

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

INTRODUCED

LLS NO. 21-0879.01 Jane Ritter x4342

SENATE BILL 21-236

SENATE SPONSORSHIP

Story and Sonnenberg,

HOUSE SPONSORSHIP

Tipper and Van Beber,

Senate Committees
Education

House Committees

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.**

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.

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, **repeal** (6)
2 as follows:

3 **26-6-803. Emerging and expanding child care grant program**
4 **- created - timeline and criteria - grant awards - definitions.** (6) ~~This~~
5 ~~section is repealed, effective June 30, 2023.~~

6 **SECTION 3.** In Colorado Revised Statutes, **add** 26-6-804,
7 26-6-805, 26-6-806, and 26-6-807 as follows:

8 **26-6-804. Employer-based child care facility grant program**
9 **- created - timeline and criteria - eligibility - grant awards - reports**
10 **- definitions - repeal.** (1) AS USED IN THIS SECTION, UNLESS THE
11 CONTEXT OTHERWISE REQUIRES:

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

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

17 (c) "ELIGIBLE ENTITY" MEANS A COLORADO EMPLOYER.

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

20 (2) THERE IS CREATED IN THE DEPARTMENT THE EMPLOYER-BASED
21 CHILD CARE FACILITY GRANT PROGRAM. THE PURPOSE OF THE GRANT
22 PROGRAM IS TO PROVIDE ELIGIBLE ENTITIES WITH MONEY TO CONSTRUCT,
23 REMODEL, RENOVATE, OR RETROFIT A CHILD CARE CENTER ON THE SITE OR
24 NEAR TO THE SITE OF THE ELIGIBLE ENTITY'S PROPERTY TO PROVIDE
25 LICENSED CHILD CARE SERVICES TO THE ELIGIBLE ENTITY'S EMPLOYEES,
26 THUS SUPPORTING THE ELIGIBLE ENTITY'S WORKFORCE PARTICIPATION AND
27 PROVIDING SAFE, STABLE, AND QUALITY CARE FOR THE ELIGIBLE ENTITY'S

1 EMPLOYEES' CHILDREN.

2 (3) THE DEPARTMENT SHALL SOLICIT AND REVIEW GRANT
3 APPLICATIONS FROM ELIGIBLE ENTITIES BEGINNING ON OR BEFORE JUNE
4 30, 2021, AND BEGIN TO AWARD GRANTS NO LATER THAN SEPTEMBER 1,
5 2021. EACH APPLICATION MUST INCLUDE, AT A MINIMUM:

6 (a) A BUSINESS PLAN THAT INCLUDES:

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

10 (II) DOCUMENTATION OF REVIEW AND APPROVAL BY CHILD CARE
11 LICENSING, THE LOCAL FIRE DIVISION, AND THE LOCAL HEALTH
12 DEPARTMENT;

13 (III) A COMMITMENT TO PROVIDE A FINANCIAL MATCH, AS
14 DESCRIBED IN SUBSECTION (4) OF THIS SECTION;

15 (IV) A DESCRIPTION OF HOW THE ELIGIBLE ENTITY WILL ADDRESS
16 THE PARTICULAR CHILD CARE NEEDS AMONG THE ELIGIBLE ENTITY'S
17 EMPLOYEES, SUCH AS NONTRADITIONAL-HOUR CARE OR INFANT AND
18 TODDLER CARE;

19 (V) A DESCRIPTION OF HOW THE ELIGIBLE ENTITY WILL
20 FINANCIALLY SUSTAIN THE CHILD CARE CENTER BEYOND THE GRANT
21 PERIOD;

22 (VI) THE ESTIMATED TOTAL COST AND BUDGET FOR THE
23 CONSTRUCTION, RENOVATION, REMODELING, OR RETROFITTING OF THE
24 CHILD CARE CENTER;

25 (VII) IF THE ELIGIBLE ENTITY LEASES THE SPACE TO BE
26 RENOVATED, REMODELED, RETROFITTED, OR HAVE A NEW FACILITY
27 CONSTRUCTED ON THE PROPERTY, A COPY OF A CURRENT, VALID LEASE

1 THAT CONTAINS SPECIFIC AUTHORIZATIONS FROM THE PROPERTY OWNER
2 TO MAKE THE REQUESTED ALTERATIONS TO THE PROPERTY;

3 (VIII) WRITTEN ASSURANCE THAT THE ELIGIBLE ENTITY WILL
4 CONNECT ITS EMPLOYEES TO RESOURCES DESCRIBING AVAILABLE PUBLIC
5 EARLY CHILDHOOD ASSISTANCE; AND

