

Second Regular Session
Seventieth General Assembly
STATE OF COLORADO

CORRECTED REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

LLS NO. 16-0657.01 Jane Ritter x4342

SENATE BILL 16-104

SENATE SPONSORSHIP

Todd and Sonnenberg, Garcia, Johnston, Kerr, Merrifield, Newell

HOUSE SPONSORSHIP

Becker J., Rankin

Senate Committees

Education
Appropriations

House Committees

Education
Appropriations

A BILL FOR AN ACT

101 **CONCERNING INCENTIVES TO BECOME A TEACHER IN A RURAL SCHOOL**
102 **DISTRICT OF COLORADO, AND, IN CONNECTION THEREWITH,**
103 **MAKING AN APPROPRIATION.**

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://www.leg.state.co.us/bills summaries>.)

The bill creates several methods to address the problem of recruitment and retention of teachers in rural school districts of Colorado (rural districts). This includes:

- ! Establishing one or more rural education centers housed in institutions of higher education in rural districts;

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

HOUSE
Amended 3rd Reading
May 11, 2016

HOUSE
Amended 2nd Reading
May 10, 2016

SENATE
3rd Reading Unamended
May 02, 2016

SENATE
Amended 2nd Reading
April 29, 2016

- ! Providing stipends to offset tuition costs to student teachers who are in approved educator preparation programs and who agree to student teach in a rural district;
- ! Establishing teacher cadet programs in identified rural districts to identify and support high school students interested in pursuing teaching careers in rural districts; and
- ! Providing funds to offset costs for a teacher in a rural district who is pursuing either becoming a national board certified teacher or becoming qualified as a concurrent enrollment teacher in his or her rural district.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** article 75 to title
3 23 as follows:

4 **ARTICLE 75**

5 **Teachers in Rural Colorado**

6 **23-75-101. Legislative declaration.** (1) THE GENERAL ASSEMBLY
7 FINDS THAT:

8 (a) TEACHERS HAVE A GREAT IMPACT ON STUDENT ACHIEVEMENT.
9 EVIDENCE SHOWS THAT TEACHER QUALITY CAN ACCOUNT FOR THE
10 MAJORITY OF VARIANCES IN STUDENT LEARNING AND TEST SCORES.

11 (b) THE TEACHING AND LEARNING CONDITIONS UNDER WHICH
12 TEACHERS PRACTICE THEIR PROFESSION, THOUGH OFTEN OVERLOOKED,
13 ARE ESSENTIAL ELEMENTS TO STUDENT ACHIEVEMENT AND TEACHER
14 RETENTION. THESE CONDITIONS MUST BE SYSTEMATICALLY STUDIED AND
15 ADDRESSED FOR COLORADO TO DEVELOP A CRITICAL MASS OF TEACHERS
16 WHO ARE WELL PREPARED TO TEACH AND WHO WILL REMAIN IN
17 HARDEST-TO-STAFF SCHOOLS LONG ENOUGH TO MAKE A SIGNIFICANT
18 DIFFERENCE FOR STUDENTS AND THEIR FAMILIES.

19 (c) RESEARCH ALSO DEMONSTRATES THAT THE NEGATIVE EFFECTS
20 OF TEACHER SHORTAGES AND DISTRIBUTION CHALLENGES HAVE A

1 DISPROPORTIONATE IMPACT ON GEOGRAPHIC AREAS OF THE STATE THAT
2 ARE CLASSIFIED AS "RURAL", LEAVING CHILDREN IN THOSE AREAS MORE
3 LIKELY TO BE TAUGHT BY FEWER TEACHERS WHO MUST COVER AN
4 INCREASINGLY LARGER NUMBER OF SUBJECTS.

5 (2) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES THAT,
6 FOR PURPOSES OF SECTION 17 OF ARTICLE IX OF THE STATE CONSTITUTION,
7 IMPLEMENTATION OF MEASURES DESIGNED TO IMPROVE TEACHER
8 QUALITY, RECRUITMENT, AND RETENTION IN THE RURAL AREAS OF
9 COLORADO THROUGH THIS ARTICLE IS A CRITICAL ELEMENT OF
10 ACCOUNTABLE EDUCATION REFORM, ACCOUNTABLE PROGRAMS TO MEET
11 STATE ACADEMIC STANDARDS, AND PERFORMANCE INCENTIVES FOR
12 TEACHERS AND, THEREFORE, MAY RECEIVE FUNDING FROM THE STATE
13 EDUCATION FUND CREATED IN SECTION 17 (4) OF ARTICLE IX OF THE
14 STATE CONSTITUTION.

