



Legislative Council Staff

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Final Fiscal Note

Drafting Number: LLS 23-0783 **Date:** July 17, 2023
Prime Sponsors: Sen. Marchman; Baisley **Bill Status:** Signed into Law
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Bill Topic: **TEACHER DEGREE APPRENTICESHIP PROGRAM**

Summary of Fiscal Impact:

<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> Local Government
<input type="checkbox"/> State Transfer	<input checked="" type="checkbox"/> School District

The bill creates the Teacher Degree Apprenticeship Program, and establishes a teacher apprenticeship authorization that allows program participants to be employed by a school or school district. The bill increases state expenditures and may impact school district workload on an ongoing basis.

Appropriation Summary: For FY 2023-24, the bill requires and includes an appropriation of \$116,134 to the Colorado Department of Education.

Fiscal Note Status: The fiscal note reflects the enacted bill.

Table 1
State Fiscal Impacts Under SB 23-087

		Budget Year FY 2023-24	Out Year FY 2024-25
Revenue		-	-
Expenditures	General Fund	\$116,134	\$103,949
	Centrally Appropriated	\$16,024	\$20,632
	Total Expenditures	\$132,158	\$124,581
	Total FTE	0.9 FTE	1.0 FTE
Transfers		-	-
Other Budget Impacts	General Fund Reserve	\$17,420	\$15,592

Summary of Legislation

The bill creates the Teacher Degree Apprenticeship Program in the Colorado Department of Education (CDE), and establishes a teacher apprenticeship authorization for program participants.

Teacher Degree Apprenticeship Program. The bill requires that CDE establish guidelines for teacher degree apprenticeship programs by January 1, 2024. The State Board of Education must select qualified apprenticeship program sponsors, and must approve applications for sponsors' proposed apprenticeship programs. Approved apprenticeship programs must be registered with state or federal apprenticeship agencies, and include training for mentor teachers; a wage scale commensurate with existing pay scales; and bachelor's degree program with an on-the-job training program.

CDE must also consult with state or federal apprenticeship agencies on an audit every five years, and collect certain data to be included in the existing educator preparation report dashboard.

Teacher apprenticeship authorization. The bill allows CDE to issue a teacher apprenticeship authorization that allows the applicant to be employed by a local education provider as a teacher apprentice and work as a substitute teacher, student teacher, or teacher of record, as determined by CDE rules. To receive an apprenticeship authorization, a person must be:

- employed as a teacher apprentice at a public school;
- registered in a teacher apprenticeship program; and
- enrolled in a corresponding bachelor's degree program.

The authorization is valid for four years and may be renewed for up to two, two-year extensions, as necessary to fulfill apprenticeship requirements. If the apprentice withdraws from the program, the authorization is revoked.

State Expenditures

The bill increases state expenditures in CDE by \$132,158 in FY 2023-24, and by \$124,581 in FY 2024-25, paid from the General Fund. Expenditures are detailed below and shown in Table 2. The bill may also increase workload in the Department of Labor and Employment (CDLE).

**Table 2
Expenditures Under SB 23-087**

	FY 2023-24	FY 2024-25
Department of Education		
Personal Services	\$76,949	\$102,599
Operating Expenses	\$1,080	\$1,350
Capital Outlay Costs	\$6,670	-
Data System Changes	\$5,000	-
Legal Services	\$26,435	-
Centrally Appropriated Costs ¹	\$16,024	\$20,632
FTE – Personal Services	0.8 FTE	1.0 FTE
FTE – Legal Services	0.1 FTE	-
Total Cost	\$132,158	\$124,581
Total FTE	0.9 FTE	1.0 FTE

¹ Centrally appropriated costs are not included in the bill's appropriation.

Colorado Department of Education. The bill requires staffing, data system changes, and legal services hours for CDE, as discussed below.

- **Personal services.** Beginning in FY 2023-24, CDE requires 1.0 FTE to administer the teacher apprenticeship program. Duties include establishing guidelines for apprenticeship programs, managing the application process, serving as the point of contact for schools and educator preparation programs, collecting data, and coordinating with state and federal apprenticeship agencies. Standard capital outlay and operating expenditures are included. First-year staff costs are prorated for the General Fund paydate shift and a September start date.

Workload will also increase for educator licensing staff to process applications for a teacher apprenticeship authorization. This work does not require a change in appropriations.

- **Data system changes.** CDE requires \$5,000 in FY 2023-24 only to modify the educator preparation report dashboard to include data on teacher apprenticeship programs.
- **Legal services.** In FY 2023-24, CDE will require 250 hours of legal services for rulemaking and general counsel regarding federal apprenticeship requirements. In subsequent years, legal services can be accomplished within CDE's current allocation. Legal services are provided by the Department of Law at a rate of \$105.74 per hour.

Department of Labor and Employment. The bill minimally increases the workload for CDLE to coordinate with CDE on apprenticeship programs and audits. No change in appropriations is required.

Centrally appropriated costs. Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. These costs, which include employee insurance and supplemental employee retirement payments, are shown in Table 2.

Other Budget Impacts

General Fund reserve. Under current law, an amount equal to 15 percent of General Fund appropriations must be set aside in the General Fund statutory reserve. Based on this fiscal note, the bill is expected to increase the amount of General Fund held in reserve by the amounts shown in Table 1, decreasing the amount of General Fund available for other purposes.

School District

The bill may increase workload for any school district that chooses to partner with an apprenticeship program sponsor.

Effective Date

The bill was signed into law by the Governor on May 15, 2023, and takes effect on August 7, 2023, assuming no referendum petition is filed.

State Appropriations

For FY 2023-24, the bill requires and includes a General Fund appropriation of \$116,134 in the Colorado Department of Education, and 0.8 FTE. Of that amount, \$26,435 is reappropriated to the Department of Law, with 0.1 FTE.

State and Local Government Contacts

Education

Labor

Law