



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



Joint Apprenticeship and Training Committee (JATC) Meeting

Friday, January 17, 2025
10 a.m. – 11 a.m.
Virtual Online

MINUTES

PRESENT: Kate Dias (Chair), Ed Leavy, Frances Rabinowitz, Paula Talty, Tanner Callahan, Benjamin Gagne-Maynard, Mary Glassman, Sinthia Sone-Moyano, Ashley Wright, Jessica Ocasio, Katie McGarry, Nicole Reddig, Olivia Rice, Larry Satchell, Megan Krementowski, Victoria Malvey, Michelle Belcher-Felton (Recording Secretary)

ABSENT: Susan Saluru, Todd Berch, David Donaldson, Larry Satchell, Owen Golding, Shuana Tucker

1. CALL TO ORDER/OPENING REMARKS

- Kate Dias called the meeting to order at 10:02 am, and outlined the meeting agenda.

2. CONSIDERATION OF MINUTES

- The minutes of the meeting on December 3, 2024, were reviewed and approved as presented.

3. DISCUSSION

- Benjamin Gagne-Maynard introduced himself as a representative of the National Center for Grow Your Own (NCGYO) and explained that NCGYO has worked with both teacher unions Connecticut Education Association (CEA) and American Federation of Teachers (AFT), the first two pilot districts of New Britain and Waterbury, the Connecticut Department of Labor (CT DOL) and the Connecticut State Department of Education (CSDE) to establish the original standards of teacher apprenticeship during the 2023-2024 school year. Their role has evolved to now assisting in the registration of new partnerships with new school districts and new Educator Preparation Programs (EPP), as well as registration of new apprentices.

- Benjamin Gagne -Maynard outlined the following projected timeline for the apprenticeship program with NCGYO and CSDE coordination:
 - January 2025: Finalize apprenticeship intake materials for planned engagement of new district and EPP partners who will be registering their programs for apprenticeship, ensuring a clear understanding of what the new apprenticeship programs will look like with an understanding of the apprenticeship model in mind.
 - January 2025 – March 2025: NCGYO and CSDE will conduct the intake process with the new districts and EPP partners, ensuring alignment with apprenticeship standards, respond to any questions the districts and EPPS may have, and collect information about their proposed programs.
 - New memoranda of understanding (MOU) will have to be negotiated and finalized between the unions and the local school boards to incorporate the apprenticeship programs.
 - Information gleaned from intake meetings will result in the completion of new employer agreements that will be presented to the JATC for approval.
 - New Britain and Waterbury’s employer contracts will be revised to reflect the options of residency and NextGen apprenticeship programs.
 - April 2025: The first set of employer agreements will be presented to the JATC for approval. At this time, any required amendments to New Britain or Waterbury’s employer agreements will also be presented to the JATC.
 - Summer 2025: Any employer agreements that could not be finalized by the April JATC meeting will be presented to the JATC for approval.
 - Fall 2025: Newly registered teacher apprenticeship programs will start, and apprentices will begin training and coursework.
- Future roles of the NCGYO are expected to include the following:
 - Following approval of new programs by the JATC, NCGYO and CSDE will collect required paperwork to properly register all new apprentices with the CT DOL.
 - NCGYO and CSDE will continue to track enrollment of apprentices, register new apprentices, ensure that new apprentices have an Educator Identification Number (EIN), and present new or amended employer agreements to the JATC on a rolling basis.

- In close collaboration with CT DOL and CSDE, NCGYO will develop guidance materials and a template library to assist with future registration and ongoing operation of new teacher apprenticeship programs in Connecticut.
- With funding for the NCGYO secured through April 2026, there is a goal of gradually turning over the administration of the apprenticeship programs to the partners involved in the JATC, with the anticipated outcome of scaling and growing the program with the NCGYO eventually serving an advisory role as needed.
- NCGYO will continue to work with CSDE to develop a strategic engagement plan mapping out what teacher apprenticeship is and is not in the state of Connecticut, as well as how it interacts with other teacher pipeline initiatives.
- NCGYO will continue to work with CSDE and CT DOL to design additional apprenticeship models in the K-12 education sector, based on CT DOL’s guidance and CSDE’s preference around which K-12 education professions to pursue. Discussion of which education professions might be included in future apprenticeship programs included paraprofessionals, schools counseling, school social workers, and school psychologists. More research will be needed to determine the requirements and feasibility of eventually standing up apprenticeship programs for any of these educational professions. The findings of this research will be presented to the JATC at a later date.
- Mary Glassman from CSDE reported an update on the status of school districts and EPP partnerships that were allocated ARPA funding for the establishment of apprenticeships as follows:

District	EPP	Total Confirmed (PHASE A: NOW)
		54
Bridgeport	SCSU	10
Bridgeport	UB	5
Waterbury	CCSU	4
New Britain	CCSU	8
East Haven	QU	8
West Haven	QU	9

Danbury	WSCU	5
Bethel	WSCU	5

- CSDE provided updates on the status of individuals who are currently in apprenticeships by the district they are apprenticing in.
 - New Britain:

Status	Apprentice Last Name	Apprentice First Name	College/University	Anticipated Graduation Date	Current School Apprentice is Working In
Not Registered	Escobales	Samantha	CCSU	5/15/2027	Smalley
Not Registered	Karas	Natalia	CCSU	12/12/2026	Diloreto
Not Registered	McFarlene	Briana	CCSU	5/16/2026	Diloreto
Not Registered	Quinonez	Dayna			Lincoln
Registered	Mack	Shawnte	TRP		
Registered	Hendricks	Devon	TRP		
Registered	Mayette	Lindsay	TRP		

- Waterbury:

Status	Apprentice Last Name	Apprentice First Name	College/University	Anticipated Graduation Date	Current School Apprentice is Working In
Not Registered	Pariseau	Makayla	CCSU	5/14/2025	Duggan Elementary School, PK-8 Art
Not Registered	Fodulli	Sidorela	CCSU	5/14/2025	Wilby High School, Social Studies
Not Registered	Thomas	Jackie	CCSU	5/14/2025	Duggan Elementary School, Grade 1
Registered	Callahan	Tanner	CCSU	5/14/2025	Maloney Interdistrict Magnet School, Grade 3

- CSDE and NCGYO are working with CT DOL to complete the registration process for the apprentices who are not yet registered.
- CSDE is working with NCGYO to develop a system of tracking the apprentices to determine the efficacy of the program. Some of the data that they are potentially looking to track include whether the apprentice goes on to become a certified teacher, is the apprentice still teaching 5 years down the road, is the teacher teaching in the same district that they apprenticed in.
- While expressing appreciation for the support of the governor’s office for the apprenticeship program, members were reminded that legislative support will be needed to continue to fund not only teacher apprenticeships in the future, but also to expand apprenticeship programs to other areas of critical shortages.

4. FUTURE MEETING SCHEDULE

- Chair Kate Dias set the next two meetings as follows:
 - April 4, 2025 – 10:00 am to 12:00 noon – in person at SCSU, Conn Hall, Room 109
 - Tentative: June 10, 2025 – 12:00 noon to 3:00 pm

5. **ADJOURNMENT**

- Kate Dias called the meeting adjourned without objection at 10:42 am.