15 **23-75-102. Definitions.** AS USED IN THIS ARTICLE, UNLESS THE
16 CONTEXT OTHERWISE REQUIRES:

17 (1) "COMMISSION" MEANS THE COLORADO COMMISSION ON
18 HIGHER EDUCATION CREATED IN SECTION 23-1-102.

19 (2) "EDUCATOR PREPARATION PROGRAM" MEANS AN EDUCATOR
20 PREPARATION PROGRAM APPROVED BY THE COMMISSION PURSUANT TO
21 SECTION 23-1-121 AND THAT UPON COMPLETION LEADS TO A
22 RECOMMENDATION FOR LICENSURE BY AN ACCEPTED INSTITUTION OF
23 HIGHER EDUCATION IN COLORADO.

24 (3) "INSTITUTION OF HIGHER EDUCATION" MEANS A PUBLIC,
25 PRIVATE, OR PROPRIETARY POSTSECONDARY INSTITUTION AUTHORIZED BY
26 THE COMMISSION TO OFFER EDUCATOR PREPARATION PROGRAMS.

27 (4) "RURAL SCHOOL OR SCHOOL DISTRICT" MEANS A SCHOOL OR

1 SCHOOL DISTRICT THAT THE DEPARTMENT OF EDUCATION HAS
2 DETERMINED TO BE RURAL. "RURAL SCHOOL OR SCHOOL DISTRICT"
3 INCLUDES A CHARTER SCHOOL OR INSTITUTE CHARTER SCHOOL THAT
4 FALLS WITHIN THE GEOGRAPHIC RANGE OF A RURAL SCHOOL DISTRICT, AS
5 DETERMINED BY THE DEPARTMENT OF EDUCATION.

6 **23-75-103. Rural education coordinator - request for**
7 **proposals - reporting requirements.** (1) (a) ON OR BEFORE JULY 1,
8 2017, THE DEPARTMENT OF HIGHER EDUCATION SHALL ESTABLISH ONE
9 RURAL EDUCATION COORDINATOR TO REPRESENT A RURAL REGION OF THE
10 STATE. THE RURAL EDUCATION COORDINATOR MUST BE BASED IN AN
11 INSTITUTION OF HIGHER EDUCATION. THE PURPOSE OF THE RURAL
12 EDUCATION COORDINATOR IS TO:

- 13 (I) PROVIDE AN EMPHASIS ON ACCESS TO TEACHER PREPARATION
14 PROGRAMS THAT FOCUS ON RURAL EDUCATION;
- 15 (II) INCREASE RURAL TEACHER RECRUITMENT;
- 16 (III) DEVELOP AN EDUCATOR PIPELINE TO RURAL SCHOOLS AND
17 SCHOOL DISTRICTS; AND
- 18 (IV) PROVIDE SUPPORT MECHANISMS FOR RURAL SCHOOLS AND
19 SCHOOL DISTRICTS, BOARDS OF COOPERATIVE SERVICES, AND
20 ALTERNATIVE EDUCATOR PREPARATION PROVIDERS.

21 (b) ON OR BEFORE SEPTEMBER 1, 2016, THE DEPARTMENT OF
22 HIGHER EDUCATION, IN COLLABORATION WITH THE DEPARTMENT OF
23 EDUCATION, THE COMMISSION, AND INTERESTED REPRESENTATIVES FROM
24 THE EDUCATION COMMUNITY AND RURAL AREAS OF COLORADO, SHALL
25 DEVELOP AND RELEASE A REQUEST FOR PROPOSALS TO FUND A RURAL
26 EDUCATION COORDINATOR. THE REQUEST FOR PROPOSALS MUST INCLUDE
27 CRITERIA FOR SELECTION, TIMELINES, DATA COLLECTION REQUIREMENTS,

1 AND REPORTING REQUIREMENTS.

2 (c) ON OR BEFORE JANUARY 1, 2017, THE DEPARTMENT OF HIGHER
3 EDUCATION SHALL SELECT AN INSTITUTION OF HIGHER EDUCATION TO
4 HOUSE A RURAL EDUCATION COORDINATOR FOR FIVE YEARS, BASED ON
5 AVAILABLE APPROPRIATIONS. AN INSTITUTION OF HIGHER EDUCATION
6 THAT HAS AN EXISTING RURAL EDUCATION COORDINATOR IS ELIGIBLE TO
7 BE SELECTED BY THE DEPARTMENT OF HIGHER EDUCATION FOR FUNDING
8 PURSUANT TO THIS SECTION.

