

**SENATE, No. 2833**

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**STATE OF NEW JERSEY**  
**219th LEGISLATURE**

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INTRODUCED AUGUST 17, 2020

**Sponsored by:**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Senator SHIRLEY K. TURNER**

**District 15 (Hunterdon and Mercer)**

**SYNOPSIS**

Establishes Teacher Apprenticeship Program.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 1/14/2021)**

1 AN ACT establishing a Teacher Apprenticeship Program and  
2 supplementing chapter 6 of Title 18A of the New Jersey Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. As used in this act:

8 “Commissioner” means the Commissioner of Education.

9 “Field experience” means observing and assisting with student  
10 learning which may include, but is not limited to, providing  
11 operational support to public schools; assisting instructional staff  
12 with data entry, grading, lesson planning, parental communication,  
13 and assessment development; and conducting classroom instruction.

14 “Paraprofessional” means an individual who is employed in a  
15 public school as a school aide or classroom aide who assists a  
16 teaching staff member with the supervision of pupil activities.

17 “Program” means the Teacher Apprenticeship Program  
18 established pursuant to section 2 of this act.

19 “Program participant” means a public high school student  
20 entering grade 12 and a paraprofessional with an associate degree  
21 who has been accepted into the Teacher Apprenticeship Program.

22 “Public school” means a school district, charter school, and  
23 renaissance school in the State.

24 “Secretary” means the Secretary of Higher Education.

25

26 2. The Commissioner of Education, in coordination with the  
27 Secretary of Higher Education, shall establish a Teacher  
28 Apprenticeship Program, the purpose of which shall be to offer  
29 stipends and provide program participants with the education and  
30 field experience necessary to obtain a New Jersey certificate of  
31 eligibility with advanced standing.

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33 3. a. A public school and an accredited four-year institution of  
34 higher education with a Department of Education approved  
35 educator preparation program that wish to offer the Teacher  
36 Apprenticeship Program shall jointly apply to the Department of  
37 Education in such manner as determined by the commissioner in  
38 consultation with the secretary. The application shall include, but  
39 not be limited to:

40 (1) a dual enrollment agreement between the public school and  
41 institution of higher education;

42 (2) the number of teachers in the public school and faculty at the  
43 institution of higher education available to provide college level  
44 instruction in connection with the program; and

45 (3) a program implementation plan which includes information  
46 on the types of services in place to support students enrolled in the  
47 program.

1       b. A public school and institution of higher education selected  
2 to offer the program shall jointly enter into an agreement with the  
3 department in which the public school and institution of higher  
4 education agree to provide program participants with the education  
5 and field experience necessary to obtain a certificate of eligibility  
6 with advanced standing.

7  
8       4. The Teacher Apprenticeship Program shall be comprised of  
9 three stages during which a program participant shall complete the  
10 coursework and field experience necessary to obtain a certificate of  
11 eligibility with advanced standing.

12       a. Stage one of the program shall be open to high school  
13 students entering grade 12. A program participant who completes  
14 stage one of the program shall be awarded a School Apprentice  
15 credential. In order to complete stage one, a program participant  
16 shall:

17       (1) earn 30 college credits in accordance with State Board of  
18 Education regulations;

19       (2) author a literature review on a topic approved by the  
20 program participant's academic advisor;

21       (3) perform 200 hours of field experience; and

22       (4) pass a commissioner-approved paraprofessional general  
23 aptitude exam.

24       b. Stage two of the program shall be open to individuals with a  
25 School Apprentice credential and paraprofessionals with an  
26 associate degree. A program participant who completes stage two  
27 of the program shall be awarded a Teacher Apprentice I credential.  
28 In order to complete stage two, a program participant shall:

29       (1) earn a cumulative total of 90 college credits in accordance  
30 with State Board of Education regulations;

31       (2) perform 1500 hours of field experience per year; and

32       (3) pass an appropriate State test of subject matter knowledge.

33       c. Stage three of the program shall be open to individuals with  
34 a Teacher Apprentice I credential. A program participant who  
35 completes stage three of the program shall be awarded a Teacher  
36 Apprentice II credential. In order to complete stage three, the  
37 program participant shall:

38       (1) earn a cumulative total of 120 college credits in accordance  
39 with State Board of Education regulations;

40       (2) perform 1500 hours of field experience per year;

41       (3) complete all necessary requirements for and obtain a  
42 bachelor's degree; and

43       (4) pass a commissioner-approved performance-based  
44 assessment.

