

**First Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO**

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 21-0879.01 Jane Ritter x4342

**SENATE BILL 21-236**

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**SENATE SPONSORSHIP**

**Story and Sonnenberg,**

**HOUSE SPONSORSHIP**

**Tipper and Van Beber,**

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**Senate Committees**

Education  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING INCREASING THE CAPACITY OF QUALITY EARLY**  
102                    **CHILDHOOD EDUCATION THROUGH GRANT PROGRAMS, AND, IN**  
103                    **CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill creates 4 new grant programs to increase capacity for early childhood care and education, improve recruitment and retention rates for early childhood educators (educators), and improve salaries for educators.

Specifically, the bill creates the following programs:

- The employer-based child care facility grant program;

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.

- The early care and education recruitment and retention grant and scholarship program;
- The child care teacher salary grant program; and
- The community innovation and resilience for care and learning equity (CIRCLE) grant program.

The bill also eliminates the repeal dates for the child care sustainability grant program and the emerging and expanding child care grant program.

The bill appropriates money for the grant programs from the general fund as well as from federal funds from the child care development fund.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 26-6-802, **amend**  
3 (4)(a) and (5); and **repeal** (6) as follows:

4 **26-6-802. Child care sustainability grant program - created -**  
5 **timeline and criteria - grant awards - definitions.** (4) (a) The state  
6 department shall develop a formula to allocate money from the grant  
7 program to all eligible entities. The key criteria for a grant award to an  
8 eligible entity is the eligible entity's licensed child care capacity. In  
9 determining grant awards, the department shall also take into  
10 consideration the criteria set forth in subsection (4)(b) of this section. The  
11 state department is responsible for communicating important dates and  
12 the criteria for grant awards to eligible entities in the state. ~~Grant awards~~  
13 ~~must range from at least five hundred dollars to no more than thirty-five~~  
14 ~~thousand dollars.~~

15 (5) The department shall determine grant award amounts for  
16 eligible entities as soon as possible. ~~but no later than January 31, 2021,~~  
17 ~~and distribute the money for grant awards no later than February 28,~~  
18 ~~2021.~~

19 (6) ~~This section is repealed, effective June 30, 2023.~~

1           **SECTION 2.** In Colorado Revised Statutes, 26-6-803, amend  
2 (4)(b); and repeal (6) as follows:

3           **26-6-803. Emerging and expanding child care grant program**  
4 **- created - timeline and criteria - grant awards - definitions.** (4) (b) A  
5 grant award must range from at least three thousand dollars to no more  
6 than fifty TWO HUNDRED thousand dollars. In awarding a grant, the state  
7 department shall use the applicant's existing or proposed licensed child  
8 care capacity, as well as the applicant's need, as key criteria in  
9 determining the amount of the grant award.

10           ~~(6) This section is repealed, effective June 30, 2023.~~

11           **SECTION 3.** In Colorado Revised Statutes, **add** 26-6-804,  
12 26-6-805, 26-6-806, and 26-6-807 as follows:

13           **26-6-804. Employer-based child care facility grant program**  
14 **- created - timeline and criteria - eligibility - grant awards - reports**  
15 **- definitions - repeal.** (1) AS USED IN THIS SECTION, UNLESS THE  
16 CONTEXT OTHERWISE REQUIRES:

17           (a) "CHILD CARE CENTER" HAS THE SAME MEANING AS SET FORTH  
18 IN SECTION 26-6-102.

19           (b) "CHILD CARE DESERT" MEANS A COMMUNITY OR AREA IN THE  
20 STATE WHERE THERE ARE MORE THAN THREE CHILDREN LESS THAN FIVE  
21 YEARS OF AGE FOR EACH AVAILABLE CHILD CARE SLOT.

22           (c) "ELIGIBLE ENTITY" MEANS A COLORADO EMPLOYER OR  
23 MULTIPLE EMPLOYERS.

24           (d) "GRANT PROGRAM" MEANS THE EMPLOYER-BASED CHILD CARE  
25 FACILITY GRANT PROGRAM CREATED IN SUBSECTION (2) OF THIS SECTION.

26           (2) THERE IS CREATED IN THE DEPARTMENT THE EMPLOYER-BASED  
27 CHILD CARE FACILITY GRANT PROGRAM. THE PURPOSE OF THE GRANT

1 PROGRAM IS TO PROVIDE ELIGIBLE ENTITIES WITH MONEY TO CONSTRUCT,  
2 REMODEL, RENOVATE, OR RETROFIT A CHILD CARE CENTER ON THE SITE OR  
3 NEAR TO THE SITE OF THE ELIGIBLE ENTITY'S PROPERTY TO PROVIDE  
4 LICENSED CHILD CARE SERVICES TO THE ELIGIBLE ENTITY'S EMPLOYEES,  
5 THUS SUPPORTING THE ELIGIBLE ENTITY'S WORKFORCE PARTICIPATION AND  
6 PROVIDING SAFE, STABLE, AND QUALITY CARE FOR THE ELIGIBLE ENTITY'S  
7 EMPLOYEES' CHILDREN.

