

Education

State Board of Education

Professional Standards

State Board of Examiners and Certification

Proposed Amendments: N.J.A.C. 6A:9-2.1 and 6A:9B-11.3

Authorized By: New Jersey State Board of Education, Lamont O. Repollet, Commissioner,
Department of Education, Secretary, State Board of Education.

Authority: N.J.S.A. 18A:4-15 and 18A:6-38.

Calendar Reference: See Summary below for explanation of exception to calendar requirement.

Proposal Number: PRN 2019-107.

Submit written comments by September 13, 2019, to:

Assistant Commissioner Linda Eno

Division of Academics and Performance

New Jersey Department of Education

100 River View Plaza

PO Box 500

Trenton, New Jersey 08625-0500

Email: chapter9b@doe.nj.gov

The agency proposal follows:

Summary

The Department of Education (Department) proposes to amend N.J.A.C. 6A:9, Professional Standards, and 6A:9B, State Board of Examiners and Certification, to provide

flexibility for individuals seeking to obtain a career and technical education (CTE) endorsement to an instructional certificate and to increase the pool of CTE teacher candidates. Specifically, the Department proposes to amend N.J.A.C. 6A:9-2.1, which includes definitions for terms used in N.J.A.C. 6A:9B, and the requirements for the CTE endorsement at N.J.A.C. 6A:9B-11.3. The proposed amendments are intended to address CTE teacher shortages in in-demand industries and occupations that affect approved CTE programs of study in comprehensive high schools, charter high schools, and county vocational school districts.

The Department conducted a data analysis in late 2017 to better understand the composition of the current CTE teacher population in the State. The data show that the State is experiencing a shortage in the supply of teachers certified to teach CTE programs, particularly in in-demand industries. The shortage is most severe in the following Career Clusters® that align to the State's in-demand industries: Science, Technology, Engineering, and Mathematics (STEM); Health Science; Agriculture, Food, and Natural Resources; and Architecture and Construction. The shortage in the State's CTE teacher supply will worsen in the upcoming decade as a significant number of CTE teachers reach retirement age. According to the Department's analysis of the 2015-2016 school year data, half of all CTE teachers in the State were 52 years or older and a quarter were 59 years old or older. The pending shortage will be particularly acute among teachers in in-demand Career Clusters including Health Sciences, where half of all teachers were 58 or older and a quarter were 62 or older.

The Department has also led focus groups with stakeholders, including superintendents, human resources directors, and other administrators in school districts offering CTE programs, during which almost every participant was able to provide a clear example of how the CTE teacher shortage has affected his or her school district's CTE program offerings. The

stakeholders indicated the most common consequence of not being able to find suitable CTE teacher candidates was the inability to offer a particular CTE program or the closure of existing CTE programs. School districts also reported cases where they were forced to hire or retain teachers that would not be considered for ongoing employment, if there were an adequate supply of high-quality candidates.

During the focus groups, the Department also received consistent feedback from stakeholders that the current rules are overly restrictive and unnecessarily limit school districts' access to qualified, diverse pools of candidates. For example, the current rules limit work experience to employment that occurred within 10 years of the endorsement application. However, a candidate relying on educational attainment to qualify for the CTE endorsement can earn a bachelor's degree at any time prior to application without regard to how long ago the candidate obtained the degree. The Department has proposed amendments to allow candidates to use relevant occupational experience that occurred more than 10 years prior to the time of the endorsement application.

The existing rules also do not allow candidates to use teaching experience in the specific occupation to count toward work experience. Teaching experience in the occupation acquired in a postsecondary institution or private school is indicative of a candidate's knowledge of the occupation and ability to teach the content area. Therefore, the Department has proposed amendments to allow teachers to use three years of relevant teaching experience to count toward three out of the four years of requisite occupational experience.

The Department also has proposed new regulations at N.J.A.C. 6A:9B-11.3 to establish the CTE Teacher Bridge process, through which teachers already certified in another subject area

will be able to obtain a CTE endorsement within an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers.

