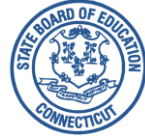




STATE OF CONNECTICUT  
DEPARTMENT OF EDUCATION



**Joint Apprenticeship and Training Committee (JATC) Inaugural Meeting**

Friday, September 20, 2024  
10 a.m. – 11:30 a.m.  
Conference Room 3<sup>rd</sup> Floor / Barnard Hall  
Central Connecticut State University

**MINUTES**

**PRESENT:** Nicole Reddig, Larry Satchell, Owen Golding, Todd Berch, Ed Leavy, Jessica Ocasio, Ashley Wright, Mary Glassman, Shuana Tucker, Tanner Callahan, Paula Talty, Megan Krementowski, Kate Dias, Fran Rabinowitz, Katie McGarry, Sinthia Sone-Moyano, Michelle Belcher-Felton

**REGRETS:** Sue Humanick

**1. CALL TO ORDER/OPENING REMARKS**

- Mary Glassman called the meeting to order at 10:05 AM.
- All attendees introduced themselves.
- Mary Glassman outlined the meeting agenda, as well as the establishment of the Joint Apprenticeship and Training Committee and its authority over the Connecticut Registered Teacher Apprenticeship Program pursuant to Connecticut law under the auspices of the Connecticut Department of Labor (CTDOL) Office of Apprenticeship and Training (OAT).

**2. DISCUSSION**

- Required JATC membership is as follows:

<b># of Members</b>	<b>Organization</b>	<b>Member Names</b>
2	CT State Department of Education (CSDE) Representatives	<ul style="list-style-type: none"> <li>• Mary Glassman</li> <li>• Shuana Tucker</li> </ul>
1	American Federation of Teachers (AFT)	<ul style="list-style-type: none"> <li>• Sue Humanick</li> <li>• Ed Leavy (alternate)</li> </ul>
1	CT Education Association (CEA)	<ul style="list-style-type: none"> <li>• Kate Dias</li> </ul>
1	CT Association of Public School Superintendents (CAPSS)	<ul style="list-style-type: none"> <li>• Fran Rabinowitz</li> </ul>
1	American Association of Colleges of Teacher Education	<ul style="list-style-type: none"> <li>• Paula Talty</li> </ul>
1	Current Teacher Apprentice Representative or Representative that has completed a CT-based teacher apprenticeship Program within the last 2 years	<ul style="list-style-type: none"> <li>• Tanner Callahan</li> </ul>
1	CT OAT State Director (non-voting member)	<ul style="list-style-type: none"> <li>• Todd Berch</li> </ul>

- The objective of the JATC is to oversee the Connecticut Registered Teacher Apprenticeship Program and maintain program quality. The JATC is hereby established to implement the standards of apprenticeship, which will be submitted to the CTDOL OAT for approval. Members were made aware that the JATC has the right to discontinue the apprenticeship program at any time and that they must notify CTDOL OAT within 45 days in writing of any decision to cancel the program. The CTDOL OAT advised that they have the authority to register and deregister the program. If the program is deregistered, the JATC will have 15 days to notify the apprentices.
- Under the guidance of the JATC and CTDOL OAT, these apprenticeships are partnerships with school districts and teacher unions to promote teacher education, training, and mentorship. They are meant to assist in overcoming financial burdens on both prospective teachers and school districts, while providing a quality program, with the goal of reducing the teacher shortages statewide.
- The JATC will hear and resolve complaints of violations of apprenticeship agreements. The JATC will maintain records of all apprentices, including their education, experience, and progress in learning the occupation.
- Data that will be returned to the JATC includes the number of apprentices who have been accepted into the program, how many have completed the program, and information on any complaints or issues in the program. This data will be used to inform any changes or adjustments to the program in the future.

- Under the auspices of the program, union partners will work with the local boards of education to set up local programs, keeping in mind their union contracts.
- Under the program guidelines, there are two paths of apprenticeship. The first path is the “Residency Path,” which is intended for people who already have, at minimum, a bachelor’s degree. The second path is the “Bachelor’s Path,” which is intended for people who are currently working toward earning a bachelor’s degree. The program is intended to be fully integrated into the educational program, meaning the apprentices work and get credit toward their educational goals concurrently.
- Selection of apprentices is to be done by the districts in conjunction with the college educator preparation programs (EPP). Ultimately, the final decision on whether or not a potential candidate is a good fit belongs to the school districts.
- Regarding salary for apprentices, the apprentice will be paid a starting salary for a probationary period. Once the probationary period is completed, the salary can be increased by a step as determined by the district and the corresponding union agreement. The intended goal is that upon completion of the apprenticeship, the teacher, having completed all the requirements of the EPP, will have the opportunity to be hired as a full-time teacher by the district they apprenticed in. This can be determined at a meeting involving the apprentice, the district, and the local union at the end of the apprenticeship. Note: The minimum time to complete the apprenticeship is one year.
- Mentors must meet the following requirements to be qualified:
  - Be fully certified
  - Selected by the district
  - Have completed the TEAM program support teacher training (Mentor Training)

Mentors will receive a \$6,000 stipend for their work as a mentor.

- Partners for this program currently include CSDE, CTDOL OAT, CT DOL Workforce Development Boards, CEA and AFT unions, and the pilot districts of Waterbury and New Britain, along with the pilot EPP at Central Connecticut State University (CCSU).
- The unions made clear the memoranda of understanding should include stipulations as to how the apprentices can and cannot be utilized by the district, including whether or not they should be used as substitutes and that apprentices cannot be the teacher of record. The

memoranda also stipulates that a portion of the funding for apprentice salaries and mentor stipends must come from the district, not solely from the state, allowing for districts to have an investment in the apprentice.

- Pilot programs are underway in two school districts, Waterbury and New Britain. Currently, Waterbury has 4 teacher apprentices (1 art, 1 social studies, and 2 elementary education), with the anticipation of adding 2-3 more in the spring. Waterbury also has 1 world language Spanish NextGen student and is anticipating more in the spring. New Britain has 3 apprentices, (2 elementary education and 1 special education.) New Britain also has 2 NextGen educators, with the anticipation of adding about 4 more. The memorandum of understanding is scheduled to go to the New Britain School District Board for approval on October 3, 2024.
- CSDE intends to fund up to 62 apprenticeships in the 2024-2025 school year, with up to 50 coming through the NextGen model and up to 10 through the CREC model. The total amount of support from the state per apprenticeship is \$22,500. Funding from the state includes the following:
  - Mentor stipend (paid directly to the district) - \$5,000
  - Tuition, books, and fees (paid directly to the EPP) - \$2,500
  - EPP costs (including shortage area support, licensing, fingerprinting, testing, technology support) (paid directly to the EPP) - \$2,500
  - Student teacher (apprentice) salary (paid directly to the district) - \$10,000

### **3. MOTIONS**

- Shuana Tucker motioned to nominate Kate Dias for the position of JATC Chair. Motion seconded by Paula Talty. Motion carried.
- Shuana Tucker motioned to nominate Michelle Belcher-Felton for the position of Recording Secretary. Motion seconded by Mary Glassman. Motion carried.

### **4. FUTURE MEETING SCHEDULE**

- Chair Kate Dias set the next two meetings as follows:
  - January 20, 2025 – 10:00 am – virtual
  - April 4, 2025 – 10:00 am – in person at CCSU

### **5. ADJOURNMENT**

- Paula Talty motioned to adjourn. Motion seconded by Shuana Tucker. Motion carried. Meeting adjourned at 11:35 AM.