8 (3) THE DEPARTMENT SHALL SOLICIT AND REVIEW GRANT  
9 APPLICATIONS FROM ELIGIBLE ENTITIES BEGINNING ON OR BEFORE JUNE  
10 30, 2021, AND BEGIN TO AWARD GRANTS NO LATER THAN SEPTEMBER 1,  
11 2021. EACH APPLICATION MUST INCLUDE, AT A MINIMUM:

12 (a) A BUSINESS PLAN THAT INCLUDES:

13 (I) A DESCRIPTION OF THE CONSTRUCTION, RENOVATION,  
14 REMODELING, OR RETROFITTING OF A CHILD CARE CENTER ON-SITE OR  
15 NEAR TO THE SITE OF THE ELIGIBLE ENTITY;

16 ==  
17 (II) A COMMITMENT TO PROVIDE A FINANCIAL MATCH, AS  
18 DESCRIBED IN SUBSECTION (4) OF THIS SECTION;

19 (III) A DESCRIPTION OF HOW THE ELIGIBLE ENTITY WILL ADDRESS  
20 THE PARTICULAR CHILD CARE NEEDS AMONG THE ELIGIBLE ENTITY'S  
21 EMPLOYEES, SUCH AS NONTRADITIONAL-HOUR CARE OR INFANT AND  
22 TODDLER CARE;

23 (IV) A DESCRIPTION OF HOW THE ELIGIBLE ENTITY WILL  
24 FINANCIALLY SUSTAIN THE CHILD CARE CENTER BEYOND THE GRANT  
25 PERIOD;

26 (V) THE ESTIMATED TOTAL COST AND BUDGET FOR THE  
27 CONSTRUCTION, RENOVATION, REMODELING, OR RETROFITTING OF THE

1 CHILD CARE CENTER;

2 (VI) IF THE ELIGIBLE ENTITY LEASES THE SPACE TO BE  
3 RENOVATED, REMODELED, RETROFITTED, OR HAVE A NEW FACILITY  
4 CONSTRUCTED ON THE PROPERTY, A COPY OF A CURRENT, VALID LEASE  
5 THAT CONTAINS SPECIFIC AUTHORIZATIONS FROM THE PROPERTY OWNER  
6 TO MAKE THE REQUESTED ALTERATIONS TO THE PROPERTY OR A WRITTEN  
7 STATEMENT FROM THE LANDLORD EXPRESSING CONSENT TO THE  
8 REQUESTED ALTERATIONS;

9 (VII) WRITTEN ASSURANCE THAT THE ELIGIBLE ENTITY WILL  
10 CONNECT ITS EMPLOYEES TO RESOURCES DESCRIBING AVAILABLE PUBLIC  
11 EARLY CHILDHOOD CARE AND EDUCATION ASSISTANCE; AND

12 (VIII) ANY OTHER COMPONENTS THE DEPARTMENT REQUIRES TO  
13 ADEQUATELY ASSESS THE GRANT APPLICATION, INCLUDING A  
14 COMMITMENT REGARDING THE DURATION OF TIME THE ELIGIBLE ENTITY  
15 SEEKS TO OCCUPY THE SPACE TO BE RENOVATED, REMODELED,  
16 RETROFITTED, OR CONSTRUCTED;

17 (b) WRITTEN ASSURANCE THAT THE ELIGIBLE ENTITY WILL OBTAIN  
18 A CHILD CARE LICENSE PURSUANT TO PART 1 OF THIS ARTICLE 6; AND

19 (c) WRITTEN ASSURANCE THAT THE EMPLOYEES OF THE ELIGIBLE  
20 ENTITY WILL HAVE FIRST PRIORITY FOR OPEN SLOTS AT THE CHILD CARE  
21 CENTER BEFORE THOSE SLOTS ARE OFFERED TO NONEMPLOYEES.

22 (4) ELIGIBLE ENTITIES MUST PROVIDE A FINANCIAL MATCH TO A  
23 GRANT AWARD AS FOLLOWS:

24 (a) A FOR-PROFIT EMPLOYER SHALL PROVIDE A FIFTY PERCENT  
25 MATCH; AND

26 (b) A NONPROFIT OR GOVERNMENT EMPLOYER SHALL PROVIDE A  
27 TWENTY-FIVE PERCENT MATCH.

1 (5) IN DETERMINING GRANT AWARDS FOR THE GRANT PROGRAM,  
2 THE DEPARTMENT SHALL CONSIDER APPLICANTS THAT MIGHT REQUIRE  
3 WAIVER OF CHILD CARE LICENSING RULES IN THE FOLLOWING AREAS:

4 (a) A LOCATION THAT PREVENTS THE APPLICANT FROM OFFERING  
5 CHILD CARE PROGRAMS ON THE GROUND FLOOR; AND

6 (b) A LOCATION THAT PREVENTS THE APPLICANT FROM PROVIDING  
7 AN OUTDOOR SPACE.

