VACTED

Vermont Association of Career and Technical Directors

Dear Chair Marcotte and Members of the Committee,

On behalf of the Vermont Association of Career and Technical Education Directors (VACTED), I appreciate the opportunity to share perspective regarding H.205 and the proposed amendment related to 16 V.S.A. §1752A.

VACTED understands the intent behind efforts to expand worker mobility and ensure that Vermont employees have the flexibility to pursue professional opportunities. At the same time, we encourage careful consideration of how changes to teacher contract law may affect staffing stability within schools.

When teachers leave after contracts are signed or during the school year, school districts can face significant challenges filling those vacancies. In many cases, districts must rely on long-term substitutes, provisional licenses, or teachers working outside their endorsement areas while searching for qualified replacements. These situations can disrupt continuity of instruction and create challenges for students and schools alike.

Career and Technical Education programs can be particularly sensitive to staffing disruptions. CTE instructors often hold specialized credentials and industry experience that are difficult to replace quickly in the educator workforce. When vacancies occur late in the hiring cycle or during the school year, programs preparing students for high-demand careers may be disrupted or temporarily paused until a qualified instructor can be found**,** potentially creating avoidable barriers to student access**.**

Given these considerations, VACTED encourages the committee to carefully examine how any changes to existing law may affect the ability of schools to maintain stable instructional programs for students.

Thank you for your consideration and for your continued support of Vermont's students and workforce development efforts.

Respectfully submitted,



Erik Remmers
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President, Vermont Association of Career and Technical Education Directors (VACTED)