The limited availability of CTE teachers and the restrictive eligibility requirements for the endorsement in the current rules also impacts current Department initiatives. The Department has set aggressive goals to increase the number of CTE programs, particularly in identified in-demand industries. Additionally, the New Jersey Department of Labor and Workforce Development is working on initiatives that will result in a significant increase in the demand for CTE teachers during the next five years. An increased demand on the already limited supply of CTE teachers in the State poses a CTE program crisis, which could force school districts to close more CTE programs due to a lack of certified teachers. The proposed amendments will offer more flexibility for candidates for the CTE endorsement, which will result in an increased pool of candidates while maintaining the high-quality professional standards for educators and ensuring that educators are well prepared to teach and lead in the classroom. The Department anticipates that the proposed amendments will increase equity of access to CTE programs and educational programs and opportunities for students interested in vocational-technical career paths and contribute to expansion of the State's economy.

The following summary explains the specific proposed amendments that accomplish the changes outlined above. Unless specified below, all other proposed amendments are for grammatical or stylistic improvement.

N.J.A.C. 6A:9 Professional Standards

Subchapter 2. Definitions

N.J.A.C. 6A:9-2.1 Definitions

This section provides definitions for terms used in N.J.A.C. 6A:9, 9A, 9B, and 9C.

The Department proposes to amend N.J.A.C. 6A:9-2.1 to include a definition for “accredited career-focused institution” to mean a private career school that is accredited by an agency that appears in the Database of Accredited Postsecondary Institutions or Programs maintained by the United States Department of Education. The proposed term will be included in provisions at N.J.A.C. 6A:9B-11.3 related to requirements for degree-based CTE endorsements.

The Department proposes to amend N.J.A.C. 6A:9-2.1 to include a definition for “approved career-focused institution” to mean a private career school that is approved to operate by a certificate of approval issued by the commissioners of the Department of Education and the Department of Labor and Workforce Development, as prescribed in N.J.S.A. 34:15C-10.1. The proposed term is used in the proposed definition for “industry credential,” which is currently used at N.J.A.C. 6A:9B-11.3(b)1i(2).

The Department proposes to amend N.J.A.C. 6A:9-2.1 to include a definition for “industry credential” to mean a certification issued by an approved career-focused institution or by an occupational or industry group to demonstrate competency or completion of training for a particular job category.

The Department proposes to amend N.J.A.C. 6A:9-2.1 to include a definition for “CTE Teacher Bridge” to mean the process by which holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department. This process will be available only to school districts that have an approved CTE

program and enter into an agreement with the Department to participate in the CTE Teacher Bridge process. The Department proposes defining “CTE Teacher Bridge” because proposed N.J.A.C. 6A:9B-11.3(f) will create the CTE Teacher Bridge process to allow individuals to obtain a CTE endorsement in a high-need industry. The program is designed to enable school districts across the State to address teacher shortages in their approved CTE programs.

N.J.A.C. 6A:9B State Board of Examiners and Certification

Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional Certification with Special Endorsements

N.J.A.C. 6A:9B-11.3 Career and technical education

This section sets forth the requirements for the career and technical education endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1, which establishes the certificate of eligibility (CE) requirements based on experience and, in part, requires the employing school district to recommend for approval the candidate’s experience, pursuant to the criteria and procedures in the subsection. The Department proposes to replace “shall” with “may,” to alleviate the burden on school districts to recommend approval of a candidate’s experience; instead, school districts will have the option to supplement a candidate’s application with a recommendation to the Department to approve the listed experience. The Department further proposes to replace “criteria and procedures in this subsection” with “guidelines established by the Department” as the existing rule does not set forth specific procedures for making such recommendations. The Department intends to provide appropriate guidelines for employing school districts to follow in recommending approval of the candidates’ experiences.