8 (6) IN DETERMINING GRANT AWARDS FOR THE GRANT PROGRAM,  
9 THE DEPARTMENT SHALL PRIORITIZE:

10 (a) APPLICANTS THAT SERVE A HIGH PERCENTAGE OF CHILDREN  
11 WHO ARE ELIGIBLE FOR THE COLORADO CHILD CARE ASSISTANCE  
12 PROGRAM, CREATED IN PART 8 OF ARTICLE 2 OF THIS TITLE 26;

13 (b) APPLICATIONS WITH PLANS TO MEET THE LEVEL FOUR  
14 STANDARD OF THE COLORADO SHINES QUALITY RATING AND  
15 IMPROVEMENT SYSTEM, PURSUANT TO SECTION 26-6.5-106 (5);

16 (c) APPLICATIONS WITH A STATED COMMITMENT TO AND A  
17 BUSINESS PLAN FOR A WELL-COMPENSATED CHILD CARE STAFF;

18 (d) APPLICATIONS WITH A PLAN FOR INNOVATIVE MODELS, SUCH  
19 AS CO-OPS, HUBS, OR MICROCENTERS;     

20 (e) APPLICANTS WITH A PLAN TO SERVE CHILDREN IN CHILD CARE  
21 DESERTS OR IN REGIONS WITH LOW CHILD CARE CAPACITY; AND

22 (f) APPLICANTS WITH STAFF THAT REPRESENT OR REFLECT THE  
23 LINGUISTIC AND CULTURAL DIVERSITY OF THE FAMILIES LIVING OR  
24 WORKING IN THEIR COMMUNITY, INCLUDING DUAL LANGUAGE LEARNERS.

25 (7) THE DEPARTMENT SHALL PROVIDE GRANTEEES WITH  
26 INFORMATION AND REFERRALS TO SERVICES THAT SUPPORT  
27 IMPLEMENTATION OF QUALITY CARE, INCLUDING:

1 (a) TRAINING FOR TEACHERS AND DIRECTORS ON QUALITY CHILD  
2 CARE, INCLUDING LINGUISTICALLY AND CULTURALLY COMPETENT CARE,  
3 CHILD DEVELOPMENT, AND PROGRAM IMPROVEMENT; AND

4 (b) PUBLIC EARLY CHILDHOOD ASSISTANCE PROGRAMS FOR  
5 FAMILIES, INCLUDING, BUT NOT LIMITED TO:

6 (I) CHILD CARE SUBSIDIES;

7 (II) PRESCHOOL AND EARLY CHILDHOOD EDUCATION ASSISTANCE;

8 AND

9 (III) CHILD NUTRITION PROGRAMS.

10 (8) ON OR BEFORE JANUARY 30, 2023, AND ON OR BEFORE  
11 JANUARY 30, 2024, THE DEPARTMENT SHALL REPORT PROGRESS ON THE  
12 GRANT PROGRAM AS PART OF ITS "STATE MEASUREMENT FOR  
13 ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT (SMART)  
14 GOVERNMENT ACT" HEARING REQUIRED BY SECTION 2-7-203. AT A  
15 MINIMUM, THE REPORT MUST INCLUDE:

16 (a) THE NUMBER OF ELIGIBLE ENTITIES THAT RECEIVED A GRANT  
17 THROUGH THE GRANT PROGRAM;

18 (b) THE NUMBER OF CHILDREN AND FAMILIES THAT RECEIVED  
19 CHILD CARE SERVICES AS A RESULT OF THE GRANTS, REPORTED IN  
20 AGGREGATE AND BY GRANTEE;

21 (c) THE NUMBER OF EARLY CHILDHOOD EDUCATORS AND STAFF  
22 HIRED AS A RESULT OF THE GRANT PROGRAM;

23 (d) THE COLORADO SHINES QUALITY RATING OF EACH GRANTEE;

24 (e) ANY INNOVATIVE APPROACHES THAT WERE USED AS A RESULT  
25 OF THE GRANT PROGRAM THAT MAY BE REPLICATED BY OTHER  
26 EMPLOYERS; AND

27 (f) ANY OTHER RELEVANT INFORMATION ABOUT THE GRANT

1 PROGRAM, INCLUDING THE INDUSTRY TYPE OF THE ENTITY AND  
2 GEOGRAPHIC REGION SERVED BY THE ENTITY.

3 (9) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2024.

4 **26-6-805. Early care and education recruitment and retention**  
5 **grant and scholarship program - created - criteria and eligibility -**  
6 **grant and scholarship awards - reports - rules - definitions.** (1) AS  
7 USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES:

8 ==  
9 (a) "EARLY CHILDHOOD EDUCATOR" MEANS AN INDIVIDUAL WHO  
10 HOLDS AN EARLY CHILDHOOD PROFESSIONAL CREDENTIAL OR  
11 QUALIFICATION.

12 (b) "ELIGIBLE ENTITY" IS ANY ENTITY DESCRIBED IN SUBSECTION  
13 (3) OF THIS SECTION.

14 (c) "PROGRAM" MEANS THE EARLY CARE AND EDUCATION  
15 RECRUITMENT AND RETENTION GRANT AND SCHOLARSHIP PROGRAM  
16 CREATED IN SUBSECTION (2) OF THIS SECTION.

17 (2) THERE IS CREATED IN THE DEPARTMENT THE EARLY CARE AND  
18 EDUCATION RECRUITMENT AND RETENTION GRANT AND SCHOLARSHIP  
19 PROGRAM. THE DEPARTMENT SHALL ADMINISTER, DIRECTLY OR BY  
20 CONTRACT, THE PROGRAM. THE PURPOSES OF THE PROGRAM ARE TO:

21 (a) INCREASE THE NUMBER OF INDIVIDUALS THROUGHOUT THE  
22 STATE WHO ARE QUALIFIED TO SERVE AS EARLY CHILDHOOD EDUCATORS,  
23 INCLUDING QUALIFIED MULTILINGUAL AND CULTURALLY COMPETENT  
24 EDUCATORS, IN PROGRAMS LICENSED BY THE DEPARTMENT PURSUANT TO  
25 PART 1 OF THIS ARTICLE 6 THAT SERVE CHILDREN FIVE YEARS OF AGE OR  
26 YOUNGER; AND

