

CHAPTER 184

EDUCATION - PUBLIC SCHOOLS

SENATE BILL 23-087

BY SENATOR(S) Marchman and Baisley, Bridges, Buckner, Coleman, Cutter, Danielson, Exum, Fields, Gardner, Ginal, Gonzales, Hinrichsen, Jaquez Lewis, Kirkmeyer, Kolker, Liston, Lundeen, Moreno, Mullica, Priola, Roberts, Rodriguez, Simpson, Smallwood, Sullivan, Van Winkle, Will, Winter F., Zenzinger, Fenberg;
 also REPRESENTATIVE(S) Kipp and Wilson, Amabile, Bird, Bradley, Brown, deGruy Kennedy, Dickson, Hamrick, Lieder, Lindsay, Lukens, McCormick, McLachlan, Michaelson Jenet, Snyder, Titone, Vigil, Woodrow, Young.

AN ACT

CONCERNING CREATION OF A TEACHER DEGREE APPRENTICESHIP PROGRAM AS AN ALTERNATIVE ROUTE TO TEACHER LICENSURE, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

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

SECTION 1. Legislative declaration. (1) The general assembly finds and declares that:

- (a) The state of Colorado has a significant teacher shortage;
- (b) According to the Colorado department of education, in the 2021-22 school year, the state needed to hire seven thousand teachers and other support services professionals;
- (c) The existing teacher preparation system only produced three thousand two hundred and one educators. Further, persons who complete existing teacher preparation programs do not represent the diverse populations they serve, as seventy-two percent of persons who complete such programs are female and seventy-four percent are White.
- (d) The current paths to teacher licensure limit the number and types of individuals who can access them. The existing traditional and alternative teacher preparation programs have established important standards of rigor that can be applied to new frameworks to positively impact the teacher shortage.
- (e) New paths to licensure are more suitable for first-generation college students,

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.

individuals who require full-time employment, individuals already working in schools, individuals outside of the commuting distance of existing teacher programs, and others who lack access to traditional teacher preparation programs;

(f) The current alternative path to teacher licensure offers an opportunity only for those individuals who already hold a bachelor's degree;

(g) Another option to make teacher licensure accessible to Coloradans who do not yet hold a bachelor's degree is necessary to expand the teacher candidate pool and meet the needs of Colorado's schools and students;

(h) A teacher degree apprenticeship program builds on elements established by current alternative routes, including a bachelor's degree requirement, department of education-approved training programs, and structured on-the-job training. A teacher degree apprenticeship program gets teachers teaching more quickly, keeps rural residents training and working in their communities, and ultimately sets apprentices up for success by putting first-year teachers in the classroom with years of practical experience from an apprenticeship. It positions apprentices to begin the first year of teaching with more than four thousand hours of on-the-job experience and creates flexibility without sacrificing quality standards.

(i) A paid United States department of labor-approved registered apprenticeship incorporated into a licensure pathway would create a more equitable path to a career in education. Apprenticeship in a teacher licensure program further ensures quality by not only adhering to the United States department of labor-approved registered apprenticeship competencies, but also aligns with the Colorado department of education quality standards.

(j) Coloradans would benefit from an earn-and-learn model that incorporates apprenticeship and allows for flexibility in degree and licensure.

(2) Therefore, the general assembly declares that it is necessary to create a new teacher licensure program in Colorado that authorizes registered apprenticeship as a path to licensure.

SECTION 2. In Colorado Revised Statutes, 22-60.5-102, **add** (3.5), (6.5), (8.5), (9.1), (22), (23), and (24) as follows:

22-60.5-102. Definitions. As used in this article 60.5, unless the context otherwise requires:

(3.5) "AFFILIATED BACHELOR'S DEGREE PROGRAM" MEANS THE BACHELOR'S DEGREE THAT IS IDENTIFIED IN THE INSTRUCTION PLAN SUBMITTED BY THE TEACHER APPRENTICESHIP PROGRAM SPONSOR.