The guidelines will establish the process by which school districts may submit an optional recommendation for the Department's consideration.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1i, which, in part, requires a candidate who uses the employment experience option to earn the CE to have acquired the experience within 10 years of the endorsement application, to delete "shall be acquired within 10 years of the endorsement application and." The prohibition on using employment experience that occurred more than 10 years ago has proven to be restrictive to the school districts' ability to hire otherwise qualified candidates. No such restriction exists for degree-based endorsements for CTE or any other endorsement area; therefore, the 10-year cutoff exceeds the typical eligibility requirements without justification and imposes an undue burden on candidates seeking the CTE endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1i(1), which states teaching experience in the occupation cannot be used as a substitute for the required four years of occupational experience, to allow candidates to use up to three years of substantive teaching experience in the occupation, as set forth in a Commissioner-approved crosswalk, to substitute for three out of the four years of requisite occupational experience. A Commissioner-approved crosswalk will illustrate the equivalency of the teaching experience to the occupational experience. Teaching experience is indicative of a candidate's knowledge of the occupation and ability to teach the content area. The Department also proposes to delete the provision allowing the Department to consider teaching experience in an apprenticeship training program registered with the United States Department of Labor or equivalent state agency as evidence of eligible employment experience since three years of teaching experience in the occupation will be accepted regardless of where it was obtained.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1ii(2), which allows a candidate to use self-employment experience to meet the minimum of four years of employment experience within 10 years of the endorsement application, to delete “within 10 years of the certificate application.” The prohibition on using self-employment experience that occurred more than 10 years ago has proven to be restrictive to school districts’ ability to hire otherwise qualified candidates. No such restriction exists for degree-based endorsements for CTE or any other endorsement area; therefore, the 10-year cutoff exceeds the typical eligibility requirements without justification and imposes an undue burden on candidates seeking the CTE endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1iii, which requires candidates using military experience to qualify for a CE to submit a Military Discharge certificate (DD-214) indicating military qualifications and occupational training received to determine the extent of credit to be applied toward satisfying the employment experience, to add “Verification of Military Experience and Training (DD Form 2586)” to verify the military qualifications and occupational training. The Department also proposes to add “which will be used by the Department” before “to determine” to clarify it is the Department’s responsibility to determine the extent of credit to be applied toward satisfying the employment experience requirements.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)2, which sets forth the requirements for degree-based endorsements using a bachelor’s degree or higher. The existing paragraph, in part, requires a candidate to possess a four-year degree or higher in a Department-approved subject area for the endorsement and to complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The Department proposes to replace “shall possess a four-year degree or higher” with “shall hold a

bachelor's or an advanced degree from a regionally accredited college(s) or university(ies)." The Department also proposes to delete "and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university" because the holder of a bachelor's degree in a Department-approved subject area for the endorsement will have completed 30 credits in a coherent sequence of courses in the subject area.

The Department proposes new N.J.A.C. 6A:9B-11.3(b)2i to allow a candidate who does not possess a bachelor's or advanced degree in a Department-approved subject area for the endorsement to qualify for the endorsement as long as the candidate holds a bachelor's or advanced degree from a regionally accredited college or university and has completed at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The proposed new subparagraph will also require the 30 credits to be obtained either from a regionally accredited college or university or from an accredited career-focused institution, or from a combination thereof. The proposed amendments will align the provision to the existing rule for instructional endorsement requirements at N.J.A.C. 6A:9B-9.1, which allows candidates to demonstrate that they have completed "at least 30 credits in a coherent sequence of courses appropriate to the subject area" for which they are seeking an endorsement, in lieu of a post-secondary degree in the subject area. The Department proposes to include "accredited career-focused institution(s)" in the list of acceptable institutions of higher education because accredited career-focused programs are vetted and satisfy the Department expectations for teacher preparation programs. The Department anticipates that the proposed amendments will expand and diversify the pool of candidates for CTE endorsements.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.3(b)2ii, which sets forth the grade point average (GPA) requirements for candidates with a bachelor's degree or

higher who graduated on or after September 1, 2016 to delete “in a four-year degree program.” The proposed amendment will delete a redundancy in the rule.