9 (2) THE SELECTED INSTITUTION OF HIGHER EDUCATION SHALL
10 COLLECT DATA ON THE WORK OF THE RURAL EDUCATION COORDINATOR.
11 AS REQUIRED PER THE REQUEST FOR PROPOSALS, AND PROVIDE A WRITTEN
12 SUMMARY REPORT ANNUALLY TO THE DEPARTMENT OF HIGHER
13 EDUCATION. PRIOR TO THE COMPLETION OF THE FIVE-YEAR FUNDING
14 PERIOD, THE DEPARTMENT OF HIGHER EDUCATION AND THE DEPARTMENT
15 OF EDUCATION SHALL EVALUATE THE EFFECTIVENESS OF THE FUNDED
16 RURAL EDUCATION COORDINATOR AND MAKE RECOMMENDATIONS FOR
17 CONTINUED FUNDING.

18 **23-75-104. Student teachers in rural areas - financial**
19 **incentives.** BEGINNING JANUARY 1, 2017, THE DEPARTMENT OF HIGHER
20 EDUCATION SHALL PROVIDE UP TO FORTY FINANCIAL STIPENDS ANNUALLY,
21 NOT TO EXCEED TWO THOUSAND EIGHT HUNDRED DOLLARS PER STUDENT,
22 TO OFFSET TUITION COSTS FOR INDIVIDUALS IN APPROVED EDUCATOR
23 PREPARATION PROGRAMS WHO AGREE TO STUDENT TEACH IN A RURAL
24 SCHOOL OR RURAL SCHOOL DISTRICT OF THE STUDENT TEACHER'S CHOICE.
25 THE FINANCIAL STIPENDS AWARDED SHOULD, TO THE EXTENT
26 PRACTICABLE, INCLUDE PERSONS WITH DISABILITIES AND TAKE INTO
27 CONSIDERATION THE GEOGRAPHIC, RACIAL, AND ETHNIC DIVERSITY OF THE

1 STATE. MONEY FOR THE STIPENDS MUST BE ALLOCATED FROM THE
2 DEPARTMENT OF HIGHER EDUCATION TO THE INSTITUTION OF HIGHER
3 EDUCATION TO BE CREDITED TO THE STUDENT'S ACCOUNT. A STUDENT
4 TEACHER WHO RECEIVES A FINANCIAL STIPEND PURSUANT TO THIS SECTION
5 MUST AGREE TO WORK IN A RURAL SCHOOL OR RURAL SCHOOL DISTRICT
6 FOR AT LEAST TWO YEARS, UNLESS HE OR SHE CAN DEMONSTRATE
7 EXTENUATING CIRCUMSTANCES THAT SUCH EMPLOYMENT WOULD IMPOSE
8 A HARDSHIP ON HIM OR HER. IF A RECIPIENT OF A FINANCIAL STIPEND
9 AWARDED PURSUANT TO THIS SECTION DOES NOT ACCEPT AN OFFER OF
10 EMPLOYMENT TO TEACH IN A RURAL SCHOOL OR RURAL SCHOOL DISTRICT
11 AFTER THE COMPLETION OF HIS OR HER STUDENT TEACHING, HE OR SHE
12 MAY, AS DETERMINED BY THE DEPARTMENT OF EDUCATION ON A
13 CASE-BY-CASE BASIS, REIMBURSE THE DEPARTMENT OF HIGHER
14 EDUCATION FOR TWO-THIRDS OF THE AMOUNT OF THE FINANCIAL STIPEND
15 THAT HE OR SHE RECEIVED. IF A RECIPIENT OF A FINANCIAL STIPEND
16 AWARDED PURSUANT TO THIS SECTION ACCEPTS AN OFFER OF
17 EMPLOYMENT TO TEACH IN A RURAL SCHOOL OR RURAL SCHOOL DISTRICT
18 BUT ONLY TEACHES IN A RURAL SCHOOL OR RURAL SCHOOL DISTRICT FOR
19 ONE YEAR AND NOT THE REQUIRED TWO YEARS, HE OR SHE MAY, AS
20 DETERMINED BY THE DEPARTMENT OF EDUCATION ON A CASE-BY-CASE
21 BASIS, REIMBURSE THE DEPARTMENT OF HIGHER EDUCATION FOR
22 ONE-THIRD OF THE AMOUNT OF THE FINANCIAL STIPEND HE OR SHE
23 RECEIVED.

