

Pathways to Hire CTE Teachers in the DOE

Option	Type of HTSB Permit/License Required	HTSB Permit/License Validity Period	Degree Requirements	Industry Experience Required?	Valid Industry License/Certification Required?	Substitute Teacher Course Required?	Demonstration of Active Pursuit Required?	Initial Salary Class and Step	Reclass Possible?	Tenure Possible?
#1	CTE Special Permit	5 year permit that can be renewed once (Can technically teach up to 10 years under this type of permit)	No degree or Non-SATEP Associate's	Yes, 3 years of satisfactory experience directly related to CTE subject area	Yes, if one exists in the CTE field of instruction	Yes	No	T03-03 (Per MOU with HSTA)	No, because individual does not possess a bachelor's degree	No, because individual does not possess a license
#2	CTE Special Permit	5 year permit that can be renewed once (Can technically teach up to 10 years under this type of permit)	Non-SATEP Bachelor's or Master's	Yes, 3 years of satisfactory experience directly related to CTE subject area	Yes, if one exists in the CTE field of instruction	Yes	No	T04-03 (Per MOU with HSTA)	No, because individual is already at the highest No SATEP classification	No, because individual does not possess a license
#3	Emergency Hire Permit	1 year permit that can be renewed twice (Can technically teach up to 3 years under this type of permit)	Non-SATEP Bachelor's	No	No	No	Yes	T02-01	Yes, but only up to No SATEP Class 4	No, because individual does not possess a license
#4	Emergency Hire Permit	1 year permit that can be renewed twice (Can technically teach up to 3 years under this type of permit)	Non-SATEP Bachelor's + 30 SH or Master's (not in teaching assignment)	No	No	No	Yes	T02-01	Yes, but only up to No SATEP Class 4	No, because individual does not possess a license
#5	Emergency Hire Permit	1 year permit that can be renewed twice (Can technically teach up to 3 years under this type of permit)	Non-SATEP Bachelor's + 30 SH or Master's (in teaching assignment)	No	No	No	Yes	T03-01	Yes, but only up to No SATEP Class 4	No, because individual does not possess a license
#6	Limited/Restricted Provisional or Standard License	Provisional: 3 years Standard: 5 years (Can teach indefinitely as long as the license is renewed)	SATEP Associate's (Currently only LCC has a program)	Yes, but would be verified by SATEP as part of being admitted to program	Would depend on SATEP requirements for being admitted to program	No	No	T02-05 (Per MOU with HSTA)	No, because individual does not possess a bachelor's degree	Yes
#7	Provisional or Standard License	Provisional: 3 years Standard: 5 years (Can teach indefinitely as long as the license is renewed)	SATEP Bachelor's	No	No	No	No	T02-05	Yes	Yes

Pathways to Hire CTE Teachers in the DOE

Option	Type of HTSB Permit/License Required	HTSB Permit/License Validity Period	Degree Requirements	Industry Experience Required?	Valid Industry License/Certification Required?	Substitute Teacher Course Required?	Demonstration of Active Pursuit Required?	Initial Salary Class and Step	Reclass Possible?	Tenure Possible?
#8	Provisional or Standard License	Provisional: 3 years Standard: 5 years (Can teach indefinitely as long as the license is renewed)	SATEP Bachelor's + 30 SH or Master's (<u>not</u> in education, area of preparation, teaching assignment)	No	No	No	No	T02-05	Yes	Yes
#9	Provisional or Standard License	Provisional: 3 years Standard: 5 years (Can teach indefinitely as long as the license is renewed)	SATEP Bachelor's + 30 SH or Master's (<u>in</u> education, area of preparation, teaching assignment)	No	No	No	No	T03-05	Yes	Yes