(6.5) "APPRENTICE MENTOR TEACHER" MEANS A PROFESSIONALLY LICENSED TEACHER IN GOOD STANDING, DESIGNATED BY THE APPRENTICESHIP PROGRAM SPONSOR, WHO PROVIDES EXEMPLARY MODELING AND COUNSELING TO A TEACHER APPRENTICE, WHO IS TRAINED IN THE APPRENTICESHIP MODEL, AND WHO TAKES RESPONSIBILITY FOR THE TRAINING, MENTORING, AND PROGRESS OF THE TEACHER APPRENTICE.

(8.5) "BOARD OF COOPERATIVE SERVICES" OR "BOCES" HAS THE SAME MEANING AS SET FORTH IN SECTION 22-5-103.

(9.1) "CERTIFICATE OF APPRENTICESHIP COMPLETION" MEANS A CERTIFICATE THAT HAS BEEN ISSUED BY THE UNITED STATES DEPARTMENT OF LABOR OR THE APPRENTICESHIP AGENCY THAT CERTIFIES A TEACHER APPRENTICE HAS SATISFACTORILY GAINED THE SKILLS, ABILITIES, AND COMPETENCIES, AND COMPLETED THE REQUIREMENTS OF AN APPRENTICESHIP.

(22) "TEACHER APPRENTICE" MEANS A STUDENT WHO IS REGISTERED AND ENROLLED IN AN APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM, IS ENROLLED IN AN AFFILIATED BACHELOR'S DEGREE PROGRAM FROM AN ACCREDITED INSTITUTION, AND HAS OBTAINED A COLORADO TEACHER APPRENTICESHIP AUTHORIZATION PURSUANT TO SECTION 22-60.5-111. A "TEACHER APPRENTICE" CAN ALSO MEAN A STUDENT ENROLLED IN AN APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM THAT IS REGISTERED BEFORE THE EFFECTIVE DATE OF THIS SUBSECTION (22).

(23) "TEACHER APPRENTICESHIP PROGRAM SPONSOR" MEANS AN ENTITY RESPONSIBLE FOR THE REGISTRATION, ADMINISTRATION, AND OPERATION OF A TEACHER DEGREE APPRENTICESHIP PROGRAM THAT HAS BEEN APPROVED BY THE UNITED STATES DEPARTMENT OF LABOR OR THE STATE APPRENTICESHIP AGENCY AND HAS BEEN AUTHORIZED BY THE STATE DEPARTMENT OF EDUCATION. A TEACHER APPRENTICESHIP PROGRAM SPONSOR CAN ALSO MEAN AN ENTITY SERVING AS A SPONSOR FOR AN APPRENTICESHIP PROGRAM THAT IS REGISTERED BEFORE THE EFFECTIVE DATE OF THIS SECTION.

(24) "TEACHER DEGREE APPRENTICESHIP PROGRAM" MEANS A TEACHER EDUCATION PROGRAM CONTAINING ALL OF THE ELEMENTS OF A COMPETENCY-BASED, REGISTERED APPRENTICESHIP PROGRAM REQUIRED BY THE UNITED STATES DEPARTMENT OF LABOR AS EVIDENCED BY APPROVAL BY THE UNITED STATES DEPARTMENT OF LABOR OFFICE OF APPRENTICESHIP OR A STATE APPRENTICESHIP AGENCY AND APPROVED BY THE STATE DEPARTMENT OF EDUCATION AND SPONSORED BY A TEACHER APPRENTICESHIP PROGRAM SPONSOR OR A TEACHER APPRENTICESHIP PROGRAM APPROVED PRIOR TO THE EFFECTIVE DATE OF THIS SUBSECTION (24).

SECTION 3. In Colorado Revised Statutes, 22-60.5-111, **add** (16) as follows:

22-60.5-111. Authorization - types - applicants' qualifications - rules.

