

## Placement of CTE Educators on Certified Salary Schedule

Canon City Schools has a strong tradition of valuing student Career and Technical Education (CTE) opportunities. There are approved CTE programs in nursing, hospitality and tourism, construction technology, engineering and design, business and marketing, manufacturing and design, family and consumer sciences, video production, welding, and automotive repair. These programs deliver consistently updated CTE curricula by certified industry professionals at 6-12 schools, most of whom reach education directly from the industry.

CCHS has routinely earned CTE funding from multiple sources and invested those dollars into equipment and staff on behalf of our students. CCHS is recognized as a model school by the Colorado Education Initiative (CEI) and has hosted more than 30 state schools as part of the Homegrown Talent Initiative (HTI) in our CTE department to share the process of earning and reinvesting CTE funds.

Many of the programs taught by industry professionals are not industries that require a traditional four-year bachelor's degree to become an educator. For instance, the state requires the construction technology teacher at CCHS to have experience hours in their field and industry licensing to operate both in the profession they represent and as a classroom instructor. As another example, the CCHS hospitality and tourism teacher instructing ProStart classes holds hours of experience in the field and an education that does not conform to the Bachelor's/Master's degree payscale standards. As CCHS works to broaden the nursing program, there are instances where an industry professional, experienced as a licensed EMT-I with required hours of industry experience, can be endorsed by CTE to teach certification preparation classes for phlebotomy and other related careers in the medical field.

During the 2023 negotiations, as a bargaining group, we were tasked with looking at CTE teachers and their ability to gain educational steps for horizontal movement.

The MOU stated,

*"During the 2023 bargaining session, the issue was raised on how some of our Career and Technical Teachers who don't hold a Bachelor's Degree are not able to move horizontally on the teacher's salary schedule.*

*The association and administration have agreed to convene a task force to investigate the concern about non-Bachelor's Degree CTE teachers' current ineligibility to move across the salary schedule to the right, with a deadline of July 31st to complete this work. Task Force representatives will be contacted prior to 5.26.23. "*

CTE teachers will now be eligible through movement on the teacher's salary schedule.

Here are the guiding principles HR will follow for the placement of new CTE staff:

- *Teachers with an instructional schedule of at least 75% CTE courses will be placed on the CTE schedule.*
- *Qualifying CTE Industry experience is granted for initial step placement, and teachers must have verified employment forms as all certified staff.*
- *HR will make the final determination of which schedule teachers are initially placed.*

- *1 CEU equals 10 clock hours. The CTE coordinator and HR shall approve qualifying CEUs.*
- *1 credit hour equals 15 clock hours.*
- *1 credit hour equals 1.5 CEUs*
- *Credits or hours obtained during contracted hours will only be applicable for relicensure purposes and cannot apply toward certified salary movement. (See Article 19 in the Master Agreement)*
- *Initial placements are determined on row one, Bachelor's (traditional credit hours). Any teacher teaching 75% or more CTE courses with CTE authorization qualifies for placement on row 2 (CTE row) for subsequent salary movement.*
- *HR considers all credits upon initial salary placement and follows Article 19. Once accepted, the initial placement is final.*

Current CTE teachers who do not hold a BA, are teaching 75% or more courses, and have a CTE Authorization will move to BA+12/CTE Authorization. CTE Authorization is now equivalent to BA+12. Once on the CTE path, they can advance with CEU credits or independent studies like any other teachers, as outlined in Article 19.