

## CHAPTER 239

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**LABOR AND INDUSTRY**

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**HOUSE BILL 23-1198**

BY REPRESENTATIVE(S) Titone and Lukens, Amabile, Bacon, Bird, Boesenecker, Brown, deGruy Kennedy, Duran, English, Froelich, Garcia, Gonzales-Gutierrez, Hamrick, Herod, Jodeh, Joseph, Kipp, Lieder, Lindsay, Mabrey, McCormick, McLachlan, Michaelson Jenet, Ortiz, Ricks, Sharbini, Story, Valdez, Velasco, Vigil, Willford, Woodrow, Young, McCluskie; also SENATOR(S) Rich, Baisley, Ginal, Moreno, Mullica, Pelton B., Simpson, Will.

**AN ACT**

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

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

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

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

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

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

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

(10.5) "PUBLIC SCHOOL" MEANS A SCHOOL IN THE STATE THAT ENROLLS STUDENTS IN ANY OF GRADES KINDERGARTEN THROUGH TWELFTH GRADE, INCLUDING A TRADITIONAL PUBLIC SCHOOL OF A SCHOOL DISTRICT, AS DESCRIBED IN SECTION 22-1-101 (1); A CHARTER SCHOOL, AS DEFINED IN SECTION 22-30.5-103 (2); OR AN INSTITUTE CHARTER SCHOOL, AS DEFINED IN SECTION 22-30.5-502 (6).

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*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

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

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

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

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

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

**8-83-602.5. Teacher externship program - creation - rules - repeal.**

(1) (a) ON OR BEFORE JANUARY 1, 2024, THE DEPARTMENT SHALL ESTABLISH A TEACHER EXTERNSHIP PROGRAM TO PROVIDE WORK-BASED LEARNING OPPORTUNITIES FOR K-12 TEACHERS IN THIS STATE. THE PURPOSE OF THE EXTERNSHIP PROGRAM IS FOR K-12 TEACHERS TO IMMERSE THEMSELVES IN A STEM OR STEM-RELATED FIELD, OR OTHER FIELDS THAT WILL PROVIDE VALUE TO K-12 TEACHERS, IN ORDER TO IMPROVE THEIR CLASSROOM CURRICULUMS IN A STEM OR STEM-RELATED AREA AND FOSTER STUDENT INTEREST IN JOBS AND INTERNSHIP OPPORTUNITIES THAT STUDENTS MAY NOT BE EXPOSED TO WITHOUT THE KNOWLEDGE THEIR K-12 TEACHERS GAIN THROUGH AN EXTERNSHIP PROGRAM.

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

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

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

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

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

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

(c) THE DEPARTMENT SHALL WORK WITH THE DEPARTMENT OF EDUCATION TO SELECT APPROPRIATE EMPLOYERS FOR PARTICIPATION IN THE EXTERNSHIP PROGRAM. THE DEPARTMENT SHALL ENSURE THAT:

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

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

(3) FOR THE PURPOSE OF PROVIDING INCENTIVES FOR EMPLOYERS TO PARTICIPATE IN THE EXTERNSHIP PROGRAM, THE DEPARTMENT MAY ALLOCATE MONEY DIRECTLY TO LOCAL EDUCATION PROVIDERS FOR TEACHER COMPENSATION AND TO WORK-BASED INTERMEDIARIES, IF APPLICABLE, TO DEFRAY THE COSTS OF PLACING A K-12 TEACHER IN AN EXTERNSHIP WITH AN EMPLOYER.

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

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

(b) MAY APPLY FOR, AS APPLICABLE:

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

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

(III) CAREER AND TECHNICAL EDUCATION CREDITS.

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

(I) THE NUMBER OF EMPLOYER PARTICIPANTS;

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

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

(IV) A REVIEW FROM EACH K-12 TEACHER WHO PARTICIPATES IN THE EXTERNSHIP

PROGRAM, INCLUDING INFORMATION ON THE VALUE FOUND IN THE EXTERNSHIP PROGRAM.

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

(6) THE DIRECTOR MAY SEEK AND ACCEPT GIFTS, GRANTS, AND DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE PURPOSES OF PROVIDING COMPENSATION TO TEACHERS WHO PARTICIPATE IN THE EXTERNSHIP PROGRAM.

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

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

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

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

**22-60.5-110. Renewal of licenses.** (3) (b) A professional licensee shall complete ~~such~~ THE ongoing professional development within the period of time for which ~~such~~ THE professional license is valid. ~~Such~~ THE professional development may include but need not be limited to in-service education programs, including training in preventing, identifying, and responding to child sexual abuse and assault; behavioral health training that is culturally responsive and trauma- and evidence-informed; and laws and practices relating to the education of students with disabilities in the classroom, including but not limited to child find and inclusive learning environments; college or university credit from an accepted institution of higher education or a community, technical, or local district college; educational travel that meets the requirements specified in subsection (3)(d) of this section; involvement in school reform; service as a mentor teacher for teacher candidates participating in clinical practice, as defined in section 23-78-103; internships; ~~and~~ ongoing professional development training and experiences; AND TEACHER EXTERNSHIPS PURSUANT TO SECTION 8-83-602.5. The state board of education, by rule, may establish minimum criteria for professional development; except that ~~such~~ THE criteria shall not:

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

2024, is further appropriated to the division for the 2024-25 state fiscal year for the same purpose.

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

Approved: May 22, 2023