(16) **Teacher apprenticeship authorization.** (a) (I) THE DEPARTMENT MAY ISSUE A TEACHER APPRENTICESHIP AUTHORIZATION TO A TEACHER APPRENTICE THAT ALLOWS THE TEACHER APPRENTICE TO BE EMPLOYED BY A LOCAL EDUCATION PROVIDER AS A TEACHER APPRENTICE IN ROLES OF INCREASING RESPONSIBILITY, INCLUDING WORKING AS A SUBSTITUTE TEACHER AND A TEACHER OF RECORD. TO RECEIVE A TEACHER APPRENTICESHIP AUTHORIZATION, A PERSON SHALL:

(A) BE EMPLOYED BY A SCHOOL DISTRICT, BOCES, CHARTER SCHOOL, OR INSTITUTE CHARTER SCHOOL AS A TEACHER APPRENTICE;

(B) BE ACTIVELY REGISTERED IN A TEACHER APPRENTICESHIP PROGRAM; AND

(C) BE ACTIVELY ENROLLED IN AN AFFILIATED BACHELOR'S DEGREE PROGRAM FROM AN ACCREDITED INSTITUTION.

(II) THE DEPARTMENT SHALL ISSUE A TEACHER APPRENTICESHIP AUTHORIZATION TO A PERSON WHO MEETS THE CRITERIA PURSUANT TO SUBSECTION (16)(a)(I) OF THIS SECTION NO LATER THAN FORTY-FIVE DAYS AFTER RECEIPT OF THE INITIAL APPLICATION.

(III) THE TEACHER APPRENTICESHIP AUTHORIZATION IS VALID FOR A PERIOD OF FOUR YEARS WHILE THE TEACHER APPRENTICE COMPLETES THE AFFILIATED BACHELOR'S DEGREE AND ON-THE-JOB TRAINING REQUIREMENTS. AN AUTHORIZATION IS RENEWABLE FOR UP TO TWO SUCCESSIVE TERMS, IN INCREMENTS OF TWO YEARS, AS NECESSARY FOR THE TEACHER APPRENTICE TO FULFILL THE APPRENTICESHIP REQUIREMENTS.

(IV) THE TEACHER APPRENTICESHIP AUTHORIZATION IS AUTOMATICALLY REVOKED IF THE TEACHER APPRENTICE WITHDRAWS FROM THE TEACHER APPRENTICESHIP PROGRAM OR WITHDRAWS FROM THE AFFILIATED BACHELOR'S DEGREE PROGRAM. THE TEACHER APPRENTICESHIP PROGRAM SPONSOR MAY REVOKE THE AUTHORIZATION IF THE TEACHER APPRENTICE DOES NOT MAKE SATISFACTORY PROGRESS IN THE TEACHER APPRENTICESHIP PROGRAM, AS DETERMINED BY THE EMPLOYER. THE TEACHER APPRENTICESHIP PROGRAM SPONSOR IS RESPONSIBLE FOR NOTIFYING THE DEPARTMENT WHEN A TEACHER APPRENTICE WITHDRAWS FROM THE TEACHER DEGREE APPRENTICESHIP PROGRAM.

(b) THE STATE BOARD OF EDUCATION SHALL PROMULGATE RULES DEFINING THE NECESSARY QUALIFICATIONS AND COMPETENCIES FOR EACH LEVEL OF AUTHORIZATION, INCLUDING:

(I) AUTHORIZATION FOR THE TEACHER APPRENTICE TO WORK AS A SUBSTITUTE TEACHER;

(II) AUTHORIZATION TO STUDENT TEACH; AND

(III) AUTHORIZATION TO WORK AS A TEACHER OF RECORD. THIS AUTHORIZATION REQUIRES A PASSING SCORE ON THE APPROPRIATE STATE BOARD OF EDUCATION-APPROVED CONTENT EXAM OR PORTFOLIO EQUIVALENTS, IF RELEVANT TO THE ENDORSEMENT AREA, AND MUST NOT REQUIRE COMPLETION OF A BACHELOR'S DEGREE. THE DEPARTMENT'S RULES MUST NOT CREATE UNREASONABLE BARRIERS THAT PREVENT ACCESS TO THE PROGRAM.

