

Registered Teacher Apprenticeship Program (RTAP) FAQs for MSEA Staff

- **Why would a local be interested in participating in RTAP?**

Costs of tuition, textbooks, an unpaid student teaching practicum, paying for licensure exams, and graduation fees are barriers to entry into the profession. This stifles our ability to grow and diversify the teacher workforce. RTAP provides an on ramp for MSEA members working in non-licensed education professions into licensed professions that is not prohibitively expensive, allows real-world training and results in a full initial license to teach. RTAP also creates the possibility for licensed MSEA members to act as compensated “Journeyworkers” (similar to cooperating teachers) for the apprentices.

- **Who is eligible to participate in RTAP?**

For MSEA’s purposes, the primary participants would be ESP members who are interested in moving to a licensed role and licensed members who are interested in acting as “Journeyworkers”.

- **What are the apprentices expected to do?**

Over the course of 2-4 years, Apprentices will learn from observing the Journeyworker educator, completing 144 hours of professional learning (a significant portion of those hours are earned by performing the role of apprenticeship while on the job), and eventually assuming the role of lead educator under the mentorship of the Journeyworker. The professional learning component and supervision of the Apprentices will be handled by assigned Institutions of Higher Education (IHEs) and cooperating partners

- **Who governs RTAP?**

The Joint Apprenticeship Training Committee or JATG which is made up of representatives from the local Associations involved in the program, MSDE, the Maryland Apprenticeship Training Council and the cooperating Institutions of Higher Education. MSEA will be involved in an advisory capacity.

The JATG will not be directly involved in setting wages or any issue that would affect compensation for an Apprentice belonging to a bargaining unit represented by MSEA.

Each participating employer will enter into an agreement with the JATG and MSDE that describes the responsibilities the employer has to MSDE, JATG and the employees involved.

No policies drafted by JATG or MSDE with respect to RTAP can supersede any language in a negotiated agreement.

- **How are compensation and working conditions for Apprentices and Journeyworkers determined?**

The MSDE regulations for RTAP compensation create a baseline or minimum for compensation for Apprentices. All additional compensation for Apprentices and Journeyworkers would need to be bargained by the local Association and the employer (LEA). The regulations also create a baseline of working conditions. Assistance with bargaining RTAP issues should be directed to the Center for Organizing and Advocacy.

No policies drafted by JATG or MSDE with respect to RTAP can supersede any language in a negotiated agreement.

- **Who do we contact for assistance with RTAP issues?**

RTAP issues related to policy, professional learning or general support should be directed to CEPP. (Evan West, Frank Skinner or Geraldine Duval)

RTAP issues related to bargaining should be directed to COA or MSEA Legal.