

Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 24-0882.01 Alana Rosen x2606

HOUSE BILL 24-1264

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HOUSE SPONSORSHIP

McLachlan and Catlin,

SENATE SPONSORSHIP

Zenzinger and Simpson,

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House Committees  
Education

Senate Committees

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A BILL FOR AN ACT

101 CONCERNING SUPPORTING THE EDUCATOR WORKFORCE IN  
102 COLORADO.

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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 requires the department of education to create, maintain, and manage an online career support and pathways portal (online portal) for educators; staff; school districts, district charter schools, institute charter schools, boards of cooperative services, or approved facility schools (local education providers); and educator preparation programs (educator programs). The online portal must have:

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

- Access to career incentives, stipends, and loan forgiveness;
- Career pathway information for educators and staff, including, but not limited to, mentoring, induction program coaching, instructional coaching, district curriculum support, special assignments for teachers, and principal leadership; and
- A job posting and application portal for local education providers to post open employment positions and to search for prospective candidates, and for educators and staff to upload resumes and to apply to open employment positions.

Local education providers and educator programs shall post a link to the online portal on their websites to promote the online portal to educators and staff.

The bill allows Indian tribes and tribal organizations to access and use the online portal.

Pursuant to current law, the educator and retention program (ERR program) provides support to members of the armed forces and nonmilitary-affiliated educator candidates. The bill expands criteria for participation in the ERR program to include applicants who are:

- Enrolled in a teacher degree apprenticeship program and employed by an Indian tribe or tribal organization or a local education provider; or
- Enrolled in an educator program to attain a special services provider license with the appropriate endorsement.

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

2           **SECTION 1.** In Colorado Revised Statutes, 22-60.5-209.1,  
3 **amend** (1)(a)(III); **repeal** (1)(a)(II); and **add** (3) as follows:

4           **22-60.5-209.1. Department of education - adjunct instructor**  
5 **authorization - alternative teacher programs - information - online**  
6 **career support and pathways portal - definitions.** (1) (a) The  
7 department shall direct resources toward publicizing the existence of:

8           (II) ~~The teacher residency programs available through the teacher~~  
9 ~~residency expansion program created in part 1 of article 60.3 of this title~~  
10 ~~22;~~

11           (III) Programs to support paraprofessionals as defined in ~~section~~

1     ~~22-60.3-102~~ SECTION 22-60.3-201 who are seeking a baccalaureate degree  
2     to pursue a professional teaching license;

3             (3) (a) THE DEPARTMENT SHALL CREATE, MANAGE, AND MAINTAIN  
4     AN ONLINE CAREER SUPPORT AND PATHWAYS PORTAL THAT PROVIDES  
5     CAREER SUPPORT AND EMPLOYMENT PATHWAY INFORMATION FOR  
6     EDUCATORS, STAFF, AND LOCAL EDUCATION PROVIDERS. THE ONLINE  
7     PORTAL MUST INCLUDE, BUT IS NOT LIMITED TO:

8             (I) ACCESS TO CAREER INCENTIVES, STIPENDS, AND LOAN  
9     FORGIVENESS;

10            (II) CAREER PATHWAY INFORMATION FOR EDUCATORS AND STAFF,  
11     INCLUDING, BUT NOT LIMITED TO, MENTORING, INDUCTION PROGRAM  
12     COACHING, INSTRUCTIONAL COACHING, DISTRICT CURRICULUM AND  
13     SUPPORT, SPECIAL ASSIGNMENTS FOR TEACHERS, AND PRINCIPAL  
14     LEADERSHIP; AND

15            (III) A JOB POSTING AND APPLICATION PORTAL THAT ALLOWS:

16            (A) LOCAL EDUCATION PROVIDERS TO POST OPEN EMPLOYMENT  
17     POSITIONS AND TO SEARCH FOR PROSPECTIVE CANDIDATES; AND

18            (B) EDUCATORS AND STAFF TO UPLOAD RESUMES AND TO APPLY  
19     TO OPEN EMPLOYMENT POSITIONS.

20            (b) LOCAL EDUCATION PROVIDERS, APPROVED PROGRAMS OF  
21     PREPARATION, AS DEFINED IN SECTION 22-60.5-102, AND ALTERNATIVE  
22     TEACHER PROGRAMS, AS DEFINED IN SECTION 22-60.5-102, SHALL POST A  
23     LINK TO THE ONLINE PORTAL ON THEIR RESPECTIVE WEBSITES TO PROMOTE  
24     THE ONLINE PORTAL TO EDUCATORS AND STAFF.

25            (c) INDIAN TRIBES AND TRIBAL ORGANIZATIONS MAY ACCESS AND  
26     USE THE ONLINE PORTAL.