SECTION 4. In Colorado Revised Statutes, **add** 22-60.5-111.5 as follows:

22-60.5-111.5. Teacher degree apprenticeship program - guidelines - teacher apprenticeship program sponsors - application for authorization with the department - criteria for authorization - program audit. (1) THE DEPARTMENT SHALL CREATE AND ESTABLISH GUIDELINES FOR A TEACHER DEGREE APPRENTICESHIP PROGRAM ON OR BEFORE JANUARY 1, 2024. THE DEPARTMENT'S GUIDELINES MUST NOT CREATE UNREASONABLE BARRIERS THAT PREVENT ACCESS TO THE TEACHER APPRENTICESHIP PROGRAM. THE GUIDELINES MUST INCLUDE:

(a) THE MINIMUM PASSING SCORE FOR ANY EXAMINATION, WHICH MUST NOT EXCEED WHAT IS REQUIRED FOR ANY TEACHER LICENSURE CANDIDATE;

(b) APPRENTICE COMPETENCIES ALIGNED TO THE COLORADO TEACHER QUALITY STANDARDS AND LICENSURE AREA CONTENT STANDARDS, WHICH ARE INDEPENDENTLY AND EXCLUSIVELY EVALUATED BY THE APPRENTICE MENTOR TEACHER, PROGRAM ADMINISTRATOR, OR PROGRAM EVALUATOR;

(c) A PROVISION THAT APPRENTICE MENTOR TEACHERS ARE SELECTED AT THE FULL DISCRETION OF THE EMPLOYER; AND

(d) A REQUIREMENT THAT A TEACHER APPRENTICE WORKS AS A TEACHER OF RECORD FOR A MINIMUM OF ONE YEAR.

(2)(a) THE STATE BOARD OF EDUCATION SHALL AUTHORIZE QUALIFIED AGENCIES WITH EXPERTISE IN APPRENTICESHIP OR IN TEACHER PREPARATION TO SERVE AS TEACHER APPRENTICESHIP PROGRAM SPONSORS IN PARTNERSHIP WITH EMPLOYER PARTNERS, INCLUDING ANY SCHOOL DISTRICTS, BOCES, CHARTER SCHOOLS, NONPUBLIC SCHOOLS, OR INSTITUTES. THE DEPARTMENT SHALL DETERMINE THE NUMBER OF NEW AGENCIES ELIGIBLE TO RECEIVE AUTHORIZATION.

(b) AN ENTITY THAT WISHES TO SERVE AS A TEACHER APPRENTICESHIP PROGRAM SPONSOR SHALL NOTIFY THE STATE DEPARTMENT OF EDUCATION AND SUBMIT AN APPLICATION THAT, AT A MINIMUM, DOCUMENTS THE ENTITY'S EXPERTISE WITH APPRENTICESHIP OR WITH TEACHER PREPARATION.

(c) WITHIN THIRTY DAYS AFTER AN ENTITY SUBMITS A COMPLETE APPLICATION TO THE STATE DEPARTMENT OF EDUCATION, THE STATE BOARD OF EDUCATION SHALL NOTIFY THE ENTITY THAT THE STATE BOARD OF EDUCATION HAS EITHER APPROVED OR DISAPPROVED THE SPONSORSHIP APPLICATION.

