

## **CTE Educator Requirement Follow-Up**

Bailey Davis- Committee Intern- Norwich University

### **Question 1: CTE License Timeline in Vermont**

#### **Mandatory Work Experience Requirement**

High School Diploma or GED: Minimum of 6 years (12,000 hours) of trade experience.

Associate Degree or Higher: Minimum of 4 years (8,000 hours) of trade experience.

#### **Pathway 1: Apprenticeship License**

The most common pathway for industry professionals is the “Apprenticeship License”.

Initial Step: You must secure a job offer from a Vermont CTE Center.

Vermont CTE Centers (17):

- Burlington Technical Center
- Canaan Technical Center
- Center for Technology, Essex
- Central Vermont Career Center
- Cold Hollow Career Center
- Green Mountain Technology & Career Center
- Hartford Area Career & Technology Center
- Lyndon Institute
- North Country Career Center
- Northwest Career & Technical Center
- Patricia A. Hannaford Career Center
- Randolph Technical Career Center
- River Bend Career & Technical Center
- River Valley Technical Center
- Southwest Vermont Regional Technical Center
- Stafford Technical Center
- St. Johnsbury Academy

The Apprenticeship License is a 3-year temporary license.

This allows for on-the-job training. Apprentice educators work under mentor teachers while employed.

Some CTTEP (Career and Technical Teacher Education Program) structures this training in a 4-year program. License holders must complete this program to obtain a permanent Level I Educator License.

### **Pathway 2: Accelerated Alternative Pathway**

Designed to allow individuals with an undergraduate degree to become a certified educator in as short a time as possible.

Typical Timeline: 8 months to 2 years.

Available Options:

- Teacher Apprenticeship Program (TAP): 8-month non-degree program at Champlain College including a semester-long student-teaching internship.
- Post-Baccalaureate Programs: Combination of coursework and a 12–16 week student-teaching internship. Programs typically take 1 to 2 years to complete.

Both options require industry experience requirements.

### **Pathway 3: Peer Review Pathway**

This route is for individuals with significant industry experience but no traditional teacher training.

Typical Timeline: 6 months to 1 year.

Requirements: Must demonstrate proficiency in Vermont's Core Teaching Standards. Applicants must pass the Praxis Core and the CTE endorsement-specific Praxis II subject test.

## **Question 2: Strategies to Attract and Train More CTE Educators in Vermont**

### **Financial Incentives**

Minimum Statewide Salary for CTE Educators.

In 2021, Maine passed legislation that included CTE educators in the definition of “teacher,” qualifying them for a state-supported incremental minimum salary goal of \$40,000.

### **Career Ladder Models**

Idaho has implemented a career ladder system to place industry experts into salary tiers that prevent pay reductions when entering the classroom.

## 2025-2026 CAREER LADDER ALLOCATION – ALLOCATION AMOUNT PER CELL

Effective 7/1/2025, the allocation amounts per Idaho Career Ladder cell are as follows:

	Cell 1	Cell 2	Cell 3	Cell 4	Cell 5
<b>Residency Rung</b>	\$ 50,252	\$ 51,302	\$ 52,352		
<b>Professional Rung</b>	\$ 53,402	\$ 55,239	\$ 57,077	\$ 58,914	\$ 60,752
<b>Advanced Professional Rung</b>	\$ 64,427	\$ 66,527	\$ 68,627	\$ 70,727	\$ 72,827

Step Equivalency: Idaho's framework places instructional staff new to public schools into equivalent salary cells based on years of industry experience.

### Licensure Requirement Changes

Allowing Industry Professionals to Teach Part-Time.

Kentucky uses an adjunct certification allowing industry professionals with significant experience to teach part time.

Candidates must hold a post-secondary degree (associate or bachelor's), possess significant work experience, pass a subject-area test, or hold industry-recognized credentials.

This model reduces credentialing requirements and lowers barriers to entry for CTE educators.