

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 a ~~an apprentice~~ participant, whether or not the LEA is a party to an apprenticeship agreement with the ~~apprentice~~ participant.

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

(a) for an apprentice:

~~(a)~~ (i) all requirements for a professional license, as described in Rule [R277-301](#); and

~~(b)~~ (ii) all competencies for an apprentice's professional license areas of concentration and endorsements~~[-]; or~~

(b) for a pre-apprentice:

(i) all requirements for a paraeducator as described in Section [R277-324-5](#); and

(ii) the Utah Standards for Instructional Paraeducators incorporated by reference in Section [R277-324-3](#).

(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) "Journeyworker paraeducator" means an experienced paraeducator who:

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

(b) has met the paraeducator qualifications as described in Section [R277-324-5](#);
and

(c) may evaluate a pre-apprentice's competencies.

(9) "Journeyworker teacher" 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 or associate endorsement in:

(i) instructional coaching; or

(ii) teacher mentoring; and

(f) may evaluate an apprentice's competencies.

([8]10) "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;~~

88 ~~_____ (iii) Elementary education;~~

89 ~~_____ (iv) Secondary education;~~

90 ~~_____ (v) Special education; or~~

91 ~~_____ (vi) Preschool special education;~~

92 ~~_____ (e) has a professional endorsement in:~~

93 ~~_____ (i) instructional coaching; or~~

94 ~~_____ (ii) teacher mentoring; and~~

95 ~~_____ (f) may evaluate an apprentice's competencies.]~~

96 ([10]11) "On-the-job learning" means:

97 (a) time spent in a public school working directly with a ~~[mentor teacher]~~
98 journeyworker;

99 (b) experiences that provide fully supported, increasingly demanding
100 opportunities to apply learning, reflect on practice, and demonstrate competency under
101 supervision of a ~~[mentor teacher]~~journeyworker; and

102 (c) time spent directly with students or performing other aspects of teaching
103 under supervision of a ~~[mentor teacher]~~journeyworker, such as:

104 (i) professional learning;

105 (ii) extracurricular activities;

106 (iii) lesson planning; and

107 (iv) parent communication, as outlined by the LEA.

108 (12) "Participant" means a registered apprentice or registered pre-apprentice.

109 (13) "Pre-apprentice" means a paid employee of an LEA who:

110 (a) participates in structured on-the-job learning to prepare for a successful
111 career as a teacher;

112 (b) earns a progressive wage as the apprentice's skills and productivity increase;
113 and

114 (c) may not serve as a teacher of record or long-term substitute teacher.

115 ([14]14) "Registered Apprentice Partners Information Database System" or
116 "RAPIDS" means the DOL case management system for all registered apprenticeship
117 programs.

118 ([12]15)(a) "Registered Apprentice Program for Teachers" or "RAPT" means an
119 industry-driven, high quality career pathway where:

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

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

129 ([13]16) "Related instruction provider" means an entity that:

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

135 ([14]17) "Sponsor" means the Superintendent operating in coordination with the
136 Utah Department of Workforce Services and the DOL to coordinate, administer, and
137 oversee all aspects of the apprenticeship program.

138 ([15]18) "Supplemental education" means learning experiences required to
139 successfully demonstrate all required competencies and meet professional educator
140 license requirements.

141
142 **R277-333-3. RAPT.**

- 143 (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 a~~n apprentice's~~ participant's enrollment.

(6) The Superintendent shall notify the DOL of any change of status of a~~n apprentice~~ participant 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 establish deadlines for the RAPT application.

~~(9)~~10) The Superintendent shall provide documentation related to the RAPT as required by the DOL.

~~(10)~~11) The Superintendent shall require periodic evaluation of a~~n apprentice's~~ participant's progress in skills and technical knowledge and maintain appropriate progress records.

~~(11)~~12) The Superintendent may award an apprentice education related expenses of up to \$10,000 annually.

~~(12)~~13) The Superintendent shall develop and maintain a model IPLP for an apprentice and a pre-apprentice.

(14) The Superintendent may award a pre-apprentice education related expenses of up to \$4,000 annually.

R277-333-4. Apprentice Requirements.

(1) A~~[n-apprentice]~~ participant must be at least 18 years old.