6 (IX) ANY OTHER COMPONENTS THE DEPARTMENT REQUIRES TO
7 ADEQUATELY ASSESS THE GRANT APPLICATION, INCLUDING A
8 COMMITMENT REGARDING THE DURATION OF TIME THE ELIGIBLE ENTITY
9 SEEKS TO OCCUPY THE SPACE TO BE RENOVATED, REMODELED,
10 RETROFITTED, OR CONSTRUCTED;

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

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

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

18 (a) A FOR-PROFIT EMPLOYER SHALL PROVIDE A FIFTY PERCENT
19 MATCH; AND

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

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

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

27 (b) A LOCATION THAT PREVENTS THE APPLICANT FROM PROVIDING

1 AN OUTDOOR SPACE.

2 (6) IN DETERMINING GRANT AWARDS FOR THE GRANT PROGRAM,
3 THE DEPARTMENT SHALL PRIORITIZE:

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

7 (b) APPLICATIONS WITH PLANS TO MEET THE LEVEL FIVE
8 STANDARD OF THE COLORADO SHINES QUALITY RATING AND
9 IMPROVEMENT SYSTEM, PURSUANT TO SECTION 26-6.5-106 (5);

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

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

14 (e) APPLICANTS WITH A PLAN TO SERVE CHILDREN IN CHILD CARE
15 DESERTS OR IN REGIONS WITH LOW CHILD CARE CAPACITY.

16 (7) THE DEPARTMENT SHALL PROVIDE GRANTEEES WITH
17 INFORMATION AND REFERRALS TO SERVICES THAT SUPPORT
18 IMPLEMENTATION OF QUALITY CARE, INCLUDING:

19 (a) TRAINING FOR TEACHERS AND DIRECTORS ON QUALITY CHILD
20 CARE, CHILD DEVELOPMENT, AND PROGRAM IMPROVEMENT; AND

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

23 (I) CHILD CARE SUBSIDIES;

24 (II) PRESCHOOL AND EARLY CHILDHOOD EDUCATION ASSISTANCE;

25 AND

26 (III) CHILD NUTRITION PROGRAMS.

27 (8) ON OR BEFORE JANUARY 30, 2023, AND ON OR BEFORE

1 JANUARY 30, 2024, THE DEPARTMENT SHALL REPORT PROGRESS ON THE
2 GRANT PROGRAM AS PART OF ITS "STATE MEASUREMENT FOR
3 ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT (SMART)
4 GOVERNMENT ACT" HEARING REQUIRED BY SECTION 2-7-203. AT A
5 MINIMUM, THE REPORT MUST INCLUDE:

6 (a) THE NUMBER OF ELIGIBLE ENTITIES THAT RECEIVED A GRANT
7 THROUGH THE GRANT PROGRAM;

8 (b) THE NUMBER OF CHILDREN THAT RECEIVED CHILD CARE
9 SERVICES AS A RESULT OF THE GRANTS, REPORTED IN AGGREGATE AND BY
10 GRANTEE;

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

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

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

17 (f) ANY OTHER RELEVANT INFORMATION ABOUT THE GRANT
18 PROGRAM.

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

20 **26-6-805. Early care and education recruitment and retention**
21 **grant and scholarship program - created - criteria and eligibility -**
22 **grant and scholarship awards - reports - rules - definitions. (1) AS**
23 **USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES:**

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

26 (b) "EARLY CHILDHOOD EDUCATOR" MEANS AN INDIVIDUAL WHO
27 HOLDS AN EARLY CHILDHOOD PROFESSIONAL CREDENTIAL OR

1 QUALIFICATION.

2 (c) "ELIGIBLE ENTITY" IS ANY ENTITY DESCRIBED IN SUBSECTION
3 (3) OF THIS SECTION.

4 (d) "PROGRAM" MEANS THE EARLY CARE AND EDUCATION
5 RECRUITMENT AND RETENTION GRANT AND SCHOLARSHIP PROGRAM
6 CREATED IN SUBSECTION (2) OF THIS SECTION.