27 (b) RETAIN EARLY CHILDHOOD EDUCATORS WHO ARE WORKING IN



1 PROGRAMS LICENSED BY THE DEPARTMENT THAT SERVE CHILDREN FIVE  
2 YEARS OF AGE OR YOUNGER.

3 (3) THE DEPARTMENT SHALL ESTABLISH A PROCESS FOR ELIGIBLE  
4 ENTITIES TO APPLY FOR A GRANT THAT ALIGNS WITH THE PURPOSES OF THE  
5 PROGRAM. ENTITIES THAT ARE ELIGIBLE TO APPLY FOR A GRANT FROM THE  
6 PROGRAM INCLUDE, BUT ARE NOT LIMITED TO:

7 (a) NONPROFIT ENTITIES THAT ADMINISTER OR PLAN TO  
8 ADMINISTER SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE  
9 PURPOSES OF THE PROGRAM;

10 (b) EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED BY  
11 THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6 AND THAT ARE  
12 SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER; AND

13 (c) INSTITUTIONS OF HIGHER EDUCATION THAT ADMINISTER  
14 SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE PURPOSES OF THE  
15 PROGRAM.

16 (4) THE DEPARTMENT SHALL PROMULGATE RULES REGARDING  
17 CRITERIA, TIMELINES, AND THE ADMINISTRATION OF THE PROGRAM  
18 PURSUANT TO THE REQUIREMENTS OUTLINED IN THIS SECTION.

19 (5) THE DEPARTMENT SHALL SEEK AND ACCEPT APPLICATIONS  
20 FROM ELIGIBLE ENTITIES TO AWARD PROGRAM GRANT MONEY FOR  
21 ELIGIBLE PURPOSES. THE DEPARTMENT SHALL COORDINATE WITH THE  
22 DEPARTMENT OF HIGHER EDUCATION TO ENSURE EFFECTIVE  
23 ADMINISTRATION OF PROGRAM GRANT MONEY AWARDED TO STATE PUBLIC  
24 INSTITUTIONS OF HIGHER EDUCATION. ELIGIBLE EXPENDITURES OF GRANT  
25 OR SCHOLARSHIP MONEY BY RECIPIENTS INCLUDE:

26 (a) ADMINISTRATION BY A NONPROFIT ENTITY OF A SCHOLARSHIP  
27 PROGRAM UP TO A FIXED DOLLAR AMOUNT OR PERCENTAGE OF GRANT

1 PROCEEDS, AS DETERMINED AND PUBLISHED BY THE DEPARTMENT;

2 (b) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING  
3 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE DEPARTMENT,  
4 FOR COURSES THAT LEAD TO A DEGREE OR CREDENTIAL OR FOR OTHER  
5 FORMAL TRAINING, ANY OF WHICH RESULTS IN A RECIPIENT WHO WAS NOT  
6 QUALIFIED TO BECOME QUALIFIED AS AN EARLY CHILDHOOD EDUCATOR IN  
7 A CHILD CARE PROGRAM LICENSED PURSUANT TO PART 1 OF THIS ARTICLE  
8 6 THAT SERVES CHILDREN FIVE YEARS OF AGE OR YOUNGER;

9 (c) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING  
10 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE DEPARTMENT,  
11 FOR A RECIPIENT WHO IS ALREADY CREDENTIALIAED AS AN EARLY  
12 CHILDHOOD EDUCATOR FOR COURSES THAT LEAD TO A DEGREE OR A  
13 HIGHER LEVEL CREDENTIAL OR FOR OTHER FORMAL TRAINING, ANY OF  
14 WHICH RESULTS IN THE RECIPIENT BEING ELIGIBLE FOR A HIGHER LEVEL  
15 CREDENTIAL IN THE DEPARTMENT'S PROFESSIONAL DEVELOPMENT  
16 INFORMATION SYSTEM OR A HIGHER DEGREE OR QUALIFICATION THAT  
17 RESULTS IN LONGER RETENTION OF THE RECIPIENT IN A CHILD CARE  
18 PROGRAM LICENSED PURSUANT TO PART 1 OF THIS ARTICLE 6 THAT SERVES  
19 CHILDREN FIVE YEARS OF AGE OR YOUNGER;

20 (d) PAYMENT FOR COSTS ASSOCIATED WITH A CREDENTIALIAED  
21 EARLY CHILDHOOD EDUCATOR EARNING A COACHING, FORMAL TRAINER,  
22 MENTORSHIP, OR PROFESSIONAL DEVELOPMENT CERTIFICATION THAT  
23 ALLOWS THE EARLY CHILDHOOD EDUCATOR TO SERVE AS A TRAINER OR  
24 MENTOR OF OTHER CURRENT OR POTENTIAL EARLY CHILDHOOD  
25 EDUCATORS PURSUING PROGRAMMING THAT LEADS TO A CREDENTIAL;

26 (e) PAYMENTS TO LICENSED PROVIDERS TO COVER PAID RELEASE  
27 TIME FOR INDIVIDUALS, SUBSTITUTES, AND PROGRAM COSTS TO ALLOW