(2) A~~[n-apprentice]~~ participant 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 a~~[n-apprentice]~~ participant 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) A~~[n-apprentice]~~ participant shall complete a FAFSA, if enrolled in an IHE program.

(6) A~~[n-apprentice]~~ participant shall be physically capable to perform the basic functions of teaching, with or without reasonable accommodation, and without jeopardizing the safety of the ~~[apprentice]~~ participant or others.

(7) If a~~[n-apprentice]~~ participant is a military veteran, the ~~[apprentice]~~ participant may be eligible for GI Bill training programs while registered as a~~[n-apprentice]~~ participant.

(8) A~~[n-apprentice]~~ participant shall provide transcripts from an IHE as requested by the Superintendent.

(9) An apprentice shall serve under the direction of a ~~[mentor]~~ journeyworker teacher.

(10) A pre-apprentice shall serve under the direction of a journeyworker paraeducator.

(~~10~~11) A ~~[n-apprentice]~~ participant shall ~~[complete a minimum]~~ serve a probationary period until the completion of 1,000 hours of on-the-job learning.

(~~11~~12) An apprentice shall demonstrate competency in all 37 general teacher preparation competencies, as incorporated by reference in Rule [R277-304](#).

(~~12~~13) An apprentice shall demonstrate all competencies required for the apprentice's desired license area of concentration as described in Rule [R277-304](#).

(13) A pre-apprentice shall demonstrate all competencies aligned to the Utah Standards for Instructional Paraeducators incorporated by reference in Section [R277-324-3](#).

(~~13~~15) If an apprentice is seeking a secondary endorsement, the apprentice shall demonstrate additional content specific training as recorded in the apprentice's IPLP.

(16) A pre-apprentice shall complete the pre-apprenticeship in no more than two years.

(~~14~~17) An apprentice shall complete the RAPT in no more than three years.

(~~15~~18) 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]~~ participant, 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 \$~~23.48~~22.18 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.
- (f) Pre-apprentice wages shall increase at least once during the pre-apprenticeship period.
- (g) Pre-apprentice wages shall progress based on the number of hours worked within the pre-apprenticeship, as follows:
- (i) Minimum of \$7.75 hourly for 0-1000 hours worked;
- (ii) Minimum of \$8.73 hourly for 1001-2000 hours worked;
- (iii) Minimum of \$9.30 hourly for 2001-3000 hours worked; and
- (iv) Minimum of 10.08 hourly for 3001-4000 hours worked.
- (h) An employer partner may not employ a pre-apprentice as a 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 a~~n apprentice~~ participant, in collaboration with the Superintendent, for each year the ~~apprentice~~ participant is part of the RAPT.
- (5) An employer partner shall assign a ~~mentor~~journeyworker teacher to each apprentice.
- (6) An employer partner may not assign more than two apprentices to ~~a mentor~~ an individual journeyworker teacher.
- (7) An employer partner may not assign more than one pre-apprentice to an individual journeyworker paraeducator.

([7]8) An employer partner shall ensure each ~~[mentor]~~journeyworker teacher,
journeyworker paraeducator, and school administrator has training to evaluate
~~[apprentice]~~participant competency.

([8]9) A ~~[mentor]~~journeyworker teacher shall have a similar license area of
concentration as the one defined in the ~~[mentored]~~assigned apprentice's IPLP, as
defined by the Superintendent.

([9]10) A ~~[mentor]~~journeyworker teacher or school administrator shall evaluate
each apprentice annually using the general teacher preparation competencies
incorporated by reference in Rule [R277-304](#).

(11) A journeyworker paraeducator shall evaluate each pre-apprentice annually
using the Utah Standards for Instructional Paraeducators incorporated by reference in
Section [R277-324](#).

([10]12) An employer partner may not report an apprentice as an educator
preparation program enrollee or completer.

([14]13) The Superintendent may reimburse an LEA for ~~[mentor]~~journeyworker
teacher 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 a~~[n-apprentice]~~participant.

(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]~~participant
competency.

285 **KEY:** apprentice, license, RAPT
286 **Date of Last Change:** November 7, 2024
287 **Authorizing, and Implemented or Interpreted Law:** [Article X, Section 3](#); [53E-3-](#)
288 [401\(4\)](#); [53E-6-201\(3\)\(a\)](#); [53E-6-206](#)
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