



**FAQ:
Certification
Tenure,
Evaluations,
and National
Board
Certification
During
Coronavirus**

FREQUENTLY ASKED QUESTIONS

Note: MSEA and its legal team are monitoring this and all issues around certification, tenure, and evaluations and will be updating members as we learn more. President Cheryl Bost has sent a letter requesting waivers and other considerations on these issues.

Will MSDE waive current requirements for maintaining a Maryland certificate for 2019-2020 school year?

Many members who are taking course work are concerned about the shutdown of colleges and universities and their ability to get the requirements they need before the deadline.

Because certificates expire either July 1 or January 1, we understand that the concern is particularly worrisome for those who have a certificate expiring July 1, 2020. To date, the state has not indicated how this will be addressed.

Will MSDE waive current requirements for earning a Maryland certificate, especially for those with conditional certification for the 2019-2020 school year?

This issue also concerns teachers who are required to get additional coursework if they are now teaching outside their course area.

Conditional certificates are issued for a period of two

years and may be renewed once assuming the teacher passed PRAXIS I in the first two years and completed certain course requirements.

This is an area where it is difficult to give broad-based waivers because it is individual and fact-specific. As MSEA learns more, we will update members.

Will MSDE waive current requirements for incoming teachers?

For aspiring educators who are to graduate in May 2020, MSEA is seeking a waiver of initial certification requirements allowing school systems to hire students as fully certificated teachers and permit them to complete all testing and other requirements during their first year of employment.

What about the process and timeline for non-renewals of non-tenured teachers?

The deadline remains the same. Teachers may be non-renewed for any reason or no reason in the first three years of employment if notice is provided by May 1. MSEA General Counsel Kristy Anderson does not anticipate an adjustment to this timeline.

How will school closures affect tenure status if final evaluations are not completed?

Evaluations are not tied, contractually, to granting of tenure for a new teacher during their three-year probationary period.

But the evaluation does impact the ability of a

previously tenured teacher who transferred to another county for the 2019-20 school year. They must meet performance expectations to achieve tenure after the first year of employment in the new county in order to be granted tenure—but that probationary period may be extended for a second year if the employee does not qualify for tenure after the first year based on an evaluation. It is unclear how local school system will handle these individuals.

As the National Board for Professional Teaching Standards (NBPTS) is investigating solutions for National Board candidates unable to complete portfolio or the testing component, will MSDE align with NBPTS for funding waivers?

NBPTS will communicate all final decisions about the 2019-2020 cycle via email to candidates on March 30. In the meantime, all relevant information for candidates will be published weekly [here](#).

If you have specific questions, please contact your local association.