

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

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 23-0266.01 Kristen Forrestal x0532

**HOUSE BILL 23-1198**

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**HOUSE SPONSORSHIP**

**Titone,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**

Education  
Finance  
Appropriations

**Senate Committees**

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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, CREATING A**  
105            **TAX CREDIT FOR EMPLOYERS THAT PARTICIPATE IN THE**  
106            **EXTERNSHIP PROGRAM.**

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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

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.

(department) to establish a teacher externship program to allow 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

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

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

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

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

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

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

20 **8-83-602.5. Teacher externship program - creation - rules.**

21 (1) (a) ON OR BEFORE JANUARY 1, 2024, THE DEPARTMENT SHALL  
22 ESTABLISH A TEACHER EXTERNSHIP PROGRAM TO PROVIDE WORK-BASED  
23 LEARNING OPPORTUNITIES FOR K-12 TEACHERS IN THIS STATE. THE  
24 PURPOSE OF THE EXTERNSHIP PROGRAM IS FOR K-12 TEACHERS TO  
25 IMMERSE THEMSELVES IN A STEM OR STEM-RELATED FIELD, OR OTHER  
26 FIELDS THAT WILL PROVIDE VALUE TO K-12 TEACHERS, IN ORDER IMPROVE  
27 THEIR CLASSROOM CURRICULUMS IN A STEM OR STEM-RELATED AREA

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

4 (b) THE DEPARTMENT SHALL ESTABLISH AT LEAST THREE  
5 EXTERNSHIP PROGRAM MODELS 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 EMPLOYERS TO RECEIVE A  
25 TAX CREDIT FOR COSTS INCURRED AND PAID BY THE EMPLOYER FOR  
26 PLACING AND RETAINING A K-12 TEACHER IN AN EXTERNSHIP PROGRAM OR  
27 FOR LOCAL EDUCATION PROVIDERS TO RECEIVE DIRECT PAYMENTS.

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

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

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

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

21 (I) THE TAXPAYER'S NAME;

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

24 (III) THE CREDIT ALLOWED TO THE TAXPAYER BASED ON THE  
25 TAXPAYER'S REPORTED EXPENSES.

26 (3) FOR THE PURPOSE OF PROVIDING INCENTIVES FOR EMPLOYERS  
27 TO PARTICIPATE IN THE EXTERNSHIP PROGRAM:

1 (a) THE DEPARTMENT MAY ALLOCATE MONEY DIRECTLY TO LOCAL  
2 EDUCATION PROVIDERS FOR TEACHER COMPENSATION AND TO  
3 WORK-BASED INTERMEDIARIES, IF APPLICABLE, TO DEFRAY THE COSTS OF  
4 PLACING A K-12 TEACHER IN AN EXTERNSHIP WITH AN EMPLOYER; OR

5 (b) FOR INCOME TAX YEARS COMMENCING ON OR AFTER JANUARY  
6 1, 2024, BUT BEFORE JANUARY 1, 2029, A PARTICIPATING EMPLOYER MAY  
7 CLAIM A TAX CREDIT PURSUANT TO SECTION 39-22-549.

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

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

13 (b) MAY APPLY FOR, AS APPLICABLE:

14 (I) PROFESSIONAL DEVELOPMENT CREDIT AS REQUIRED BY SECTION  
15 22-60.5-110 FOR LICENSE RENEWAL;

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

18 (III) CAREER AND TECHNICAL EDUCATION CREDITS.

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

21 (I) THE NUMBER OF EMPLOYER PARTICIPANTS;

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

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

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

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

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

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

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

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

19 **22-60.5-110. Renewal of licenses.** (3) (b) A professional licensee  
20 shall complete ~~such~~ THE ongoing professional development within the  
21 period of time for which ~~such~~ THE professional license is valid. ~~Such~~ THE  
22 professional development may include but need not be limited to  
23 in-service education programs, including training in preventing,  
24 identifying, and responding to child sexual abuse and assault; behavioral  
25 health training that is culturally responsive and trauma- and  
26 evidence-informed; and laws and practices relating to the education of  
27 students with disabilities in the classroom, including but not limited to

1 child find and inclusive learning environments; college or university  
2 credit from an accepted institution of higher education or a community,  
3 technical, or local district college; educational travel that meets the  
4 requirements specified in subsection (3)(d) of this section; involvement  
5 in school reform; service as a mentor teacher for teacher candidates  
6 participating in clinical practice, as defined in section 23-78-103;  
7 internships; ~~and~~ ongoing professional development training and  
8 experiences; AND TEACHER EXTERNSHIPS PURSUANT TO SECTION  
9 8-83-602.5. The state board of education, by rule, may establish minimum  
10 criteria for professional development; except that ~~such~~ THE criteria shall  
11 not:

12           **SECTION 4.** In Colorado Revised Statutes, **add** 39-22-549 as  
13 follows:

14           **39-22-549. Tax credit for costs incurred and paid for the**  
15 **teacher externship program - definitions - repeal.** (1) (a) IN  
16 ACCORDANCE WITH SECTION 39-21-304 (1), WHICH REQUIRES EACH BILL  
17 THAT CREATES A NEW TAX EXPENDITURE TO INCLUDE A TAX PREFERENCE  
18 PERFORMANCE STATEMENT AS PART OF A STATUTORY LEGISLATIVE  
19 DECLARATION, THE GENERAL ASSEMBLY FINDS AND DECLARES THAT THE  
20 GENERAL LEGISLATIVE PURPOSE OF THIS TAX EXPENDITURE IS TO  
21 ENCOURAGE EMPLOYERS TO PLACE **AND RETAIN** K-12 TEACHERS IN  
22 EXTERNSHIP PROGRAMS PURSUANT TO SECTION 8-83-602.5 **BY PROVIDING**  
23 REIMBURSEMENT TO EMPLOYERS FOR THE COSTS INCURRED BY THE  
24 EMPLOYER FOR PLACING **AND RETAINING** EACH K-12 TEACHER IN THE  
25 EMPLOYER'S WORKPLACE.