45       d. An individual who possesses a Teacher Apprentice II  
46 credential awarded pursuant to the provisions of this act and meets  
47 the general certification requirements including, but not limited to,  
48 citizenship, age, and examination requirements, established by the

1 State Board of Education shall be eligible for a certificate of  
2 eligibility with advanced standing.

3

4 5. To be eligible to participate in the program, an applicant  
5 shall:

6 a. be a resident of New Jersey;

7 b. if a high school student:

8 (1) pass a background check administered by the Department of  
9 Education; and

10 (2) have a minimum cumulative grade point average of a 3.0 on  
11 a scale of 4.0, or its equivalent, at the time of application to the  
12 program; and

13 c. if a paraprofessional with an associate degree, have  
14 graduated from a county college with a minimum cumulative grade  
15 point average of a 3.0 on a scale of 4.0, or its equivalent.

16

17 6. a. A high school student who wishes to participate in the  
18 program shall submit an application to the public school in which  
19 the student is enrolled and to the institution of higher education that  
20 has partnered with the public school to offer the program. The  
21 application, which shall be submitted by the end of the fall semester  
22 of the applicant's junior year of high school, shall include:

23 (1) an official high school transcript;

24 (2) a personal statement detailing the applicant's reasons for  
25 applying to the program;

26 (3) two letters of recommendation; and

27 (4) any other information the commissioner and secretary deem  
28 appropriate.

29 b. A paraprofessional with an associate degree who wishes to  
30 participate in the program shall submit an application to the public  
31 school in which the paraprofessional is employed or to a public  
32 school located in the school district in which the paraprofessional  
33 resides and to the institution of higher education that has partnered  
34 with the public school to offer the program. The application shall  
35 include:

36 (1) official transcripts from each county college the  
37 paraprofessional has attended;

38 (2) a personal statement detailing the applicant's reasons for  
39 applying to the program;

40 (3) three letters of recommendation, one of which shall be from  
41 a current supervisor, principal, or employing public school's human  
42 resource officer; and

43 (4) any other information the commissioner and secretary deem  
44 appropriate.

45 c. The public school and the institution of higher education that  
46 has partnered with the public school shall jointly select the  
47 applicants for participation in the program.

1       7. a. A program participant shall receive a yearly stipend  
2 award which shall be distributed in such manner as determined by  
3 the commissioner and secretary. The total amounts awarded shall  
4 be:

- 5       (1) \$2,000 during stage one of the program;
- 6       (2) \$10,000 per year during stage two of the program; and
- 7       (3) \$15,000 during stage three of the program.

8       b. In order to receive the full amount of the stipend award  
9 during stages two and three of the program, a program participant  
10 shall be enrolled full-time in a course of study at the four-year  
11 institution of higher education that has partnered with the public  
12 school under the program and complete all required hours of field  
13 experience.

14       c. Pursuant to criteria established by the commissioner, in  
15 consultation with the secretary, a partial distribution of the stipend  
16 award may be authorized when a program participant is unable to  
17 enroll full-time in a course of study or fails to complete the required  
18 hours of field experience.

19

20       8. A program participant, as a condition of participation, shall  
21 be required to adhere to performance standards established by the  
22 commissioner in coordination with the secretary. The standards  
23 shall include, but not be limited to, requirements that a program  
24 participant:

- 25       a. maintain residency in the State;
- 26       b. maintain a cumulative grade point average of a 3.0 or higher  
27 on a scale of 4.0, or its equivalent, while enrolled in the program;  
28 and
- 29       c. maintain satisfactory performance of field experience  
30 services rendered during the program.

31

32       9. The State Board of Education, in consultation with the  
33 Office of the Secretary of Higher Education, shall adopt, in  
34 accordance with the "Administrative Procedures Act," P.L.1968,  
35 c.410 (C.52:14B-1 et seq.), rules and regulations as may be  
36 necessary to implement the provisions of this act.