(3)(a) IN ADDITION TO SUBMITTING AN APPLICATION TO BE APPROVED AS A TEACHER APPRENTICESHIP PROGRAM SPONSOR, THE ENTITY SHALL SUBMIT AN APPLICATION FOR THE SPONSOR'S TEACHER DEGREE APPRENTICESHIP PROGRAM TO THE STATE BOARD OF EDUCATION FOR APPROVAL. THE APPLICATION FOR THE TEACHER DEGREE APPRENTICESHIP PROGRAM MUST INCLUDE A WORK PROCESS SCHEDULE AND RELATED INSTRUCTION PLAN AS SET FORTH BY THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

(b) THE STATE DEPARTMENT OF EDUCATION SHALL REVIEW APPLICATIONS FOR THE TEACHER DEGREE APPRENTICESHIP PROGRAM AND SHALL MAKE RECOMMENDATIONS TO THE STATE BOARD OF EDUCATION FOR APPROVAL OR DENIAL OF THE APPLICATIONS.

(c) WITHIN NINETY DAYS AFTER A TEACHER APPRENTICESHIP PROGRAM SPONSOR SUBMITS A COMPLETE APPLICATION TO THE STATE DEPARTMENT OF EDUCATION, THE STATE BOARD OF EDUCATION SHALL NOTIFY THE TEACHER APPRENTICESHIP PROGRAM SPONSOR THAT THE STATE BOARD OF EDUCATION HAS EITHER APPROVED OR DENIED THE APPLICATION FOR THE TEACHER DEGREE APPRENTICESHIP PROGRAM. IF THE APPLICATION IS DENIED, THE STATE BOARD OF EDUCATION SHALL CITE THE REASONS FOR THE DENIAL.

(4) AN APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM MUST MEET THE FOLLOWING CRITERIA:

(a) BE REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP OR STATE APPRENTICESHIP AGENCY;

(b) INCLUDE A PLAN FOR TRAINING AND SUPPORTING APPRENTICE MENTOR TEACHERS;

(c) INCLUDE A WAGE SCALE COMMENSURATE WITH EXISTING PAY SCALES OF LOCAL EDUCATION PROVIDERS BASED ON THE LEVEL OF WORK BEING PERFORMED;

(d) THE APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM INCORPORATES A BACHELOR'S DEGREE FROM AN ACCREDITED INSTITUTION IN A RELATED FIELD OF STUDY RELATIVE TO THE ENDORSEMENT AREA THAT THE PROGRAM'S PARTICIPANTS WILL PURSUE. THE BACHELOR'S DEGREE PROGRAM DOES NOT NEED TO BE AN APPROVED EDUCATOR PREPARATION PROGRAM PURSUANT TO SECTION 23-1-121.

(e) THE BACHELOR'S DEGREE PROGRAM REFERENCED IN SUBSECTION (4)(d) OF THIS SECTION MUST INCORPORATE ON-THE-JOB TRAINING IN MEANINGFUL AND TIME-SAVING WAYS THROUGH ONE OF THE FOLLOWING MECHANISMS:

(I) OFFERING THIRTY OR MORE CREDITS FOR SUCCESSFULLY COMPLETING ON-THE-JOB TRAINING;

(II) CREATING A RESIDENCY MODEL THAT CLOSELY INTEGRATES COURSE WORK AND CLINICAL EXPERIENCE WITH RELEVANT AND CONNECTED ASSIGNMENTS CARRIED OUT IN THE CLINICAL EXPERIENCE THAT COUNTS AS TWENTY-FIVE PERCENT OR MORE TOWARD THE DEGREE;

(III) EMBEDDING ON-THE-JOB LEARNING INTO THE HOMEWORK OR ASSIGNMENT REQUIREMENTS OF TWENTY-FIVE PERCENT OR MORE OF THE COURSES WITHIN THE DEGREE; OR

(IV) OPERATING AS A COMPETENCY-BASED BACHELOR'S DEGREE PROGRAM.