The Department proposes new N.J.A.C. 6A:9B-11.3(b)2iii to allow candidates with a bachelor’s degree or higher who graduated before September 1, 2016, with a GPA that is below 2.75 but is at least 2.50, when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available to meet the experience-based flexibility by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment.

Recodified N.J.A.C. 6A:9B-11.3(b)2ii references only candidates who graduated on or after September 1, 2016, so the flexibility in the existing rule could be interpreted as not applying to candidates who graduated prior to September 1, 2016, even though similar flexibility applied to candidates graduating prior to September 1, 2016. The GPA requirement in proposed N.J.A.C. 6A:9B-11.3(b)2ii is “2.75” and not “3.00,” because the former was the threshold GPA requirement for candidates graduating prior to September 1, 2016.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)3, which sets forth the requirements for degree-based endorsements using an associate degree. The existing paragraph, in part, requires candidates to possess a two-year degree in a Department-approved subject area for the endorsement and to complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The Department proposes to replace “shall possess a two-year degree” with “shall hold a two-year degree from a regionally accredited college(s) or university(ies) or from an accredited career-focused institution(s).” The Department also proposes to delete “and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university” because the

holder of an associate degree in a Department-approved subject area for the endorsement will have completed 30 credits in a coherent sequence of courses in the subject area.

The Department proposes new N.J.A.C. 6A:9B-11.3(b)3i, to allow a candidate, who does not possess an associate degree in a Department-approved subject area for the endorsement, to qualify for the endorsement, as long as the candidate holds a two-year degree from an accredited institution of higher education and has completed at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The proposed new subparagraph will also require the 30 credits to be obtained either from a regionally accredited college or university or from an accredited career-focused institution, or from a combination thereof. The proposed amendments will align the provision to the existing rule for instructional endorsement requirements at N.J.A.C. 6A:9B-9.1, which allows candidates to demonstrate that they have completed “at least 30 credits in a coherent sequence of courses appropriate to the subject area” for which they are seeking an endorsement, in lieu of a post-secondary degree in the subject area. The Department proposes to include “accredited career-focused institution(s)” in the list of acceptable institutions of higher education because accredited career-focused programs are vetted and satisfy the Department expectations for teacher preparation programs. The Department anticipates that the proposed amendments will expand and diversify the pool of candidates for CTE endorsements.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.3(b)3ii, which requires candidates using an associate degree who do not meet the GPA requirements identified under N.J.A.C. 6A:9B-11.3(b)1 and for whom no State-endorsed test is available to apply for a certificate as per the requirements of N.J.A.C. 6A:9B-11.3(b)2. N.J.A.C. 6A:9B-11.3(b)2 relates to degree-based endorsements using a “bachelor's degree or higher”; therefore, the provision at

recodified N.J.A.C. 6A:9B-11.3(b)3ii requires candidates using an associate degree to apply the criteria set forth for individuals who possess a bachelor's degree or higher. Candidates with a bachelor's degree or higher who do not meet the specified GPA requirement can submit evidence of "a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i." Candidates who possess an associate degree are already required to submit evidence of a minimum of two years of eligible employment, pursuant to N.J.A.C. 6A:9B-11.3(b)1i, as part of their eligibility requirements for the CTE endorsement; therefore, the exception available to holders of "bachelor's degree or higher" who do not meet the GPA requirements would not apply to holders of the associate degree. The Department proposes instead to require candidates using an associate degree to meet the GPA requirements set forth in N.J.A.C. 6A:9B-8.3. The Department further proposes to add "[t]he exceptions to the GPA requirements available to candidates using a bachelor's degree or higher at (b)2i and ii above will not be available to candidates using an associate degree." The proposed amendments clarify that candidates using an associate degree must meet the same GPA requirement that applies to holders of bachelor's or advanced degrees, pursuant to N.J.A.C. 6A:9B-8.3, and will ensure that the GPA requirements for all degree-based endorsements are consistent.

