

**First Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

ENGROSSED

*This Version Includes All Amendments Adopted
on Second Reading in the House of Introduction*

LLS NO. 23-0266.01 Kristen Forrestal x0532

HOUSE BILL 23-1198

HOUSE SPONSORSHIP

Titone and Lukens,

SENATE SPONSORSHIP

Rich,

House Committees

Education
Finance
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING A STATEWIDE TEACHER EXTERNSHIP PROGRAM TO**
102 **PROVIDE KINDERGARTEN THROUGH TWELFTH GRADE TEACHERS**
103 **WORK-BASED LEARNING OPPORTUNITIES IN SPECIFIED**
104 **DISCIPLINES, AND, IN CONNECTION THEREWITH, MAKING AN**
105 **APPROPRIATION.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill requires the department of labor and employment (department) to establish a teacher externship program to allow

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

HOUSE
Amended 2nd Reading
May 1, 2023

kindergarten through twelfth grade public school teachers (K-12 teachers) to participate in experiential learning opportunities with employers, outside of the school environment, to gain knowledge and expand their curriculum in the science, technology, engineering, and mathematics disciplines and other disciplines that may be of value to a particular school district.

The department is required to work with the department of education to select appropriate employers to participate in the externship program. Employers may be eligible for a tax credit for participation in the externship program. A K-12 teacher who participates in the externship program may receive compensation from the applicable school district or from the employer providing the externship and may apply for professional development credit and graduate school credits as part of the teacher license renewal requirements.

The director of the division of employment and training in the department is authorized to seek and accept gifts, grants, and donations for allocation to school districts for compensation for teachers who participate in an externship.

The bill requires the department to compile and report data on the externship program on an annual basis.

The bill creates a tax credit for employers that participate in the externship program.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 8-83-601, **amend**
3 (15); and **add** (4.5), (5.5), (5.7), (10.5), and (12.5) as follows:

4 **8-83-601. Definitions.** As used in this part 6:

5 (4.5) "EXTERNSHIP PROGRAM" MEANS THE STATEWIDE TEACHER
6 EXTERNSHIP PROGRAM CREATED IN SECTION 8-83-602.5.

7 (5.5) "K-12 TEACHER" OR "TEACHER IN A K-12 CLASSROOM"
8 MEANS A TEACHER TEACHING IN A PUBLIC SCHOOL IN THE STATE.

9 (5.7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
10 A BOARD OF COOPERATIVE SERVICES THAT OPERATES A SCHOOL, A
11 DISTRICT CHARTER SCHOOL, OR AN INSTITUTE CHARTER SCHOOL.

12 (10.5) "PUBLIC SCHOOL" MEANS A SCHOOL IN THE STATE THAT
13 ENROLLS STUDENTS IN ANY OF GRADES KINDERGARTEN THROUGH

1 TWELFTH GRADE, INCLUDING A TRADITIONAL PUBLIC SCHOOL OF A SCHOOL
2 DISTRICT, AS DESCRIBED IN SECTION 22-1-101 (1); A CHARTER SCHOOL, AS
3 DEFINED IN SECTION 22-30.5-103 (2); OR AN INSTITUTE CHARTER SCHOOL,
4 AS DEFINED IN SECTION 22-30.5-502 (6).

5 (12.5) "STEM" MEANS THE COMBINATION OF THE DISCIPLINES OF
6 SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS.

7 (15) (a) "Work-based learning" means learning that occurs, in
8 whole or in part, in the workplace that provides youth and adults,
9 INCLUDING TEACHERS IN K-12 CLASSROOMS, with hands-on, real-world
10 experience and training for skills development.

11 (b) "Work-based learning" includes activities such as job
12 shadowing, internships, externships, pre-apprenticeships, apprenticeships,
13 residencies, and incumbent-worker training.

14 (c) "WORK-BASED LEARNING" ALSO INCLUDES EXTERNSHIPS IN
15 STEM OR STEM-RELATED FIELDS TAILORED TO PROVIDE K-12 TEACHERS
16 WITH KNOWLEDGE TO IMPROVE CLASSROOM CURRICULUM.