(5)(a) EVERY FIVE YEARS AFTER PROGRAM APPROVAL, THE STATE DEPARTMENT OF EDUCATION SHALL CONSULT WITH THE UNITED STATES DEPARTMENT OF LABOR'S APPRENTICESHIP OFFICE, OR STATE APPRENTICESHIP AGENCY REPRESENTATIVES, REGARDING THE AUDIT REQUIRED PURSUANT TO 29 CFR 29.3 TO REVIEW PROGRAM COMPLIANCE AND AUDIT FINDINGS TO ENSURE THE APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM CONTINUES TO MEET THE REQUIREMENTS. AN APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM THAT DOES NOT MEET THE REQUIREMENTS IS SUBJECT TO DISQUALIFICATION BY THE STATE DEPARTMENT OF EDUCATION.

(b) IF DISQUALIFIED, THE TEACHER APPRENTICESHIP PROGRAM SPONSOR MAY CONTINUE TO OPERATE THE TEACHER DEGREE APPRENTICESHIP PROGRAM ONLY AS LONG AS NECESSARY TO ALLOW THE ACTIVELY REGISTERED APPRENTICES TO FINISH.

(c) IF THE TEACHER APPRENTICESHIP PROGRAM SPONSOR REDESIGNS THE TEACHER

DEGREE APPRENTICESHIP PROGRAM TO MEET THE REQUIREMENTS, AND THE STATE BOARD OF EDUCATION APPROVES THE REDESIGNED TEACHER DEGREE APPRENTICESHIP PROGRAM, THE TEACHER APPRENTICESHIP PROGRAM SPONSOR MAY REINSTATE APPRENTICESHIP AUTHORIZATION, PROVIDED THE TEACHER APPRENTICESHIP PROGRAM SPONSOR MEETS THE REQUIREMENTS FOR APPROVAL.

(6) THE STATE DEPARTMENT OF EDUCATION SHALL ANNUALLY INCLUDE DATA ON TEACHER DEGREE APPRENTICESHIP PROGRAMS IN THE EXISTING EDUCATOR PREPARATION PROGRAM REPORT DASHBOARD, CONSISTENT WITH THE DATA AND REPORTING REQUIREMENTS IN SECTION 22-2-112 (1)(q). THE DEPARTMENT SHALL COORDINATE WITH THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP OR THE STATE APPRENTICESHIP AGENCY TO SOURCE THE DATA.

SECTION 5. In Colorado Revised Statutes, 22-60.5-201, **amend** (1)(c)(II) introductory portion and (1)(c)(II)(B); and **add** (1)(c)(II)(C) as follows:

22-60.5-201. Types of teacher licenses issued - term - rules. (1) The department is designated as the sole agency authorized to issue the following teacher licenses to persons of good moral character:

(c) **Professional teacher license.** (II) The department of education may, in its discretion, issue a professional teacher license to any applicant who:

(B) Has previously held a professional teacher license issued pursuant to this ~~article~~ ARTICLE 60.5 or an equivalent certificate ~~which~~ THAT was issued pursuant to article 60 of this ~~title~~ TITLE 22 prior to July 1, 1994; OR

(C) HOLDS A CERTIFICATE OF APPRENTICESHIP COMPLETION FROM AN APPROVED TEACHER DEGREE APPRENTICESHIP PROGRAM PURSUANT TO SECTION 22-60.5-111.

SECTION 6. Appropriation. (1) For the 2023-24 state fiscal year, \$116,134 is appropriated to the department of education. This appropriation is from the general fund. To implement this act, the department may use this appropriation as follows:

(a) \$89,699 for the teacher degree apprenticeship program, which amount is based on an assumption that the department will require an additional 0.8 FTE; and

(b) \$26,435 for the purchase of legal services.

(2) For the 2023-24 state fiscal year, \$26,435 is appropriated to the department of law. This appropriation is from reappropriated funds received from the department of education under subsection (1)(b) of this section and is based on an assumption that the department of law will require an additional 0.1 FTE. To implement this act, the department of law may use this appropriation to provide legal services for the department of education.

SECTION 7. 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 15, 2023