7 (2) THERE IS CREATED IN THE DEPARTMENT THE EARLY CARE AND
8 EDUCATION RECRUITMENT AND RETENTION GRANT AND SCHOLARSHIP
9 PROGRAM. THE DEPARTMENT SHALL ADMINISTER, DIRECTLY OR BY
10 CONTRACT, THE PROGRAM. THE PURPOSES OF THE PROGRAM ARE TO:

11 (a) INCREASE THE NUMBER OF INDIVIDUALS THROUGHOUT THE
12 STATE WHO ARE QUALIFIED TO SERVE AS EARLY CHILDHOOD EDUCATORS
13 IN PROGRAMS LICENSED BY THE DEPARTMENT PURSUANT TO PART 1 OF
14 THIS ARTICLE 6 THAT SERVE CHILDREN FIVE YEARS OF AGE OR YOUNGER;
15 AND

16 (b) RETAIN EARLY CHILDHOOD EDUCATORS WHO ARE WORKING IN
17 PROGRAMS LICENSED BY THE DEPARTMENT THAT SERVE CHILDREN FIVE
18 YEARS OF AGE OR YOUNGER.

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

23 (a) NONPROFIT ENTITIES THAT ADMINISTER OR PLAN TO
24 ADMINISTER SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE
25 PURPOSES OF THE PROGRAM;

26 (b) EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED BY
27 THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6 AND THAT ARE

1 SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER; AND

2 (c) INSTITUTIONS OF HIGHER EDUCATION THAT ADMINISTER
3 SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE PURPOSES OF THE
4 PROGRAM.

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

8 (5) THE DEPARTMENT SHALL SEEK AND ACCEPT APPLICATIONS
9 FROM ELIGIBLE ENTITIES TO AWARD PROGRAM GRANT MONEY FOR
10 ELIGIBLE PURPOSES. THE DEPARTMENT SHALL COORDINATE WITH THE
11 DEPARTMENT OF HIGHER EDUCATION TO ENSURE EFFECTIVE
12 ADMINISTRATION OF PROGRAM GRANT MONEY AWARDED TO STATE PUBLIC
13 INSTITUTIONS OF HIGHER EDUCATION. ELIGIBLE EXPENDITURES OF GRANT
14 OR SCHOLARSHIP MONEY BY RECIPIENTS INCLUDE:

15 (a) ADMINISTRATION BY A NONPROFIT ENTITY OF A SCHOLARSHIP
16 PROGRAM UP TO A FIXED DOLLAR AMOUNT OR PERCENTAGE OF GRANT
17 PROCEEDS, AS DETERMINED AND PUBLISHED BY THE DEPARTMENT;

18 (b) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
19 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE DEPARTMENT,
20 FOR COURSES THAT LEAD TO A DEGREE OR CREDENTIAL OR FOR OTHER
21 FORMAL TRAINING, ANY OF WHICH RESULTS IN A RECIPIENT WHO WAS NOT
22 QUALIFIED TO BECOME QUALIFIED AS AN EARLY CHILDHOOD EDUCATOR IN
23 A CHILD CARE PROGRAM LICENSED PURSUANT TO PART 1 OF THIS ARTICLE
24 6 THAT SERVES CHILDREN FIVE YEARS OF AGE OR YOUNGER;

25 (c) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
26 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE DEPARTMENT,
27 FOR A RECIPIENT WHO IS ALREADY CREDENTIALLED AS AN EARLY

1 CHILDHOOD EDUCATOR FOR COURSES THAT LEAD TO A DEGREE OR A
2 HIGHER LEVEL CREDENTIAL OR FOR OTHER FORMAL TRAINING, ANY OF
3 WHICH RESULTS IN THE RECIPIENT BEING ELIGIBLE FOR A HIGHER LEVEL
4 CREDENTIAL IN THE DEPARTMENT'S PROFESSIONAL DEVELOPMENT
5 INFORMATION SYSTEM OR A HIGHER DEGREE OR QUALIFICATION THAT
6 RESULTS IN LONGER RETENTION OF THE RECIPIENT IN A CHILD CARE
7 PROGRAM LICENSED PURSUANT TO PART 1 OF THIS ARTICLE 6 THAT SERVES
8 CHILDREN FIVE YEARS OF AGE OR YOUNGER;

9 (d) PAYMENT FOR COSTS ASSOCIATED WITH A CREDENTIALLED
10 EARLY CHILDHOOD EDUCATOR EARNING A COACHING, FORMAL TRAINER,
11 MENTORSHIP, OR PROFESSIONAL DEVELOPMENT CERTIFICATION THAT
12 ALLOWS THE EARLY CHILDHOOD EDUCATOR TO SERVE AS A TRAINER OR
13 MENTOR OF OTHER CURRENT OR POTENTIAL EARLY CHILDHOOD
14 EDUCATORS PURSUING PROGRAMMING THAT LEADS TO A CREDENTIAL;

