

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

**REVISED**

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

LLS NO. 23-0266.01 Kristen Forrestal x0532

**HOUSE BILL 23-1198**

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**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.**

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**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.*

SENATE  
2nd Reading Unamended  
May 5, 2023

HOUSE  
Amended 3rd Reading  
May 2, 2023

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.

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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 [REDACTED]

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

19 [REDACTED]

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

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

25 (b) MAY APPLY FOR, AS APPLICABLE:

26 (I) PROFESSIONAL DEVELOPMENT CREDIT AS REQUIRED BY SECTION  
27 22-60.5-110 FOR LICENSE RENEWAL;

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

3 (III) CAREER AND TECHNICAL EDUCATION CREDITS.

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

6 (I) THE NUMBER OF EMPLOYER PARTICIPANTS;

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

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

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

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

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

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

27 (8) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY

1 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

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

3 **SECTION 3.** In Colorado Revised Statutes, 22-60.5-110, **amend**

4 (3)(b) introductory portion as follows:

5 **22-60.5-110. Renewal of licenses.** (3) (b) A professional licensee  
6 shall complete ~~such~~ THE ongoing professional development within the  
7 period of time for which ~~such~~ THE professional license is valid. ~~Such~~ THE  
8 professional development may include but need not be limited to  
9 in-service education programs, including training in preventing,  
10 identifying, and responding to child sexual abuse and assault; behavioral  
11 health training that is culturally responsive and trauma- and  
12 evidence-informed; and laws and practices relating to the education of  
13 students with disabilities in the classroom, including but not limited to  
14 child find and inclusive learning environments; college or university  
15 credit from an accepted institution of higher education or a community,  
16 technical, or local district college; educational travel that meets the  
17 requirements specified in subsection (3)(d) of this section; involvement  
18 in school reform; service as a mentor teacher for teacher candidates  
19 participating in clinical practice, as defined in section 23-78-103;  
20 internships; ~~and~~ ongoing professional development training and  
21 experiences; AND TEACHER EXTERNSHIPS PURSUANT TO SECTION  
22 8-83-602.5. The state board of education, by rule, may establish minimum  
23 criteria for professional development; except that ~~such~~ THE criteria shall  
24 not:

25 ■ ■ ■

26 **SECTION 4. Appropriation.** For the 2023-24 state fiscal year,

27 \$223,039 is appropriated to the department of labor and employment for

1 use by the division of employment and training. This appropriation is  
2 from the general fund and is based on an assumption that the division will  
3 require an additional 0.8 FTE. To implement this act, the division may  
4 use this appropriation for the STEM teacher externship program. Any  
5 money appropriated in this section not expended prior to July 1, 2024, is  
6 further appropriated to the division for the 2024-25 state fiscal year for  
7 the same purpose.

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