requesting the Eminence designation of an LEA-Specific (LEA-S) License must be submitted to USBE Educator Licensing staff.
 - a. If the LEA can find no other qualified individual to fill the position the letter must include information detailing the position, recruitment actions taken, the qualifications of all applicants, the LEA's rationale for hiring the individual, and why the individual is not eligible for other licensure routes.
 - b. If the LEA has determined that the most qualified individual to fill the position is an individual that holds exceptional skills, training, expertise, and experience but does not hold an Utah Educator License the letter must include information detailing the position, the individual's skills, training, expertise, and experience, the LEA's rationale for hiring the individual and why the individual is not eligible for other licensure routes.
 - c. The letter must be co-signed by the LEA's chief administrative officer and Local Board President
 - d. If applicable, the letter must be accompanied by any documentation related to the claims made in the letter.

2. Licensing staff shall review and then notify the LEA of its decision regarding the request as soon as possible after receipt.
 - a. If the request is not approved for submission to the Board
 - i. the LEA will be notified in writing as to why the request was not approved;
 - ii. deadline permitting, the LEA will be given an opportunity to resubmit a revised request.
 - b. If the request is approved for submission to the Board
 - i. the LEA will be notified in writing of the approval;
 - ii. the LEA will then enter the LEA-Specific request, in CACTUS and notify USBE when complete.
3. If approved for submission to the Board, licensing staff shall prepare a memo to be submitted to the Utah State Board of Education that will accompany the original request letter prepared by the LEA.
 - a. The memo will indicate licensing staff's recommendation of approval or denial of the request and, if applicable, indicate that documentation of claims made in the LEA letter has been reviewed.
4. If approved by the Board, the designation will be entered into CACTUS by USBE and is valid for the duration of the LEA – Specific License and/or endorsement.
5. If the individual will remain in employment beyond the initial approval and expiration of the LEA – Specific Licenses and/or endorsement, the process will need to be completed again.

- Guidelines:*
- Individual must have a cleared background check through USBE within 3 calendar years of the request or a cleared background check through USBE that was requested after 7/1/2015¹;
 - Individual must have completed their Ethics within the last year;
 - Timelines for submission are the same as those for all LEA-Specific (LEA-S) Licenses (see above)) except that reasonable leeway may be given if a deadline is missed due to the LEA exploring the availability of other licensure routes;
 - As this process may take a considerable amount of time, LEAs are encouraged to start working on these types of requests as soon as possible after July 1.
 - All such requests received before Nov. 1 will be presented at the November Board meeting.

Submission:

- Submit the form to licensing@schools.utah.gov

¹ This clearance must also be less than 5 years old or the individual must have had continuous licensing from the date of clearance to the date of the request.