15 (e) PAYMENTS TO LICENSED PROVIDERS TO COVER PAID RELEASE
16 TIME FOR INDIVIDUALS, SUBSTITUTES, AND PROGRAM COSTS TO ALLOW
17 ELIGIBLE INDIVIDUALS TO PURSUE PROGRAMS, COURSE WORK,
18 CREDENTIALS, DEGREES, AND OTHER FORMAL TRAINING THAT INCREASES
19 THE NUMBER OF QUALIFIED EARLY CHILDHOOD EDUCATORS OR RETAINS
20 CURRENT EARLY CHILDHOOD EDUCATORS IN CHILD CARE PROGRAMS
21 LICENSED BY THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6;

22 (f) PAYMENTS TO LICENSED PROVIDERS, SCHOOLS, COMMUNITY
23 COLLEGES, INSTITUTIONS OF HIGHER EDUCATION, EARLY CHILDHOOD
24 COUNCILS, OR OTHER LOCAL NONPROFIT ENTITIES TO COVER THE COSTS OF
25 "GROW-YOUR-OWN" PROGRAMS THAT SUPPORT CURRENT PARENTS, STAFF,
26 OR LOCAL COMMUNITY MEMBERS TO MEET QUALIFICATIONS TO SERVE AS
27 AN EARLY CHILDHOOD EDUCATOR TO COMPLETE APPROPRIATE PROGRAMS,

1 CERTIFICATIONS, OR TRAINING THAT RESULTS IN PARTICIPANTS BEING
2 ABLE TO SERVE AS QUALIFIED EARLY CHILDHOOD EDUCATORS IN CHILD
3 CARE PROGRAMS LICENSED BY THE DEPARTMENT PURSUANT TO PART 1 OF
4 THIS ARTICLE 6;

5 (g) PAYMENTS TO LICENSED PROVIDERS TO COVER THE COSTS OF
6 PROMOTING TEACHERS TO COACHING AND MENTORSHIP ROLES WITH THE
7 INTENT OF INCREASING ACCESS TO COACHING AND PROFESSIONAL
8 LEARNING COMMUNITIES AND TO PROVIDE FLEXIBILITY IN SCHEDULING
9 FOR EARLY CHILDHOOD EDUCATORS;

10 (h) RAISES, BONUSES, AND OTHER FINANCIAL INCENTIVES,
11 INCLUDING LOAN FORGIVENESS PROVIDED BY LICENSED EARLY CHILDHOOD
12 EDUCATOR PROGRAMS OR THROUGH SCHOLARSHIP PROGRAMS, FOR
13 CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS TO REWARD
14 PROGRESS TOWARD QUALIFICATIONS THAT ALLOW THE INDIVIDUAL TO
15 SERVE AS AN EARLY CHILDHOOD EDUCATOR IN AN EARLY CHILD CARE AND
16 EDUCATION PROGRAM LICENSED BY THE DEPARTMENT PURSUANT TO PART
17 1 OF THIS ARTICLE 6, OR TO IMPROVE RETENTION OF EARLY CHILDHOOD
18 EDUCATORS IN EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED
19 BY THE DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6; AND

20 (i) PAYMENTS FOR REGISTERED APPRENTICESHIPS FOR
21 WORK-BASED LEARNING OPPORTUNITIES FOR INDIVIDUALS INTERESTED IN
22 ENTERING THE FIELD OF EARLY CHILD CARE AND EDUCATION, SERVING
23 CHILDREN FIVE YEARS OF AGE OR YOUNGER, SO THAT THEY CAN RECEIVE
24 ON-THE-JOB TRAINING, CLASSROOM INSTRUCTION, AND FINANCIAL
25 REWARDS FOR GAINS IN SKILLS AND EARN CREDENTIALS, CREDITS, OR
26 HIGHER EDUCATION DEGREES. ANY SUCH APPRENTICESHIP PROGRAM MUST
27 CREATE PATHWAYS INTO THE EARLY CHILD CARE AND EDUCATION

1 PROFESSION. THE DEPARTMENT, IN CONSULTATION WITH THE DEPARTMENT
2 OF LABOR AND EMPLOYMENT, THE DEPARTMENT OF HIGHER EDUCATION,
3 AND THE DEPARTMENT OF EDUCATION, SHALL:

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

6 (II) ESTABLISH PROGRAM STANDARDS FOR FORMALLY RECOGNIZED
7 EARLY CHILDHOOD APPRENTICESHIP PROGRAMS. THESE STANDARDS MUST
8 ADDRESS EXPECTATIONS FOR EMPLOYER INVOLVEMENT; ON-THE-JOB
9 TRAINING, CREDIT, AND CREDENTIAL ATTAINMENT; ENSURING THE
10 AVAILABILITY OF RELEVANT TRAINING AND CLASSROOM INSTRUCTION;
11 REWARDS FOR SKILLS GAINS; AND SUPPORT FOR LOCAL IMPLEMENTATION;
12 AND

