

## **R277. Education, Administration.**

### **R277-333. Registered Apprenticeship Program for Teachers.**

#### **R277-333-1. Authority, Purpose, and Oversight Category.**

(1) This rule is authorized by:

(a) Utah Constitution [Article X, Section 3](#), which vests general control and supervision over public education in the Board;

(b) Subsection [53E-3-401\(4\)](#), which allows the Board to make rules to execute the Board's duties and responsibilities under the Utah Constitution and state law;

(c) Subsection [53E-6-201\(3\)\(a\)](#), which gives the Board authority to make rules establishing the criteria for obtaining a license; and

(d) Section [53E-6-206](#), which directs the Board to work with the Utah Board of Higher Education to develop a strategy for modifying traditional and alternative programs for training teachers.

(2) The purpose of this rule is to establish requirements for the RAPT, which allows a teacher to earn a professional license through an approved apprenticeship program.

(3) This Rule R277-333 is categorized as Category 4 as described in Rule R277-111.

#### **R277-333-2. Definitions.**

(1)(a) "Apprentice" means a paid employee of an LEA who participates in structured on-the-job learning to prepare for a successful career as a teacher.

(b) An apprentice earns a progressive wage as the apprentice's skills and productivity increase.

(c) An apprentice may not be a teacher of record or long-term substitute teacher for an LEA.

(2) "Competency" means evidence established through demonstration in a higher education setting or pre-kindergarten to grade 12 classroom setting of successful application of knowledge and skills.

(3) "DOL" means the United States Department of Labor.

(4) "Education related expenses" may include:

- (a) tuition;
- (b) books;
- (c) fees; or
- (d) supplies.

(5) "Employer partner" means an LEA employing an apprentice, whether or not the LEA is a party to an apprenticeship agreement with the apprentice.

(6) "Individualized Professional Learning Plan" or "IPLP" means a plan developed for each apprentice, which shall include:

(a) all requirements for a professional license, as described in Rule R277-301; and

(b) all competencies for an apprentice's professional license areas of concentration and endorsements.

(7) "Institution of higher education" or "IHE" means:

(a) a college or university that has a physical location in Utah where students attend classes; or

(b) an online college or university, which:

(i) has its primary headquarters in the state; and

(ii) is licensed to do business through the Utah Department of Commerce.

(8) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the Blind.

(9) "Mentor" means an experienced teacher who:

(a) has attained a mastery level of skill, abilities, and competencies required for the profession;

(b) oversees and guides the work of an apprentice in an on-the-job placement;

(c) has an assignment from an LEA as a teacher in a Utah public school;

(d) has a professional license area of concentration in:

(i) Deaf education;

(ii) Early childhood education;

(iii) Elementary education;

(iv) Secondary education;

(v) Special education; or

- (vi) Preschool special education;
- (e) has a professional endorsement in:
  - (i) instructional coaching; or
  - (ii) teacher mentoring; and
- (f) may evaluate an apprentice's competencies.

(10) "On-the-job learning" means:

- (a) time spent in a public school working directly with a mentor teacher;
- (b) experiences that provide fully supported, increasingly demanding opportunities to apply learning, reflect on practice, and demonstrate competency under supervision of a mentor teacher; and

(c) time spent directly with students or performing other aspects of teaching under supervision of a mentor teacher, such as:

- (i) professional learning;
- (ii) extracurricular activities;
- (iii) lesson planning; and
- (iv) parent communication, as outlined by the LEA.

(11) "Registered Apprentice Partners Information Database System" or "RAPIDS" means the DOL case management system for all registered apprenticeship programs.

(12)(a) "Registered Apprentice Program for Teachers" or "RAPT" means an industry-driven, high quality career pathway where:

- (i) employers can develop and prepare the future workforce; and
- (ii) an individual can:
  - (A) obtain paid work experience;
  - (B) receive progressive wage increases;
  - (C) receive supplemental education; and
  - (D) qualify for a Utah professional educator license, which is a portable, nationally-recognized credential.

(b) The "RAPT" is industry-vetted and approved and validated by DOL and the Board.

(13) "Related instruction provider" means an entity that:

- (a) provides related supplemental education to an apprentice;
- (b) offers a competency-based postsecondary general education course online or in person; and
- (c) is accredited by an organization recognized by the United States Department of Education.

(14) "Sponsor" means the Superintendent operating in coordination with the Utah Department of Workforce Services and the DOL to coordinate, administer, and oversee all aspects of the apprenticeship program.

(15) "Supplemental education" means learning experiences required to successfully demonstrate all required competencies and meet professional educator license requirements.

### **R277-333-3. RAPT.**

- (1) There is one RAPT in the state.
- (2) The Superintendent may partner with an LEA as an employer partner.
- (3) The Superintendent may partner with an IHE as a related instruction provider.
- (4) The Superintendent shall register the RAPT and all related standards with the DOL.
- (5) The Superintendent shall register all apprenticeship agreements with the DOL within 45 days of an apprentice's enrollment.
- (6) The Superintendent shall notify the DOL of any change of status of an apprentice through RAPIDS.
- (7) An apprentice may pursue a professional license with a license area of concentration in the following eligible license areas:
  - (a) Deaf education;
  - (b) Early Childhood education;
  - (c) Elementary education;
  - (d) Secondary education;
  - (e) Special education;
  - (f) Preschool special education.