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STATEMENT

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41       This bill establishes a Teacher Apprenticeship Program, the  
42 purpose of which is to offer stipends and provide program  
43 participants with the education and field experience necessary to  
44 obtain a New Jersey certificate of eligibility with advanced standing  
45 (CEAS), a credential that allows an individual to seek and accept  
46 employment as a teacher in a public school. The Teacher  
47 Apprenticeship Program is open to public high school students  
48 entering grade 12 and paraprofessionals with an associate degree

1 who are employed in a public school. Under the bill, a public  
2 school includes school districts, charter schools, and renaissance  
3 schools.

4 Under the bill, a public school and accredited four-year  
5 institution of higher education that wish to offer the program will  
6 submit an application to the Department of Education that includes:  
7 (1) a dual enrollment agreement between the public school and  
8 institution of higher education; (2) the number of teachers in the  
9 public school and faculty at the institution of higher education  
10 available to provide college level instruction in connection with the  
11 program; and (3) a program implementation plan that includes  
12 information on the types of services in place to support students  
13 enrolled in the program. A public school and institution of higher  
14 education chosen to offer the program will jointly enter into an  
15 agreement with the department in which the public school and  
16 institution of higher education agree to provide program  
17 participants with the education and field experience necessary to  
18 obtain a CEAS.

19 Under this bill, the Teacher Apprenticeship program will be  
20 comprised of three stages. During stage one, which is open to high  
21 school students entering grade 12, a program participant will (1)  
22 earn 30 college credits in accordance with State Board of Education  
23 regulations; (2) author a literature review on a topic approved by  
24 the student's academic advisor; (3) perform 200 hours of field  
25 experience; and (4) pass a commissioner-approved paraprofessional  
26 general aptitude exam. During stage two, which is open to  
27 individuals who have completed stage one of the program and  
28 paraprofessionals with an associate degree, a program participant  
29 will (1) earn a cumulative total of 90 college credits; (2) perform  
30 1500 hours of field experience per year; and (3) pass the appropriate  
31 State test of subject matter knowledge. During stage three, which is  
32 open to individuals who have completed stage two of the program, a  
33 program participant will (1) earn a cumulative total of 120 college  
34 credits; (2) perform 1500 hours of field experience per year; (3)  
35 complete all necessary requirements for and obtain a bachelor's  
36 degree; and (4) pass a commissioner-approved performance-based  
37 assessment. Individuals who complete stage three of the program  
38 will be awarded a Teacher Apprentice II credential. Individuals  
39 with a Teacher Apprentice II credential who meet the general  
40 certification requirements established by the State Board of  
41 Education will be eligible for a CEAS.

42 Under the bill, a program applicant must meet certain eligibility  
43 criteria. The applicant must be a New Jersey resident; if a high  
44 school student, pass a background check and have a minimum  
45 cumulative GPA of a 3.0 at the time of application; and if a  
46 paraprofessional applicant, have had a minimum cumulative GPA  
47 of a 3.0 upon graduation from a county college.

1       This bill directs high school students to submit an application to  
2 the public school in which the student is enrolled and to the  
3 institution of higher education that has partnered with the public  
4 school to offer the program. A paraprofessional will submit an  
5 application to a public school where the paraprofessional is  
6 employed or to a public school located in the school district in  
7 which the paraprofessional resides and to the institution of higher  
8 education that has partnered with the public school to offer the  
9 program. The public school and institution of higher education that  
10 has partnered with the public school will jointly select the  
11 applicants for participation in the program.

12       Under the bill, a program participant will receive a yearly  
13 stipend award, which will be distributed in such manner as  
14 determined by the commissioner and secretary. The stipends will  
15 be awarded as follows: (1) \$2,000 during stage one of the program;  
16 (2) \$10,000 per year during stage two of the program; and (3)  
17 \$15,000 during stage three of the program. In order to receive the  
18 full stipend award during stages two and three, the program  
19 participant must be enrolled full-time in an institution of higher  
20 education and complete all required hours of field experience. The  
21 commissioner, in consultation with the secretary, may authorize  
22 partial distribution of the stipend award when a program participant  
23 is unable to enroll full-time in a course of study or fails to complete  
24 the required hours of field experience.

25       Finally, under the bill, a program participant must adhere to  
26 performance standards that include: (1) maintaining residency in the  
27 State; (2) maintaining a minimum cumulative GPA of a 3.0 while  
28 enrolled in the program; and (3) maintaining satisfactory  
29 performance of field experience services rendered during the  
30 program.