17 **SECTION 2.** In Colorado Revised Statutes, **add** 8-83-602.5 as
18 follows:

19 **8-83-602.5. Teacher externship program - creation - rules -**
20 **repeal.** (1) (a) ON OR BEFORE JANUARY 1, 2024, THE DEPARTMENT SHALL
21 ESTABLISH A TEACHER EXTERNSHIP PROGRAM TO PROVIDE WORK-BASED
22 LEARNING OPPORTUNITIES FOR K-12 TEACHERS IN THIS STATE. THE
23 PURPOSE OF THE EXTERNSHIP PROGRAM IS FOR K-12 TEACHERS TO
24 IMMERSE THEMSELVES IN A STEM OR STEM-RELATED FIELD, OR OTHER
25 FIELDS THAT WILL PROVIDE VALUE TO K-12 TEACHERS, IN ORDER **TO**
26 IMPROVE THEIR CLASSROOM CURRICULUMS IN A STEM OR
27 STEM-RELATED AREA AND FOSTER STUDENT INTEREST IN JOBS AND

1 INTERNSHIP OPPORTUNITIES THAT STUDENTS MAY NOT BE EXPOSED TO
2 WITHOUT THE KNOWLEDGE THEIR K-12 TEACHERS GAIN THROUGH AN
3 EXTERNSHIP PROGRAM.

4 (b) THE DEPARTMENT SHALL ESTABLISH AT LEAST ONE
5 EXTERNSHIP PROGRAM MODEL AND DEVELOP CONSISTENCY IN OFFERING
6 THE ABILITY FOR K-12 TEACHERS PARTICIPATING IN AN EXTERNSHIP
7 PROGRAM TO APPLY FOR GRADUATE CREDITS THROUGH AN ACCREDITED
8 COLLEGE OR UNIVERSITY, CAREER AND TECHNICAL EDUCATION CREDITS,
9 AND PROFESSIONAL DEVELOPMENT CREDITS.

10 (2) (a) IN ADMINISTERING THE EXTERNSHIP PROGRAM, THE
11 DEPARTMENT SHALL WORK WITH THE DEPARTMENT OF EDUCATION TO
12 STRIVE TO CREATE EQUAL OPPORTUNITIES FOR K-12 TEACHERS
13 THROUGHOUT THE STATE TO PARTICIPATE IN WORK-BASED LEARNING. THE
14 DEPARTMENT MAY USE WORK-BASED LEARNING INTERMEDIARIES
15 SELECTED PURSUANT TO SECTION 8-83-602 (3) TO AID IN CREATING AND
16 FINDING WORK-BASED LEARNING OPPORTUNITIES FOR K-12 TEACHERS.

17 (b) THE DEPARTMENT SHALL ALSO COLLABORATE WITH THE
18 DEPARTMENT OF EDUCATION TO ESTABLISH MINIMUM STANDARDS
19 CONCERNING:

20 (I) THE NUMBER OF HOURS REQUIRED IN AN EXTERNSHIP
21 OPPORTUNITY;

22 (II) QUALIFICATIONS FOR K-12 TEACHER AND EMPLOYER
23 PARTICIPATION IN THE EXTERNSHIP PROGRAM; AND

24 (III) ELIGIBILITY REQUIREMENTS FOR LOCAL EDUCATION
25 PROVIDERS TO RECEIVE DIRECT PAYMENTS.