Furthermore, the exceptions to the GPA requirements are not made available to holders of associate degrees because using the associate degree for a CTE endorsement is already an exception to the minimum requirements of N.J.A.C. 6A:9B-8.3, which sets forth the certificate of eligibility requirements for instructional certificates and applies to candidates seeking a CTE endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(d), which allows holders of standard instructional certificates with other endorsements, except as indicated in N.J.A.C.

6A:9B-11.3 and 11.8, to obtain a CTE endorsement upon completion of the experience requirement or the academic major and test requirement, to add “or as set forth in (f) below” at the end of existing subsection. Under proposed new N.J.A.C. 6A:9B-11.3(f), candidates will be able to qualify for a CTE endorsement as part of the CTE Teacher Bridge process.

The Department proposes new N.J.A.C. 6A:9B-11.3(f) to set forth the requirements for candidates to earn a CTE endorsement through the CTE Teacher Bridge process. Under this process, holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department. Proposed new N.J.A.C. 6A:9B-11.3(f)1 states the CTE Teacher Bridge process will be available only to school districts that have an approved CTE program and enter into an agreement with the Department to participate in the process. Proposed new N.J.A.C. 6A:9B-11.3(f)2 will require candidates to be sponsored by their employing school district and to complete the Department-approved process, which is set forth in new N.J.A.C. 6A:9B-11.3(f)3 and detailed in the agreement between the Department and the school district, to acquire the content and skills necessary to teach in the in-demand industry sector or occupation. Proposed new N.J.A.C. 6A:9B-11.3(f)3 will require the Department-approved process to include, at minimum, two summers spent in an industry externship for a minimum of 160 hours each summer and two school years spent co-teaching with a certified CTE teacher in the content area of the in-demand industry sector or occupation for which the candidate is seeking an endorsement. The proposed paragraph also will require a CTE Teacher Bridge candidate to spend at least 100 hours co-teaching during each of the two school years.

As the Department has provided a 60-day comment period on this notice of proposal, the notice is excepted from the rulemaking calendar requirement, pursuant to N.J.A.C. 1:30-3.3(a)5.

Social Impact

The proposed amendments apply to all providers of publicly funded secondary CTE programs, including comprehensive high schools, charter high schools, and county vocational school districts. The proposed amendments will directly affect teacher candidates seeking the CTE endorsement to the instructional certificate and indirectly affect high schools and school districts offering CTE programs of study and their students.

The Department's proposed amendments will allow more individuals to be eligible for a CTE endorsement, while ensuring that new CTE teachers continue to meet the existing threshold for cognitive ability, content knowledge, and pedagogical effectiveness. The flexibility offered under the proposed amendments will increase the candidate pool for CTE endorsements and improve access for interested individuals to enter teaching opportunities in all CTE industries and occupations, as well as in the industry sectors and occupations that are currently experiencing teacher shortages.

The Department anticipates that this will result in increased opportunities for high school students to participate in CTE programs that otherwise could not be offered. Students will have increased access to educational opportunities that connect them to career pathways of their choice and allow them to support themselves throughout their lifetime. The proposed amendments also support the Department's goal that all interested students have equitable access to CTE programs in the industry or occupation of their choice.

Economic Impact

The economic impact of the proposed amendments will be positive as they will increase job opportunities for individuals who previously would not have been able to obtain a CTE endorsement due to the limited flexibility under the existing rules. In addition, the proposed amendments related to the CTE Teacher Bridge process will allow individuals who are currently employed in school districts to access grant funds provided through the United States Department of Education, thus increasing personal wages. The proposed amendments will not have an economic impact on school districts or students.

Federal Standards Statement

The proposed amendments are in compliance with, and do not exceed, the Carl D. Perkins Career and Technical Education Act (20 U.S.C. §§ 2301 et seq.), which is the 2018 reauthorization of the Carl D. Perkins Career and Technical Education Act of 2006, 109 P.L. 270. There are no other Federal requirements that impact the proposed amendments.

Jobs Impact

The Department anticipates that the proposed amendments will result in more people entering the teaching work force as school districts hire individuals from the increasing pool of certified CTE teachers to meet current and future programmatic needs. The Department also anticipates that the student pipeline to in-demand CTE industry sectors and occupations as the number of approved CTE programs and available seats increases as the result of an increased CTE teacher pool.