26           (b) THE GENERAL ASSEMBLY AND THE STATE AUDITOR SHALL  
27 MEASURE THE EFFECTIVENESS OF THE TAX CREDIT IN ACHIEVING THE

1 PURPOSE SPECIFIED IN SUBSECTION (1)(a) OF THIS SECTION BASED ON THE  
2 NUMBER OF TAX CREDITS THAT ARE CLAIMED.

3 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE  
4 REQUIRES:

5 (a) (I) "COSTS" MEANS ANY ACTUAL OUT-OF-POCKET EXPENSES  
6 INCURRED AND PAID BY AN EMPLOYER, DOCUMENTED BY RECEIPT,  
7 EXCLUSIVELY FOR PLACING AND RETAINING A K-12 TEACHER IN AN  
8 EXTERNSHIP PROGRAM IN THE EMPLOYER'S WORKPLACE.

9 (II) "COSTS" INCLUDES ANY STIPEND OR OTHER COMPENSATION  
10 PAID TO A K-12 TEACHER PARTICIPATING IN AN EXTERNSHIP PROGRAM IN  
11 THE EMPLOYER'S WORKPLACE.

12 (b) "EMPLOYER" MEANS A PERSON WHO PLACES A K-12 TEACHER  
13 IN AN EXTERNSHIP PROGRAM.

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

16 (d) "K-12 TEACHER" MEANS A TEACHER TEACHING IN A PUBLIC  
17 SCHOOL IN THE STATE.

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

24 (3) (a) FOR INCOME TAX YEARS COMMENCING ON OR AFTER  
25 JANUARY 1, 2024, BUT BEFORE JANUARY 1, 2029, AN EMPLOYER IS  
26 ALLOWED A CREDIT AGAINST THE INCOME TAXES IMPOSED BY THIS  
27 ARTICLE 22 IN AN AMOUNT EQUAL TO ONE HUNDRED PERCENT OF THE

1 EMPLOYER'S COSTS INCURRED IN PLACING AND RETAINING A K-12  
2 TEACHER IN AN EXTERNSHIP PROGRAM.

3 (b) AN EMPLOYER MAY CLAIM A TAX CREDIT PURSUANT TO THIS  
4 SECTION FOR COSTS INCURRED DURING A PERIOD OF NOT MORE THAN  
5 EIGHT WEEKS.

6 (4) IF THE AMOUNT OF A CREDIT UNDER THIS SECTION EXCEEDS AN  
7 EMPLOYER'S ACTUAL TAX LIABILITY FOR A TAX YEAR, THE AMOUNT OF THE  
8 CREDIT NOT USED TO OFFSET INCOME TAX LIABILITY FOR THE TAX YEAR IS  
9 NOT REFUNDED TO THE EMPLOYER. THE EMPLOYER MAY CARRY FORWARD  
10 AND APPLY THE UNUSED CREDIT AGAINST THE INCOME TAX DUE IN EACH  
11 OF THE FIVE SUCCEEDING TAX YEARS, BUT THE EMPLOYER SHALL APPLY  
12 THE CREDIT AGAINST INCOME TAX DUE FOR THE EARLIEST TAX YEAR  
13 POSSIBLE. ANY AMOUNT OF THE TAX CREDIT THAT IS NOT USED AFTER THIS  
14 PERIOD IS NOT REFUNDABLE.

15 (5) UPON THE REQUEST OF THE DEPARTMENT OF REVENUE, AN  
16 EMPLOYER SHALL PROVIDE THE DEPARTMENT WITH DOCUMENTATION  
17 THAT THE EMPLOYER PLACED AND RETAINED A K-12 TEACHER IN AN  
18 EXTERNSHIP PROGRAM, INCLUDING RECEIPTS FOR EXPENSES INCURRED  
19 REGARDING THE TEACHER PLACEMENT IN THE EMPLOYER'S WORKPLACE.  
20 IF THE EMPLOYER CANNOT PROVIDE THE DOCUMENTATION, THE EMPLOYER  
21 IS INELIGIBLE FOR THE CREDIT UNDER THIS SECTION.

22 (6) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, 2034.

23 **SECTION 5. Act subject to petition - effective date.** This act  
24 takes effect at 12:01 a.m. on the day following the expiration of the  
25 ninety-day period after final adjournment of the general assembly; except  
26 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
27 of the state constitution against this act or an item, section, or part of this

1 act within such period, then the act, item, section, or part will not take  
2 effect unless approved by the people at the general election to be held in  
3 November 2024 and, in such case, will take effect on the date of the  
4 official declaration of the vote thereon by the governor.