1 ELIGIBLE INDIVIDUALS TO PURSUE PROGRAMS, COURSE WORK,  
2 CREDENTIALS, DEGREES, AND OTHER FORMAL TRAINING THAT INCREASES  
3 THE NUMBER OF QUALIFIED EARLY CHILDHOOD EDUCATORS OR RETAINS  
4 CURRENT EARLY CHILDHOOD EDUCATORS IN CHILD CARE PROGRAMS  
5 LICENSED BY THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6;

6 (f) PAYMENTS TO LICENSED PROVIDERS, SCHOOLS, COMMUNITY  
7 COLLEGES, INSTITUTIONS OF HIGHER EDUCATION, EARLY CHILDHOOD  
8 COUNCILS, OR OTHER LOCAL NONPROFIT ENTITIES TO COVER THE COSTS OF  
9 "GROW-YOUR-OWN" PROGRAMS THAT SUPPORT CURRENT PARENTS, STAFF,  
10 OR LOCAL COMMUNITY MEMBERS TO MEET QUALIFICATIONS TO SERVE AS  
11 AN EARLY CHILDHOOD EDUCATOR TO COMPLETE APPROPRIATE PROGRAMS,  
12 CERTIFICATIONS, OR TRAINING THAT RESULTS IN PARTICIPANTS BEING  
13 ABLE TO SERVE AS QUALIFIED EARLY CHILDHOOD EDUCATORS IN CHILD  
14 CARE PROGRAMS LICENSED BY THE DEPARTMENT PURSUANT TO PART 1 OF  
15 THIS ARTICLE 6;

16 (g) PAYMENTS TO LICENSED PROVIDERS TO COVER THE COSTS OF  
17 PROMOTING TEACHERS TO COACHING AND MENTORSHIP ROLES WITH THE  
18 INTENT OF INCREASING ACCESS TO COACHING AND PROFESSIONAL  
19 LEARNING COMMUNITIES AND TO PROVIDE FLEXIBILITY IN SCHEDULING  
20 FOR EARLY CHILDHOOD EDUCATORS;

21 (h) RAISES, BONUSES, AND OTHER FINANCIAL INCENTIVES,  
22 INCLUDING LOAN FORGIVENESS PROVIDED BY LICENSED EARLY CHILDHOOD  
23 EDUCATOR PROGRAMS OR THROUGH SCHOLARSHIP PROGRAMS, FOR  
24 CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS TO REWARD  
25 PROGRESS TOWARD QUALIFICATIONS THAT ALLOW THE INDIVIDUAL TO  
26 SERVE AS AN EARLY CHILDHOOD EDUCATOR IN AN EARLY CHILD CARE AND  
27 EDUCATION PROGRAM LICENSED BY THE DEPARTMENT PURSUANT TO PART

1 1 OF THIS ARTICLE 6, OR TO IMPROVE RETENTION OF EARLY CHILDHOOD  
2 EDUCATORS IN EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED  
3 BY THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6; AND

4 (i) PAYMENTS FOR REGISTERED APPRENTICESHIPS FOR  
5 WORK-BASED LEARNING OPPORTUNITIES FOR INDIVIDUALS INTERESTED IN  
6 ENTERING THE FIELD OF EARLY CHILD CARE AND EDUCATION, SERVING  
7 CHILDREN FIVE YEARS OF AGE OR YOUNGER, SO THAT THEY CAN RECEIVE  
8 ON-THE-JOB TRAINING, CLASSROOM INSTRUCTION, AND FINANCIAL  
9 REWARDS FOR GAINS IN SKILLS AND EARN CREDENTIALS, CREDITS, OR  
10 HIGHER EDUCATION DEGREES. ANY SUCH APPRENTICESHIP PROGRAM MUST  
11 CREATE PATHWAYS INTO THE EARLY CHILD CARE AND EDUCATION  
12 PROFESSION. THE DEPARTMENT, IN CONSULTATION WITH THE DEPARTMENT  
13 OF LABOR AND EMPLOYMENT, THE DEPARTMENT OF HIGHER EDUCATION,  
14 AND THE DEPARTMENT OF EDUCATION, SHALL:

15 (I) DEFINE AND ESTABLISH ELIGIBILITY CRITERIA FOR ELIGIBLE  
16 ENTITIES TO RECEIVE MONEY TO IMPLEMENT APPRENTICESHIPS;

17 (II) ESTABLISH PROGRAM STANDARDS FOR FORMALLY RECOGNIZED  
18 EARLY CHILDHOOD APPRENTICESHIP PROGRAMS. THESE STANDARDS MUST  
19 ADDRESS EXPECTATIONS FOR EMPLOYER INVOLVEMENT; ON-THE-JOB  
20 TRAINING, CREDIT, AND CREDENTIAL ATTAINMENT; ENSURING THE  
21 AVAILABILITY OF RELEVANT TRAINING AND CLASSROOM INSTRUCTION;  
22 REWARDS FOR SKILLS GAINS; AND SUPPORT FOR LOCAL IMPLEMENTATION;  
23 AND

24 (III) ADD MONETARY AWARDS FOR THE FOLLOWING USES OF  
25 EARLY CHILDHOOD APPRENTICESHIPS, AS APPROPRIATE:

26 (A) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS OR THE  
27 CREATION OF NEW APPRENTICESHIP PROGRAMS BY MAKING MONEY