Agriculture Industry Impact

The proposed amendments will increase the pool of candidates eligible for the CTE endorsement, which is necessary to teach classes related to the Agriculture, Food, and Natural Resources Career Cluster. Enabling school districts to hire the number of certified teachers necessary to meet current and future needs for this cluster could result in additional students eligible after high school to fulfill the growing demand for skilled labor in the agriculture industry.

Regulatory Flexibility Statement

A regulatory flexibility analysis is not required because the proposed amendments do not impose reporting, recordkeeping, or other compliance requirements on small businesses as defined in the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The proposed amendments impact candidates seeking a CTE endorsement to the instructional certificate and providers of publicly funded secondary CTE programs.

Housing Affordability Impact Analysis

The proposed amendments will have an insignificant impact on the affordability of housing in New Jersey. There is an extreme unlikelihood the proposed amendments would evoke a change in the average costs associated with housing because the proposed amendments concern candidates seeking a CTE endorsement to the instructional certificate and providers of publicly funded secondary CTE programs.

Smart Growth Development Impact Analysis

The proposed amendments will have an insignificant impact on smart growth. There is an extreme unlikelihood the proposed amendments would evoke a change in housing production in Planning Areas 1 or 2, or within designated centers, under the State Development and Redevelopment Plan in New Jersey because the proposed amendments impact candidates seeking a CTE endorsement to the instructional certificate and providers of publicly funded secondary CTE programs.

Racial and Ethnic Community Criminal Justice and Public Safety Impact

There is an extreme unlikelihood that the proposed amendments would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the proposed amendments concern candidates seeking a CTE endorsement to the instructional certificate and providers of publicly funded secondary CTE programs.

Full text of the proposal follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

CHAPTER 9 PROFESSIONAL STANDARDS

SUBCHAPTER 2. DEFINITIONS

6A:9-2.1 Definitions

The following words and terms shall have the following meanings when used in this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C, unless the context clearly indicates otherwise:

...

“Accreditation” means an institution that has a professional education unit and has [completed] successfully **completed** a review process by a national professional organization recognized by the Council on Higher Education Accreditation or approved by the Commissioner. The institution must meet State, professional, and institutional standards as determined by a review of its individual programs and overall capacity to prepare education professionals.

“Accredited career-focused institution” means a private career school that is accredited by an agency that appears in the Database of Accredited Postsecondary Institutions or Programs maintained by the United States Department of Education.

...

“Approved career-focused institution” means a private career school that is approved to operate by a certificate of approval issued by the commissioners of the Department of Education and the Department of Labor and Workforce Development, as prescribed in N.J.S.A. 34:15C-10.1.

...

“Career and technical education” or “CTE” means as defined in N.J.A.C. 6A:19-1.2.

...

“CTE Teacher Bridge” means the process by which holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department.

...

“Industry credential” means a certification issued by an approved career-focused institution or by an occupational or industry group to demonstrate competency or completion of training for a particular job category.

...

CHAPTER 9B STATE BOARD OF EXAMINERS AND CERTIFICATION

SUBCHAPTER 11. ADDITIONAL REQUIREMENTS OR EXCEPTIONS TO REQUIREMENTS FOR INSTRUCTIONAL CERTIFICATION WITH SPECIAL ENDORSEMENTS

6A:9B-11.3 Career and technical education

- (a) (No change.)
- (b) To be eligible for the CE, the candidate shall fulfill one of the following:
 - 1. Experience-based endorsements: All candidates for an experienced-based endorsement shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold the State-issued occupational license, certificate, or registration. The employing school district [shall] **may** recommend for approval the candidate's experience pursuant to the [criteria and procedures in this subsection] **guidelines established by the Department**. Candidates shall meet one of the following requirements:

