

Policy Type: Governance Policy

Title: Educator Licensing Policy

Effective: May 20th, 2026

Purpose

The purpose of this Educator Licensing Policy is to establish general expectations, responsibilities, and procedures for Custom Class Charter School (“Custom Class”) in a manner consistent with applicable law, Utah State Board of Education rule, and the school’s flexible instructional model.

1. General Policy Statement

Custom Class adopts this policy to support lawful, safe, effective, and mission-aligned school operations. The Governing Board authorizes school administration to implement this policy through procedures, forms, training, and operational practices that are appropriate for Custom Class’s online, hybrid, community-based, and in-person programs.

This policy is intended to be applied flexibly and reasonably. When operational details are not specifically stated in this policy, school administration may establish procedures consistent with the policy, applicable law, and Board direction.

2. LEA-Specific Educator Licenses

Custom Class may request LEA-specific educator licenses, license areas, or endorsements for qualified individuals when doing so supports the school’s mission, staffing needs, specialized programs, career and technical education offerings, or student needs.

An LEA-specific license is valid only for the assignment and LEA for which it is approved and expires as provided by rule, including when the educator’s employment with Custom Class ends.

3. Candidate Qualifications and Review

Before requesting an LEA-specific license, school administration shall review the candidate’s background, education, professional experience, content knowledge, instructional capacity, applicable industry expertise, and ability to meet student needs.

Candidates shall complete required background checks, ethics requirements, and licensing processes. Custom Class may require interviews, reference checks, review of transcripts or credentials, demonstration of competency, or other evidence of readiness.

4. Educator Preparation and Support

Custom Class shall provide educator preparation and support aligned to the Utah Effective Educator Standards and appropriate to the educator’s assignment. Support may include mentoring, coaching, supervision, professional learning, curriculum support, classroom management support, assessment training, special education training, or other school-directed supports.

The school may establish professional learning requirements and may monitor progress toward professional licensure, endorsement requirements, or continued authorization.

5. Assignment and Disclosure

Custom Class shall make reasonable efforts to assign educators consistent with license areas, endorsements, and authorizations. The school may post or otherwise make available required information regarding educator licensing and qualified educator percentages as required by law.

Administration and Review

School administration may maintain procedures, forms, training materials, agreements, and internal guidance necessary to implement this policy. The Governing Board may review and revise this policy periodically to reflect legal updates, USBE guidance, operational needs, or Board direction.

Nothing in this policy creates a private right of action, contract right, or entitlement beyond that required by applicable law. If any provision conflicts with controlling law, the law shall govern and the remaining provisions shall continue in effect.

Certification

The undersigned officers and/or Board of Directors of Custom Class Charter School certify that this policy was duly adopted as of the date below.



Matthew J. Middione - Board Chair



Douglas Reed - Board Vice Chair

Effective Date: May 20th, 2026

Revised Date:

References

R277-301; R277-330; Utah Code § 53E-6-201