26 (c) THE DEPARTMENT SHALL WORK WITH THE DEPARTMENT OF
27 EDUCATION TO SELECT APPROPRIATE EMPLOYERS FOR PARTICIPATION IN

1 THE EXTERNSHIP PROGRAM. THE DEPARTMENT SHALL ENSURE THAT:

2 (I) EACH EMPLOYER SELECTED FOR THE EXTERNSHIP PROGRAM IS
3 ABLE TO PROVIDE EXPERIENCE IN A STEM OR STEM-RELATED FIELD OR
4 IN OTHER APPROPRIATE WORKING ENVIRONMENTS AS DETERMINED BY
5 EACH LOCAL EDUCATION PROVIDER THAT HAS A K-12 TEACHER WHO
6 WOULD LIKE TO PARTICIPATE IN AN EXTERNSHIP PROGRAM; AND

7 (II) THE K-12 TEACHERS WHO ARE PLACED WITH EACH EMPLOYER
8 HAVE THE OPPORTUNITY TO GAIN KNOWLEDGE THAT CAN BE TRANSFERRED
9 TO THE CLASSROOM TO PROVIDE RELEVANT AND CURRENT INFORMATION
10 TO STUDENTS IN SUBJECT MATTERS THAT PROVIDE VALUE TO THE K-12
11 TEACHER'S LOCAL EDUCATION PROVIDER.

12 (d) THE DEPARTMENT SHALL, IN A SUFFICIENTLY TIMELY MANNER
13 TO ALLOW THE DEPARTMENT OF REVENUE TO PROCESS RETURNS CLAIMING
14 THE INCOME TAX CREDIT ALLOWED IN THIS SECTION, PROVIDE THE
15 DEPARTMENT OF REVENUE WITH AN ELECTRONIC REPORT OF EACH
16 EMPLOYER APPROVED FOR PARTICIPATION IN AN EXTERNSHIP PROGRAM
17 FOR THE INCOME TAX CREDIT ALLOWED IN THIS SECTION FOR THE
18 PRECEDING CALENDAR YEAR THAT INCLUDES THE FOLLOWING:

19 (I) THE TAXPAYER'S NAME;

20 (II) THE TAXPAYER'S SOCIAL SECURITY NUMBER, COLORADO
21 ACCOUNT NUMBER, OR FEDERAL EMPLOYER IDENTIFICATION NUMBER; AND

22 (III) THE CREDIT ALLOWED TO THE TAXPAYER BASED ON THE
23 TAXPAYER'S REPORTED EXPENSES.

24 (3) FOR THE PURPOSE OF PROVIDING INCENTIVES FOR EMPLOYERS
25 TO PARTICIPATE IN THE EXTERNSHIP PROGRAM, THE DEPARTMENT MAY
26 ALLOCATE MONEY DIRECTLY TO LOCAL EDUCATION PROVIDERS FOR
27 TEACHER COMPENSATION AND TO WORK-BASED INTERMEDIARIES, IF

1 APPLICABLE, TO DEFRAY THE COSTS OF PLACING A K-12 TEACHER IN AN
2 EXTERNSHIP WITH AN EMPLOYER.

3

4 (4) A K-12 TEACHER WHO PARTICIPATES IN THE EXTERNSHIP
5 PROGRAM:

6 (a) MAY BE COMPENSATED BY THE LOCAL EDUCATION PROVIDER,
7 EMPLOYER, OR ANOTHER ENTITY FOR PARTICIPATION IN THE EXTERNSHIP
8 PROGRAM; AND

9 (b) MAY APPLY FOR, AS APPLICABLE:

10 (I) PROFESSIONAL DEVELOPMENT CREDIT AS REQUIRED BY SECTION
11 22-60.5-110 FOR LICENSE RENEWAL;

12 (II) GRADUATE CREDITS THROUGH AN ACCREDITED COLLEGE OR
13 UNIVERSITY; AND

14 (III) CAREER AND TECHNICAL EDUCATION CREDITS.

15 (5) (a) THE DEPARTMENT SHALL GATHER THE FOLLOWING DATA
16 REGARDING THE EXTERNSHIP PROGRAM:

17 (I) THE NUMBER OF EMPLOYER PARTICIPANTS;

18 (II) THE NUMBER OF K-12 TEACHER PARTICIPANTS;

19 (III) THE LOCAL EDUCATION PROVIDERS WITH K-12 TEACHERS
20 PARTICIPATING IN THE EXTERNSHIP PROGRAM; AND

21 (IV) A REVIEW FROM EACH K-12 TEACHER WHO PARTICIPATES IN
22 THE EXTERNSHIP PROGRAM, INCLUDING INFORMATION ON THE VALUE
23 FOUND IN THE EXTERNSHIP PROGRAM.