24 **23-75-105. Teacher cadet program.** ON OR BEFORE JULY 1, 2017,
25 THE DEPARTMENT OF HIGHER EDUCATION SHALL ESTABLISH TEACHER
26 CADET PROGRAMS IN IDENTIFIED RURAL SCHOOLS AND SCHOOL DISTRICTS.
27 MONEY MAY BE PROVIDED TO LOCAL SCHOOL DISTRICTS, CHARTER

1 SCHOOLS, OR THE CHARTER SCHOOL INSTITUTE, ANY OF WHICH MAY
2 CONTRACT WITH A BOARD OF COOPERATIVE SERVICES TO IDENTIFY AND
3 SUPPORT HIGH SCHOOL STUDENTS WHO ARE INTERESTED IN PURSUING
4 TEACHING CAREERS IN RURAL COLORADO AND STUDENTS, INCLUDING
5 STUDENTS WITH DISABILITIES, WHO REFLECT THE GEOGRAPHIC, RACIAL,
6 AND ETHNIC DIVERSITY OF THE STATE. THE DEPARTMENT OF HIGHER
7 EDUCATION AND THE DEPARTMENT OF EDUCATION SHALL EVALUATE THE
8 EFFECTIVENESS OF THE TEACHER CADET PROGRAM EVERY FIVE YEARS.

9 **23-75-106. National board certified teacher stipends -**
10 **concurrent enrollment stipends - continuing education stipends.** THE
11 DEPARTMENT OF HIGHER EDUCATION SHALL ANNUALLY PROVIDE UP TO
12 TWENTY FINANCIAL STIPENDS, NOT TO EXCEED SIX THOUSAND DOLLARS
13 EACH, TO ANY TEACHER IN A RURAL SCHOOL OR SCHOOL DISTRICT WHO IS
14 SEEKING CERTIFICATION AS A NATIONAL BOARD CERTIFIED TEACHER,
15 SEEKING CERTIFICATION AS A CONCURRENT ENROLLMENT TEACHER, OR IS
16 A TEACHER FURTHERING HIS OR HER PROFESSIONAL DEVELOPMENT PLAN
17 THROUGH CONTINUING EDUCATION. THE STIPENDS MAY BE USED TO
18 OFFSET APPLICATION FEES, EVALUATION COSTS, TUITION COSTS, AND ANY
19 COSTS ASSOCIATED WITH CONTINUING EDUCATION THAT ARE IN SUPPORT
20 OF A TEACHER'S PROFESSIONAL DEVELOPMENT PLAN. THE FINANCIAL
21 STIPENDS AWARDED SHOULD, TO THE EXTENT PRACTICABLE, INCLUDE
22 PERSONS WITH DISABILITIES AND TAKE INTO CONSIDERATION THE
23 GEOGRAPHIC, RACIAL, AND ETHNIC DIVERSITY OF THE STATE. A TEACHER
24 WHO RECEIVES A STIPEND PURSUANT TO THIS SECTION MUST COMMIT TO
25 TEACH FOR A TOTAL OF THREE YEARS IN HIS OR HER RURAL SCHOOL OR
26 SCHOOL DISTRICT.

27 **SECTION 2. Appropriation - adjustments to 2016 long bill.**

1 (1) To implement this act, appropriations made in the annual general
2 appropriation act for the 2016-17 state fiscal year to the department of
3 education are adjusted as follows:

4 (a) The cash funds appropriation from the state public school fund
5 created in Section 22-54-114 (1), C.R.S., for the state share of districts'
6 total program funding is increased by \$441,095; and

7 (b) The general fund appropriation for the state share of districts'
8 total program funding is decreased by \$441,095.

9 (2) For the 2016-17 state fiscal year, \$441,095 is appropriated to
10 the department of higher education. This appropriation is from the general
11 fund and is based on an assumption that the department will require an
12 additional 0.3 FTE. To implement this act, the department may use this
13 appropriation for rural teacher recruitment, retention, and professional
14 development programs.

15 **SECTION 3. Safety clause.** The general assembly hereby finds,
16 determines, and declares that this act is necessary for the immediate
17 preservation of the public peace, health, and safety.