1 AVAILABLE TO ELIGIBLE ENTITIES;

2 (B) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS BY  
3 EXPANDING THEIR REACH TO SERVE MORE APPRENTICES;

4 (C) TECHNICAL ASSISTANCE RELATING TO ESTABLISHING THE  
5 PARTNERSHIPS NECESSARY TO CREATE APPRENTICESHIPS;

6 (D) MONEY FOR THE RECRUITMENT OF MENTOR TEACHERS;

7 (E) INCENTIVES FOR PROGRAM PARTICIPANTS;

8 (F) FINANCIAL REWARDS FOR SKILLS GAINED IN THE  
9 APPRENTICESHIP PROGRAM;

10 (G) INCENTIVES FOR DEPARTMENT-LICENSED PROVIDERS TO  
11 PARTICIPATE IN APPRENTICESHIPS;

12 (H) MONEY TO COVER THE COSTS OF CLASSROOM TRAINING AND  
13 INSTRUCTION;

14 (I) MONEY TO COVER THE COSTS OF EARNING A CREDENTIAL; AND  
15 (J) MONEY TO SUPPORT ON-THE-JOB TRAINING.

16 (6) (a) AS PART OF PARTICIPATING IN THE PROGRAM, THE  
17 DEPARTMENT SHALL REQUIRE EACH ELIGIBLE ENTITY, AS DESCRIBED IN  
18 SUBSECTION (3) OF THIS SECTION, THAT RECEIVES GRANT PROGRAM  
19 MONEY TO REPORT PROGRAM OUTCOMES TO THE DEPARTMENT, AS  
20 APPLICABLE, INCLUDING, BUT NOT LIMITED TO, THE INCREASE, AS A  
21 RESULT OF THE PROGRAM, IN THE NUMBER OF INDIVIDUALS CREDENTIALLED  
22 TO TEACH OR WHO RECEIVE A HIGHER LEVEL CREDENTIAL TO TEACH AT  
23 EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED BY THE  
24 DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6 THAT SERVE  
25 CHILDREN FIVE YEARS OF AGE OR YOUNGER, AS WELL AS INFORMATION  
26 RELATING TO RETENTION OF EARLY CHILDHOOD EDUCATORS AS A RESULT  
27 OF THE PROGRAM.

1 (b) SO LONG AS THE DEPARTMENT IS AWARDING GRANT AND  
2 SCHOLARSHIP MONEY PURSUANT TO THIS PART 8, THE DEPARTMENT SHALL  
3 SUMMARIZE AND POST, AT LEAST EVERY TWO YEARS, THE INFORMATION  
4 DESCRIBED IN SUBSECTION (6)(a) OF THIS SECTION ON THE PORTION OF THE  
5 DEPARTMENT'S WEBSITE RELATING TO EARLY CHILDHOOD EDUCATION.

6 **26-6-806. Child care teacher salary grant program - created**  
7 **- timeline - criteria and eligibility - grant awards - reports -**  
8 **definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT  
9 OTHERWISE REQUIRES:

10 (a) "CCCAP" MEANS THE COLORADO CHILD CARE ASSISTANCE  
11 PROGRAM CREATED IN PART 8 OF ARTICLE 2 OF THIS TITLE 26.

12 (b) "CHILD CARE CENTER" HAS THE SAME MEANING AS SET FORTH  
13 IN SECTION 26-6-102.

14 (c) "ELIGIBLE ENTITY" MEANS A CHILD CARE CENTER LICENSED  
15 PURSUANT TO PART 1 OF THIS ARTICLE 6 OR A FAMILY CHILD CARE HOME  
16 THAT HAS THE FOLLOWING COMPONENTS:

17 (I) AUTHORIZATION TO SERVE FAMILIES PURSUANT TO CCCAP;  
18 AND

19 (II) A QUALITY RATING OF AT LEAST A LEVEL THREE PURSUANT TO  
20 THE COLORADO SHINES QUALITY RATING AND IMPROVEMENT SYSTEM  
21 ESTABLISHED IN SECTION 26-6.5-106.

22 (d) "FAMILY CHILD CARE HOME" HAS THE SAME MEANING AS SET  
23 FORTH IN SECTION 26-6-102.

24 (e) "GRANT PROGRAM" MEANS THE CHILD CARE TEACHER SALARY  
25 GRANT PROGRAM CREATED IN SUBSECTION (2) OF THIS SECTION.

26 (2) THERE IS CREATED IN THE DEPARTMENT THE CHILD CARE  
27 TEACHER SALARY GRANT PROGRAM. THE PURPOSE OF THE GRANT

1 PROGRAM IS TO ALLOW ELIGIBLE ENTITIES TO APPLY FOR A GRANT TO  
2 INCREASE THE SALARIES OF ITS EARLY CHILDHOOD EDUCATORS.