- i. Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience [shall be acquired within 10 years of the endorsement application and] shall be verified by the applicant's employer(s).
 - (1) [Teaching] **Up to three years of substantive teaching** experience in the occupation [cannot], **as set forth in a Commissioner-approved crosswalk, may** be used as a substitute for **three of** the required four years of occupational experience[; however, the Department may consider teaching experience in an apprenticeship training program registered with the United States Department of Labor or equivalent state agency as evidence of eligible employment experience].
 - (2) (No change.)
- ii. Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:
 - (1) (No change.)
 - (2) The candidate's self-employment experience meets the minimum of four years of employment experience [within 10 years of the certificate application], which will be equivalent to 8,000 hours of employment.
- iii. Military experience: Candidates shall present a Military Discharge certificate (DD-214) **and a Verification of Military Experience and**

Training (DD Form 2586) indicating military qualifications and occupational training received, **which will be used by the Department** to determine the extent of credit to be applied toward satisfying the employment experience requirements pursuant to (b)1i above.

2. Degree-based endorsements using a bachelor's degree or higher: The candidate shall [possess] **hold** a [four-year] **bachelor's or an advanced** degree [or higher] **from a regionally accredited college(s) or university(ies)** in a Department-approved subject area for the endorsement [and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university]. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

- i. **Candidates who do not possess a bachelor's or advanced degree in a Department-approved subject area for the endorsement may hold a bachelor's or advanced degree from a regionally accredited college(s) or university(ies), and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from a regionally accredited college(s) or university(ies) or from an**

accredited career-focused institution(s), or from a combination thereof.

- [i.] **ii.** Candidates with a bachelor's degree or higher who graduate on or after September 1, 2016, with a GPA that is below 3.00 [in a four-year degree program] but is at least 2.50 when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements of (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.
- iii.** **Candidates with a bachelor's degree or higher who graduated before September 1, 2016, with a GPA that is below 2.75, but is at least 2.50, when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements of (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.**

- 3. Degree-based endorsements using an associate degree: The candidate shall [possess] **hold a two-year degree from a regionally accredited college(s) or university(ies) or from an accredited career-focused institution(s)** in a Department-approved subject area for the endorsement [and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university]. The candidate also shall submit evidence of a minimum of two years of eligible employment, which will be

equivalent to 4,000 hours of employment, pursuant to (b)1i above. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold the State-issued occupational license, certificate, or registration.

i. Candidates who do not possess an associate degree in a Department-approved subject area for the endorsement may hold a two-year degree from an accredited institution of higher education, and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from a regionally accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.

[i.] **ii. Candidates using an associate degree [who do not] shall meet the GPA requirements [identified under (b)1 above, and for whom no State-endorsed test is available, shall apply for a certificate as per the requirements of (b)2 above] set forth in N.J.A.C. 6A:9B-8.3. The exceptions to the GPA requirements available to candidates with a bachelor's degree or higher in (b)2ii and iii above will not be available to candidates using an associate degree.**

(c) (No change.)

- (d) Holders of standard instructional certificates with other endorsements, except as indicated in N.J.A.C. 6A:9B-11.3 and 11.8, may obtain a career and technical education endorsement upon completion of the experience requirement, [or] the academic major and test requirement, **or as set forth in (f) below.**
- (e) (No change.)
- (f) **Holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department, through participation in the Department-approved CTE Teacher Bridge process.**
1. **This process is available only to school districts that have an approved CTE program and enter into an agreement with the Department to participate in the CTE Teacher Bridge process.**
 2. **Candidates shall be sponsored by their employing school district and shall complete the Department-approved process, as set forth in (f)3 below and detailed in the agreement between the Department and the school district, to acquire the content and skills necessary to teach in the in-demand industry sector or occupation.**
 3. **The Department-approved process shall include, at minimum:**
 - i. **Two summers spent in an industry externship for a minimum of 160 hours each summer; and**

- ii. Two school years spent co-teaching with a certified CTE teacher in the content area of the in-demand industry sector or occupation for which the candidate is seeking an endorsement. The CTE Teacher Bridge candidate shall spend at least 100 hours co-teaching during each of the two school years.**