

Salary Schedule Information for Career Technical Educators

A small group of teachers are hired by CPS into the Career Technical Education (CTE) program. Individuals hired into this category may not hold a traditional degree program and in some instances, there are no traditional degree paths through college education, offered in their field. When placing teachers on the salary schedule that meet the CTE criteria but without the traditional course work, the path for salary increase is not as clearly defined as it is for traditional teachers. These hires offer our students real-world experiences and lessons in the career technical areas rather than a college degree in many cases (i.e., welding, EMT, wood working, etc.), this is specifically applicable when we discuss the CPS goal of making our students life ready. There are thresholds of accomplishments that the CTE teacher reaches with regards to DESE certification, which relates to their traditionally trained counterparts. DESE acknowledgement of this field through certification paths, played a large weight in committee determination and recommendation of the salary schedule path.

CTE I (same as Teach I)	CTE II (same as Teach II)	CTE III (same as Teach III)
<p>1. Career Education Temporary Authorization Certificate (CTAC) [renewed annually, minimum of two years]</p> <p style="text-align: center;">—AND—</p> <p>2. Initial Professional Career Education License to Teach (ICEC) [valid for four years]</p> <p style="padding-left: 20px;">a. Includes 18 to 24 hours of college credit</p>	<p>1. Career Continuous Career Education Certificate of License to Teach (CCEC)</p> <p style="text-align: center;">—AND—</p> <p>2. Total of 32 hours of college credit in Education or Related Field beyond 18-24** (ICEC requirement) credits for Career Continuous Education License to Teach</p> <p style="text-align: center;">—OR—</p> <p>1. Master’s Degree in Education or Related Field and CCEC</p>	<p>1. Additional Master’s or other Advanced Degree beyond a Master’s</p>

**Requests for reclassification from Salary Schedule Column I to II using the #2 option must include the DESE certification program of study course listing to document the courses/hours required for certification.

DESE Certification Requirements

TAC

The applicant for a temporary authorization career education certificate must comply with the following criteria:

- (A) Verification of (1) of the following:
1. Possession of a baccalaureate or higher degree from an accredited college or university in the subject area being taught and four thousand (4,000) hours of DESE-approved, related occupational experience obtained within the most recent ten (10) years.
 2. Possession of an associate degree from an accredited college or university in the subject area being taught and five thousand (5,000) hours of DESE-approved, related occupational experience obtained within the most recent ten (10) years;
 3. Six thousand (6,000) hours of DESE-approved, related occupational experience obtained within the most recent ten (10) years.

Initial

An individual may qualify for a professional classification certificate of license to teach upon documentation of the following:

- (A) The certificate holder has been teaching under a temporary authorization certificate of license to teach for a minimum of two (2) years;
- (B) Achievement of the Missouri qualifying score on both MoEGA assessments, (1) content knowledge or specialty area assessment; and (2) principals of learning and teaching for the specific grade levels as promulgated by the rules adopted by the board;
- (C) Documentation of successful Performance Based Teacher Evaluation by the sponsoring Missouri public school district or accredited nonpublic schools;
- (D) Documentation of participation in a mentoring program by the sponsoring Missouri public school district or accredited nonpublic schools; and
- (E) Documentation of key course work in education as listed below:
1. Course work in education not to exceed twenty-four (24) credit hours for any temporary authorization certificate (excluding an administrator's and/or special education temporary certificate) to include competencies in:
 - a. Psychology of the Exceptional Child;

- b. Behavioral Management Techniques;
- c. Measurement and Evaluation;
- d. Teaching Methods/Instructional Strategies;
- e. Methods of Teaching Reading at the appropriate level;
- f. Developmental Psychology at the appropriate level; and
- g. Beginning Teacher Assistance.

Career Certificate

The classification, Initial Professional Certificate (IPC) or Initial Career Education Certificate (ICEC), is valid for four (4) years from the date of issuance. Any additional area(s) of certification issued during the valid dates of this classification will have the same expiration date.

During the four (4) years that you hold this classification, you need to complete the following requirements before you can upgrade to a Career Continuous Professional Certificate (CCPC) or Continuous Career Education Certificate (CCEC), both valid for 99 years.

- (A) Complete four (4) years of Department of Elementary and Secondary Education (DESE)-approved teaching experience;
- (B) Participate in a district-provided mentoring program for two (2) years. Your school will assign an appropriate teacher to be your mentor;
- (C) Successfully complete thirty (30) contact hours of professional development for an IPC upgrade; successfully complete ninety (90) contact hours of professional development for an ICEC upgrade. This may include college credits (1 semester hour equals 15 contact hours of professional development);
- (D) Participate in a beginning teacher assistance program offered by a Missouri college or university, Regional Professional Development Center (RPDC), or professional teacher organization such as MNEA or MSTTA; and
- (E) Successfully participate in your employing school's annual Performance Based Teacher Evaluation process.
- (F) Develop and implement a professional development plan that is on file with the district.