3 (3) THE DEPARTMENT SHALL SOLICIT AND REVIEW APPLICATIONS  
4 FROM ELIGIBLE ENTITIES. EACH APPLICATION MUST, AT A MINIMUM,  
5 INCLUDE:

6 (a) A DESCRIPTION OF THE NUMBER OF EARLY CHILDHOOD  
7 EDUCATORS PROPOSED TO RECEIVE A SALARY INCREASE;

8 (b) VERIFICATION THAT THE ELIGIBLE ENTITY HAS HAD A QUALITY  
9 RATING OF AT LEAST LEVEL THREE UNDER THE COLORADO SHINES  
10 QUALITY RATING AND IMPROVEMENT SYSTEM DURING THE PAST TWELVE  
11 MONTHS AND SPECIFICATION OF THAT QUALITY RATING LEVEL;

12 (c) VERIFICATION THAT THE ELIGIBLE ENTITY IS AUTHORIZED TO  
13 ADMINISTER SUBSIDIES UNDER CCCAP;

14 (d) VERIFICATION THAT THE ELIGIBLE ENTITY IS ACTIVELY  
15 SERVING FAMILIES THAT ARE SUBSIDIZED THROUGH CCCAP; AND

16 (e) WRITTEN ATTESTATION THE MONEY RECEIVED FROM THE  
17 GRANT PROGRAM WILL ONLY BE USED TO INCREASE SALARIES OF EARLY  
18 CHILDHOOD EDUCATORS, AS SPECIFIED IN SUBSECTION (4) OF THIS  
19 SECTION.

20 (4) THE DEPARTMENT SHALL ESTABLISH THE PERCENTAGE OF  
21 SALARY INCREASE FOR EACH EARLY CHILDHOOD EDUCATOR, BASED ON  
22 THE NUMBER OF APPLICATIONS AND AVAILABLE APPROPRIATIONS.

23 **26-6-807. Community innovation and resilience for care and**  
24 **learning equity (CIRCLE) grant program - created - criteria -**  
25 **definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT  
26 OTHERWISE REQUIRES:

27 (a) "CHILD CARE CENTER" HAS THE SAME MEANING AS SET FORTH

1 IN SECTION 26-6-102.

2 (b) "ELIGIBLE ENTITY" INCLUDES ANY ONE OF THE FOLLOWING:

3 (I) A CHILD CARE CENTER OR FAMILY CHILD CARE HOME THAT IS  
4 ELIGIBLE TO RECEIVE FEDERAL CHILD CARE AND DEVELOPMENT BLOCK  
5 GRANT FUNDING PURSUANT TO 42 U.S.C. SEC. 9858;

6 (II) A LOCAL EARLY CHILDHOOD COUNCIL, AS DEFINED IN SECTION  
7 26-6.5-101.5; OR

8 (III) ANY OTHER COMMUNITY-BASED OR EDUCATION-BASED  
9 ENTITY OR GOVERNMENT AGENCY APPROVED BY THE DEPARTMENT AND  
10 THAT PROPOSES GRANT ACTIVITIES DESCRIBED IN SUBSECTION (2) OF THIS  
11 SECTION.

12 (c) "FAMILY CHILD CARE HOME" HAS THE SAME MEANING AS SET  
13 FORTH IN SECTION 26-6-102.

14 (d) "GRANT PROGRAM" MEANS THE COMMUNITY INNOVATION AND  
15 RESILIENCE FOR CARE AND LEARNING EQUITY (CIRCLE) GRANT PROGRAM  
16 CREATED IN SUBSECTION (2) OF THIS SECTION.

17 (2) THERE IS CREATED IN THE DEPARTMENT THE COMMUNITY  
18 INNOVATION AND RESILIENCE FOR CARE AND LEARNING EQUITY (CIRCLE)  
19 GRANT PROGRAM. THE PURPOSE OF THE GRANT PROGRAM IS TO ADDRESS  
20 SYSTEMIC CHALLENGES FOR EARLY CARE AND LEARNING PROVIDERS THAT  
21 HAVE WORSENERD AS A RESULT OF THE ECONOMIC, SOCIAL, AND HEALTH  
22 IMPACTS OF THE COVID-19 PUBLIC HEALTH EMERGENCY AND TO  
23 PROMOTE INNOVATION TO IMPROVE OUTCOMES FOR CHILDREN AND  
24 FAMILIES.

25 (3) AN ELIGIBLE ENTITY MAY APPLY FOR A GRANT FROM THE  
26 GRANT PROGRAM FOR THE FOLLOWING PURPOSES:

27 (a) IMPROVING THE AFFORDABILITY OF CHILD CARE FOR FAMILIES



1 WHOSE CHILDREN ARE NOT SERVED BY THE COLORADO CHILD CARE  
2 ASSISTANCE PROGRAM, CREATED IN PART 8 OF ARTICLE 2 OF THIS TITLE 26,  
3 INCLUDING, BUT NOT LIMITED TO, ANY OF THE FOLLOWING APPROACHES:

- 4 (I) TUITION SUBSIDIES OR SCHOLARSHIPS;
- 5 (II) DEVELOPING PUBLIC-PRIVATE PARTNERSHIPS; OR
- 6 (III) EMPLOYER-BASED COST-SHARING APPROACHES;

7 (b) INCREASING ACCESS TO CHILD CARE FOR CHILDREN FROM BIRTH  
8 TO THREE YEARS OF AGE;

9 (c) STRENGTHENING BUSINESS PRACTICES OF CHILD CARE  
10 PROGRAMS;

11 (d) ENSURING EQUITABLE ACCESS FOR CHILDREN, INCLUDING  
12 CHILDREN WITH SPECIAL NEEDS AND DUAL LANGUAGE LEARNER  
13 CHILDREN; OR

14 (e) OTHER APPROACHES TO IMPROVE EARLY CHILDHOOD  
15 TRANSITIONS, WORKFORCE PREPARATION, AFFORDABILITY, OUTCOMES, OR  
16 INNOVATIVE PRACTICES.