24 (b) THE DEPARTMENT SHALL REPORT THIS DATA ON ITS WEBSITE
25 AT LEAST ANNUALLY AND SHALL SHARE THE INFORMATION WITH THE
26 STATE BOARD OF EDUCATION.

27 (6) THE DIRECTOR MAY SEEK AND ACCEPT GIFTS, GRANTS, AND

1 DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE PURPOSES OF
2 PROVIDING COMPENSATION TO TEACHERS WHO PARTICIPATE IN THE
3 EXTERNSHIP PROGRAM.

4 (7) IF A TEACHER PARTICIPATING IN THE EXTERNSHIP PROGRAM IS
5 SUBJECT TO A COLLECTIVE BARGAINING AGREEMENT OR MEMORANDUM OF
6 UNDERSTANDING CONCERNING THE TEACHER'S SALARY AND THE
7 COLLECTIVE BARGAINING AGREEMENT OR MEMORANDUM OF
8 UNDERSTANDING IS IN CONFLICT WITH THIS SECTION, THE COLLECTIVE
9 BARGAINING AGREEMENT OR MEMORANDUM OF UNDERSTANDING TAKES
10 PRECEDENT OVER ANY PAYMENT AUTHORIZED BY THIS SECTION.

11 (8) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY
12 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

13 (9) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2025.

14 **SECTION 3.** In Colorado Revised Statutes, 22-60.5-110, **amend**
15 (3)(b) introductory portion as follows:

16 **22-60.5-110. Renewal of licenses.** (3) (b) A professional licensee
17 shall complete ~~such~~ THE ongoing professional development within the
18 period of time for which ~~such~~ THE professional license is valid. ~~Such~~ THE
19 professional development may include but need not be limited to
20 in-service education programs, including training in preventing,
21 identifying, and responding to child sexual abuse and assault; behavioral
22 health training that is culturally responsive and trauma- and
23 evidence-informed; and laws and practices relating to the education of
24 students with disabilities in the classroom, including but not limited to
25 child find and inclusive learning environments; college or university
26 credit from an accepted institution of higher education or a community,
27 technical, or local district college; educational travel that meets the

1 requirements specified in subsection (3)(d) of this section; involvement
2 in school reform; service as a mentor teacher for teacher candidates
3 participating in clinical practice, as defined in section 23-78-103;
4 internships; ~~and~~ ongoing professional development training and
5 experiences; AND TEACHER EXTERNSHIPS PURSUANT TO SECTION
6 8-83-602.5. The state board of education, by rule, may establish minimum
7 criteria for professional development; except that ~~such~~ THE criteria shall
8 not:

9 

10 **SECTION 4. Appropriation.** For the 2023-24 state fiscal year,
11 \$223,039 is appropriated to the department of labor and employment for
12 use by the division of employment and training. This appropriation is
13 from the general fund and is based on an assumption that the division will
14 require an additional 0.8 FTE. To implement this act, the division may
15 use this appropriation for the STEM teacher externship program. Any
16 money appropriated in this section not expended prior to July 1, 2024, is
17 further appropriated to the division for the 2024-25 state fiscal year for
18 the same purpose.

19 **SECTION 5. Act subject to petition - effective date.** This act
20 takes effect at 12:01 a.m. on the day following the expiration of the
21 ninety-day period after final adjournment of the general assembly; except
22 that, if a referendum petition is filed pursuant to section 1 (3) of article V
23 of the state constitution against this act or an item, section, or part of this
24 act within such period, then the act, item, section, or part will not take
25 effect unless approved by the people at the general election to be held in
26 November 2024 and, in such case, will take effect on the date of the
27 official declaration of the vote thereon by the governor.