(8) The Superintendent shall provide an application for participation in the RAPT.

(9) The Superintendent shall provide documentation related to the RAPT as required by the DOL.

(10) The Superintendent shall require periodic evaluation of an apprentice's progress in skills and technical knowledge and maintain appropriate progress records.

(11) The Superintendent may award an apprentice education related expenses of up to \$10,000 annually.

(12) The Superintendent shall develop and maintain a model IPLP for an apprentice.

#### **R277-333-4. Apprentice Requirements.**

(1) An apprentice must be at least 18 years old.

(2) An apprentice must have a high school diploma or GED.

(3) An apprentice shall have a cleared background check and must enroll in FBI Rapback as set forth in Section R277-301-10.

(4)(a) An LEA may not record an apprentice as a teacher of record or long-term substitute teacher in the LEA.

(b) If an individual is a teacher of record or long-term substitute teacher:

(i) the Superintendent may not enroll the individual in the RAPT; and

(ii) the Superintendent may require the individual to repay education related expenses provided through the RAPT.

(5) An apprentice shall complete a FAFSA, if enrolled in an IHE program.

(6) An apprentice shall be physically capable to perform the basic functions of teaching, with or without reasonable accommodation, and without jeopardizing the safety of the apprentice or others.

(7) If an apprentice is a military veteran, the apprentice may be eligible for GI Bill training programs while registered as an apprentice.

(8) An apprentice shall provide transcripts from an IHE as requested by the Superintendent.

(9) An apprentice shall serve under the direction of a mentor.

(10) An apprentice shall complete a minimum of 1,000 hours of on-the-job learning.

(11) An apprentice shall demonstrate competency in all 37 general teacher preparation competencies, as incorporated by reference in Rule R277-304.

(12) An apprentice shall demonstrate all competencies required for the apprentice's desired license area of concentration as described in Rule R277-304.

(13) If an apprentice is seeking a secondary endorsement, the apprentice shall demonstrate additional content specific training as recorded in the apprentice's IPLP.

(14) An apprentice shall complete the RAPT in no more than three years.

(15) The Superintendent shall award a professional license to an apprentice upon completion of all requirements identified in this rule and Rule R277-301.

#### **R277-333-5. Employer Partners.**

(1) An employer partner shall establish a RAPT employer partner agreement with the Superintendent, which shall include the following terms:

(a) An employer partner shall employ each apprentice, which may be full-time;

(b) An employer partner shall establish progressive wage rates that are compliant with the RAPT;

(c) Apprentice wages shall increase at least once during the apprenticeship period;

(d) Apprentice wages shall progress based on the demonstration of the General Teacher Preparation competencies, as follows:

(i) Minimum of \$18.21 hourly for up to 20 demonstrated competencies;

(ii) Minimum of \$23.18 hourly for 21-29 demonstrated competencies; and

(iii) Minimum of \$26.49 hourly for 30-37 demonstrated competencies; and

(e) An employer partner may not employ an apprentice as a teacher or long-term substitute teacher.

(2) An employer partner may adapt its RAPT agreement to fit local context with approval from the Superintendent.

(3) The Superintendent may reimburse an employer partner for on-the-job learning for up to 50% of an apprentice's salary.

(4) An employer partner shall develop and maintain an IPLP for an apprentice, in collaboration with the Superintendent, for each year the apprentice is part of the RAPT.

(5) An employer partner shall assign a mentor to each apprentice.

(6) An employer partner may not assign more than two apprentices to a mentor.

(7) An employer partner shall ensure each mentor and school administrator has training to evaluate apprentice competency.

(8) A mentor shall have a similar license area of concentration as the one defined in the mentored apprentice's IPLP, as defined by the Superintendent.

(9) A mentor or school administrator shall evaluate each apprentice annually using the general teacher preparation competencies incorporated by reference in Rule R277-304.

(10) An employer partner may not report an apprentice as an educator preparation program enrollee or completer.

(11) The Superintendent may reimburse an LEA for mentor compensation for apprenticeship related work completed outside an LEA employment contract for up to \$1,000 per assigned apprentice per year.

#### **R277-333-6. Related Instruction Providers.**

(1)(a) An IHE shall establish a related instruction provider agreement with the Superintendent to participate in the RAPT.

(b) An IHE may adapt a related instruction provider agreement to fit local context, with the approval of the Superintendent.

(2) A related instruction provider may enroll an apprentice.

(3) A related instruction provider may award college or university credit for competency demonstrated in on-the-job learning.

(4) A related instruction provider may evaluate apprentice competency.

**KEY: apprentice, license, RAPT**

**Date of Last Change: November 7, 2024**

**Authorizing, and Implemented or Interpreted Law: [Article X, Section 3](#); [53E-3-401\(4\)](#); [53E-6-201\(3\)\(a\)](#); [53E-6-206](#)**