17 (4) THE DEPARTMENT SHALL SOLICIT AND REVIEW APPLICATIONS  
18 FROM ELIGIBLE ENTITIES. EACH APPLICATION MUST INCLUDE, AT A  
19 MINIMUM:

20 (a) A DESCRIPTION OF THE ACTIVITIES FOR WHICH THE ELIGIBLE  
21 ENTITY WILL USE THE GRANT MONEY;

22 (b) A DESCRIPTION OF ANY PARTNERSHIPS THAT AN ELIGIBLE  
23 ENTITY INTENDS TO ESTABLISH TO CARRY OUT ITS GRANT ACTIVITIES;

24 (c) A DESCRIPTION OF HOW THE ACTIVITIES LISTED IN SUBSECTION  
25 (4)(a) OF THIS SECTION WILL ACHIEVE THE PURPOSES OF THE GRANT  
26 PROGRAM; AND

27 (d) A DETAILED BUDGET TO CARRY OUT THE ACTIVITIES LISTED IN

1 SUBSECTION (4)(a) OF THIS SECTION.

2 **SECTION 4.** In Session Laws of Colorado 2020, First  
3 Extraordinary Session, **amend** section 2 of chapter 10 as follows:

4 Section 2. **Appropriation.** (1) For the 2020-21 state fiscal year,  
5 \$45,016,340 is appropriated to the department of human services for use  
6 by the office of early childhood. This appropriation is from the general  
7 fund. To implement this act, the office of early childhood may use this  
8 appropriation as follows:

9 (a) \$432,961 for administration, which amount is based on an  
10 assumption that the office will require an additional 1.2 FTE. Money  
11 appropriated in this subsection (1)(a) not expended prior to July 1, 2021,  
12 is further appropriated to the department of human services for use by the  
13 office of early childhood for the 2021-22 state fiscal year for the same  
14 purpose.

15 (b) (I) \$34,806,917 for the child care sustainability grant program  
16 created in section 26-6-802, C.R.S.

17 (II) Up to \$300,000 of any appropriation made pursuant to  
18 subsection (1)(b)(I) of this section for state fiscal year 2020-21 for the  
19 child care sustainability grant program created in section 26-6-802,  
20 C.R.S., must be made available to neighborhood youth organizations.

21 (c) \$8,751,329 for the emerging and expanding child care grant  
22 program created in section 26-6-803, C.R.S. Money appropriated in this  
23 subsection (1)(c) not expended prior to July 1, 2021, is further  
24 appropriated to the department of human services for use by the office of  
25 early childhood for the 2021-22 state fiscal year for the same purpose.

26 (d) \$875,133 for early childhood councils, as defined in section  
27 26-6.5-101.5 (2), C.R.S., in support of the emerging and expanding child

1 care grant program created in section 26-6-803, C.R.S. Money  
2 appropriated in this subsection (1)(d) not expended prior to July 1, 2021,  
3 is further appropriated to the department of human services for use by the  
4 office of early childhood for the 2021-22 state fiscal year for the same  
5 purpose.

6 (e) \$150,000 for linguistic and culturally competent outreach and  
7 technical application assistance in support of the emerging and expanding  
8 child care grant program created in section 26-6-803, C.R.S. MONEY  
9 APPROPRIATED IN THIS SUBSECTION (1)(e) NOT EXPENDED PRIOR TO JULY  
10 1, 2021, IS FURTHER APPROPRIATED TO THE DEPARTMENT OF HUMAN  
11 SERVICES FOR USE BY THE OFFICE OF EARLY CHILDHOOD FOR THE 2021-22  
12 STATE FISCAL YEAR FOR THE SAME PURPOSE.

13 **SECTION 5. Appropriation.** (1) (a) For the 2020-21 state fiscal  
14 year, \$8,800,000 is appropriated to the department of human services for  
15 use by the office of early childhood. This appropriation is from the  
16 general fund. To implement this act, the office of early childhood may use  
17 this appropriation as follows:

18 (I) \$100,000 for administration, which amount is based on an  
19 assumption that the office will require an additional 1.0 FTE; and

20 (II) \$8,700,000 for the employer-based child care facility grant  
21 program created in section 26-6-804 (1), C.R.S.

22 (b) Any money appropriated in subsection (1) of this section not  
23 expended prior to July 1, 2021, is further appropriated to the department  
24 of human services for use by the office of early childhood for the 2021-22  
25 state fiscal year for the same purposes.

26 (2) For the 2021-22 state fiscal year, \$4,200,000 is appropriated  
27 to the department of human services for use by the office of early

1 childhood. This appropriation is from federal funds from child care  
2 development funds. To implement this act, the office of early childhood  
3 may use this appropriation as follows:

4 (a) \$100,000 for administration, which amount is based on an  
5 assumption that the office will require an additional 1.0 FTE;

6 (b) \$3,000,000 for the child care teachers salary grant program  
7 created in section 26-6-806 (2), C.R.S.; and

8 (c) \$1,100,000 for the early care and education recruitment and  
9 retention grant and scholarship program created in section 26-6-805 (2),  
10 C.R.S.

11 **SECTION 6. Safety clause.** The general assembly hereby finds,  
12 determines, and declares that this act is necessary for the immediate  
13 preservation of the public peace, health, or safety.