27            (d) AS USED IN THIS SUBSECTION (3), UNLESS THE CONTEXT

1 OTHERWISE REQUIRES:

2 (I) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,  
3 CHARTER SCHOOL AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART  
4 1 OF ARTICLE 30.5 OF THIS TITLE 22, A CHARTER SCHOOL AUTHORIZED BY  
5 THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE  
6 30.5 OF THIS TITLE 22, A BOARD OF COOPERATIVE SERVICES CREATED AND  
7 OPERATING PURSUANT TO ARTICLE 5 OF THIS TITLE 22, OR AN APPROVED  
8 FACILITY SCHOOL, AS DEFINED IN SECTION 22-2-402.

9 (II) "ONLINE CAREER SUPPORT AND PATHWAYS PORTAL" OR  
10 "ONLINE PORTAL" MEANS THE ONLINE CAREER SUPPORT AND PATHWAYS  
11 PORTAL CREATED IN THIS SUBSECTION (3).

12 **SECTION 2.** In Colorado Revised Statutes, 22-60.3-201, **amend**  
13 (4); and **add** (5.5) as follows:

14 **22-60.3-201. Definitions.** As used in this part 2, unless the  
15 context otherwise requires:

16 (4) "Local education provider" means a school district, a charter  
17 school authorized by a school district pursuant to part 1 of article 30.5 of  
18 this title 22, a charter school authorized by the state charter school  
19 institute pursuant to part 5 of article 30.5 of this title 22, ~~or~~ a board of  
20 cooperative services created and operating pursuant to article 5 of this  
21 title 22 that operates one or more public schools, OR AN APPROVED  
22 FACILITY SCHOOL, AS DEFINED IN SECTION 22-2-402.

23 (5.5) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO  
24 ASSIST A LICENSED TEACHER.

25 **SECTION 3.** In Colorado Revised Statutes, 22-60.3-204, **amend**  
26 (2) and (4) as follows:

27 **22-60.3-204. Program eligibility - financial assistance - funding**

1 - report. (2) The department shall review each application received and  
2 determine whether ~~the~~ AN applicant meets the following criteria for  
3 participation in the program:

4 (a) If ~~the~~ AN applicant is a member of the armed forces, the  
5 applicant has an honorable discharge status or is currently serving in one  
6 of the armed forces; OR

7 (b) (I) ~~The~~ AN applicant has a baccalaureate or advanced degree  
8 from an accredited institution of higher education at the time of  
9 application AND HAS SECURED EMPLOYMENT WITH AN INDIAN TRIBE OR  
10 TRIBAL ORGANIZATION OR IN A LOCAL EDUCATION PROVIDER SHORTAGE  
11 AREA WITH AN ALTERNATIVE TEACHER LICENSE PURSUANT TO SECTION  
12 22-60.5-201 (1)(a) OR A TEMPORARY EDUCATOR ELIGIBILITY  
13 AUTHORIZATION PURSUANT TO SECTION 22-60.5-111 (5); or

14 (II) ~~The~~ AN applicant is currently employed as a paraprofessional  
15 ~~as defined in section 22-60.3-102, in a school district, charter school, or~~  
16 ~~board of cooperative services~~ WITH AN INDIAN TRIBE OR TRIBAL  
17 ORGANIZATION OR A LOCAL EDUCATION PROVIDER and is working toward  
18 a baccalaureate degree IN AN EDUCATOR PREPARATION PROGRAM as  
19 required to pursue a professional teaching license; or

20 (III) AN APPLICANT IS ENROLLED IN A TEACHER DEGREE  
21 APPRENTICESHIP PROGRAM PURSUANT TO SECTION 22-60.5-111.5 AND IS  
22 EMPLOYED BY AN INDIAN TRIBE OR TRIBAL ORGANIZATION OR A LOCAL  
23 EDUCATION PROVIDER WITH A TEACHER APPRENTICESHIP AUTHORIZATION  
24 PURSUANT TO SECTION 22-60.5-111 (16); OR

25 (c) (I) ~~The~~ AN applicant meets state career and technical education  
26 requirements; or

27 (II) Has the equivalent of eighteen semester hours of

1 postsecondary enrollment and six years of military experience in a career  
2 or technical field; OR

3 (d) AN APPLICANT IS ENROLLED IN AN EDUCATOR PREPARATION  
4 PROGRAM WORKING TO ATTAIN A SPECIAL SERVICES PROVIDER LICENSE  
5 WITH THE APPROPRIATE ENDORSEMENT.

6 (4) (a) The general assembly shall annually appropriate money to  
7 fund the program, including an amount for the direct and indirect costs  
8 incurred by the department in implementing the program.

