



For the 2020-21 school year, the limitations on assignment to a role without the appropriate license have been modified. The Board of Elementary and Secondary Education voted on November 24, 2020, to [adopt amendments to licensure regulations](#). These amendments will allow educators in certain roles (1) to work up to a full year as a temporary substitute teacher without a license, (2) to be assigned up to 50 percent outside of the field and level of any licenses they hold, and (3) to count licensed employment as a temporary substitute teacher toward [Professional Teacher Status \(PTS\)](#).

2020-2021 School Year

Temporary Substitute Teachers 603 CMR 7.02 Definitions

Extension Long-Term Substitute

Employment up to full 2020-21 school year as a temporary substitute teacher with a bachelor's degree but no license for the field or level of the role for the 2020-21 school year.

Special Education Exceptions

Educators who are employed on a temporary basis in any of the following roles must either be licensed for the role or working under a hardship waiver after 90 days:

- Moderate Disabilities
- Severe Disabilities
- Deaf and Hard of Hearing (ASL/TC)
- Deaf and Hard of Hearing (Oral/Aural)
- Visually Impaired
- Speech, Language and Hearing Disorders
- English as a Second Language

Professional Teacher Status

If the employee holds a license in another field or level during the time employed as a temporary substitute and obtains an emergency, temporary, initial, provisional or professional license in the appropriate field and level by June 30, 2021 and continues to serve as a teacher with the same employer under a license for two additional consecutive years, the full year of service as a temporary substitute shall be counted as service toward professional teacher status.

Assignment Outside of Licensure Field & Level 603 CMR 7.15(9)(a) Legal Employment

50% Assignment Out-of-License

A person holding a license may be employed for a maximum of 50% of his or her time in a role or at a level for which the individual does not hold a license for the 2020-21 school year.

Professional Teacher Status

Assignment outside the educator's license up to 50% of the time during the 2020-2021 school year shall not prevent the 2020-2021 school year from being counted as service toward Professional Teacher Status.

Assignment Exceptions

Educators are limited to up to 20% of their assignment without a license in the following roles:

- Moderate Disabilities
- Severe Disabilities
- Deaf and Hard of Hearing (ASL/TC)
- Deaf and Hard of Hearing (Oral/Aural)
- Visually Impaired
- Speech, Language and Hearing Disorders
- English as a Second Language
- School Nurse