9 (b) ON OR BEFORE JANUARY 1, 2025, AND ON OR BEFORE EACH  
10 JANUARY 1 THEREAFTER, THE DEPARTMENT SHALL SUBMIT A REPORT TO  
11 THE GENERAL ASSEMBLY SUMMARIZING THE TOTAL NUMBER OF  
12 APPLICANTS, THE TOTAL NUMBER OF APPLICANTS WHO WERE  
13 APPRENTICESHIP EDUCATORS OR SPECIAL SERVICES PROVIDERS, AND THE  
14 TOTAL NUMBER OF QUALIFIED PROGRAM PARTICIPANTS WHO WERE  
15 PROVIDED FINANCIAL ASSISTANCE. THE GENERAL ASSEMBLY SHALL  
16 CONSIDER THE REPORT WHEN DETERMINING FUTURE APPROPRIATIONS TO  
17 THE PROGRAM.

18 **SECTION 4.** In Colorado Revised Statutes, 24-51-1101, **amend**  
19 (1.9)(a)(I), (1.9)(a)(II) introductory portion, (1.9)(a)(II)(B),  
20 (1.9)(a)(II)(C), (1.9)(i) introductory portion, (1.9)(i)(I), and (1.9)(i)(II) as  
21 follows:

22 **24-51-1101. Employment after service retirement - report -**  
23 **definitions - repeal.** (1.9) (a) (I) Subject to ~~the provisions of~~ subsection  
24 (1.9)(h) of this section, a service retiree who is a teacher, a school bus  
25 driver, a school food services cook, a school nurse, or a paraprofessional,  
26 as defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, and is hired  
27 pursuant to subsection (1.9)(b) of this section by an employer in the

1 school division of the association that satisfies the criteria specified in  
2 subsection (1.9)(a)(II) of this section may receive salary without reduction  
3 in benefits for any length of employment in a calendar year if the service  
4 retiree has not worked for any employer, as defined in section 24-51-101  
5 (20), during the month of the effective date of retirement. A service  
6 retiree described in this subsection (1.9)(a) who works for any employer,  
7 as defined in section 24-51-101 (20), during the month of the effective  
8 date of retirement ~~shall be~~ IS subject to a reduction in benefits as provided  
9 in section 24-51-1102 (2).

10 (II) ~~The provisions of~~ This subsection (1.9) ~~apply~~ APPLIES only if:

11 (B) The school district, board of cooperative services, or charter  
12 school hires the service retiree for the purpose of providing classroom  
13 instruction or school bus transportation to students enrolled by the district,  
14 enrolled by one or more of the districts served by the board of cooperative  
15 services, or enrolled by the charter school, or for the purpose of being a  
16 school food services cook, a school nurse, or a paraprofessional, as  
17 defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201; and

18 (C) The school district, board of cooperative services, or charter  
19 school determines that there is a critical shortage of qualified teachers,  
20 school bus drivers, school food services cooks, school nurses, or  
21 paraprofessionals, as defined in ~~section 22-60.3-102 (9)~~ SECTION  
22 22-60.3-201, as applicable, and that the service retiree has specific  
23 experience, skills, or qualifications that would benefit the district, board  
24 of cooperative services, or charter school.

25 (i) On or before December 1, 2025, and on or before December  
26 1 of each fifth year thereafter, the association shall submit a report to the  
27 finance committees of the house of representatives and the senate, or any

1 successor committees, regarding the employment after service retirement  
2 provisions of this subsection (1.9). Notwithstanding the requirement in  
3 section 24-1-136 (11)(a)(I), the requirement to submit the report required  
4 in this subsection (1.9)(i) continues indefinitely. The employers in the  
5 school division of the association that employ teachers, school bus  
6 drivers, school food services cooks, school nurses, or paraprofessionals,  
7 as defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, pursuant to  
8 this subsection (1.9) shall provide information requested by the  
9 association for the purposes of the report. The report shall include:

10 (I) The number of teachers, school bus drivers, school food  
11 services cooks, school nurses, and paraprofessionals, as defined in ~~section~~  
12 ~~22-60.3-102 (9)~~ SECTION 22-60.3-201, who have been employed after  
13 service retirement pursuant to this subsection (1.9) as of the date of the  
14 report;

15 (II) The extent to which this subsection (1.9) has helped  
16 employers in the school division address teacher, school bus driver,  
17 school food services cook, school nurse, and paraprofessional, as defined  
18 in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, shortages;

19 **SECTION 5. Act subject to petition - effective date.** This act  
20 takes effect at 12:01 a.m. on the day following the expiration of the  
21 ninety-day period after final adjournment of the general assembly; except  
22 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
23 of the state constitution against this act or an item, section, or part of this  
24 act within such period, then the act, item, section, or part will not take  
25 effect unless approved by the people at the general election to be held in  
26 November 2024 and, in such case, will take effect on the date of the  
27 official declaration of the vote thereon by the governor.