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

15 (A) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS OR THE
16 CREATION OF NEW APPRENTICESHIP PROGRAMS BY MAKING MONEY
17 AVAILABLE TO ELIGIBLE ENTITIES;

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

20 (C) TECHNICAL ASSISTANCE RELATING TO ESTABLISHING THE
21 PARTNERSHIPS NECESSARY TO CREATE APPRENTICESHIPS;

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

23 (E) INCENTIVES FOR PROGRAM PARTICIPANTS;

24 (F) FINANCIAL REWARDS FOR SKILLS GAINED IN THE
25 APPRENTICESHIP PROGRAM;

26 (G) INCENTIVES FOR DEPARTMENT-LICENSED PROVIDERS TO
27 PARTICIPATE IN APPRENTICESHIPS;

1 (H) MONEY TO COVER THE COSTS OF CLASSROOM TRAINING AND
2 INSTRUCTION;

3 (I) MONEY TO COVER THE COSTS OF EARNING A CREDENTIAL; AND

4 (J) MONEY TO SUPPORT ON-THE-JOB TRAINING.

5 (6) (a) AS PART OF PARTICIPATING IN THE PROGRAM, THE
6 DEPARTMENT SHALL REQUIRE EACH ELIGIBLE ENTITY, AS DESCRIBED IN
7 SUBSECTION (3) OF THIS SECTION, THAT RECEIVES GRANT PROGRAM
8 MONEY TO REPORT PROGRAM OUTCOMES TO THE DEPARTMENT, AS
9 APPLICABLE, INCLUDING, BUT NOT LIMITED TO, THE INCREASE, AS A
10 RESULT OF THE PROGRAM, IN THE NUMBER OF INDIVIDUALS CREDENTIALLED
11 TO TEACH OR WHO RECEIVE A HIGHER LEVEL CREDENTIAL TO TEACH AT
12 EARLY CHILD CARE AND EDUCATION PROGRAMS LICENSED BY THE
13 DEPARTMENT PURSUANT TO PART 1 OF THIS ARTICLE 6 THAT SERVE
14 CHILDREN FIVE YEARS OF AGE OR YOUNGER, AS WELL AS INFORMATION
15 RELATING TO RETENTION OF EARLY CHILDHOOD EDUCATORS AS A RESULT
16 OF THE PROGRAM.

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

22 **26-6-806. Child care teacher salary grant program - created**
23 **- timeline - criteria and eligibility - grant awards - reports -**
24 **definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT
25 OTHERWISE REQUIRES:

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

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

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

6 (I) AUTHORIZATION TO SERVE FAMILIES PURSUANT TO CCCAP;
7 AND

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

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

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

15 (2) THERE IS CREATED IN THE DEPARTMENT THE CHILD CARE
16 TEACHER SALARY GRANT PROGRAM. THE PURPOSE OF THE GRANT
17 PROGRAM IS TO ALLOW ELIGIBLE ENTITIES TO APPLY FOR A GRANT TO
18 INCREASE THE SALARIES OF ITS EARLY CHILDHOOD EDUCATORS.

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

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

24 (b) VERIFICATION THAT THE ELIGIBLE ENTITY HAS A QUALITY
25 RATING OF AT LEAST LEVEL THREE UNDER THE COLORADO SHINES
26 QUALITY RATING AND IMPROVEMENT SYSTEM AND SPECIFICATION OF THAT
27 QUALITY RATING LEVEL;

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

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

5 (e) WRITTEN ATTESTATION THE MONEY RECEIVED FROM THE
6 GRANT PROGRAM WILL ONLY BE USED TO INCREASE SALARIES OF EARLY
7 CHILDHOOD EDUCATORS, AS SPECIFIED IN SUBSECTION (4) OF THIS
8 SECTION.

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

12 **26-6-807. Community innovation and resilience for care and**
13 **learning equity (CIRCLE) grant program - created - criteria -**
14 **definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT
15 OTHERWISE REQUIRES:

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

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

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

22 (II) A LOCAL EARLY CHILDHOOD COUNCIL, AS DEFINED IN SECTION
23 26-6.5-101.5; OR

24 (III) ANY OTHER COMMUNITY-BASED OR EDUCATION-BASED
25 ENTITY OR GOVERNMENT AGENCY APPROVED BY THE DEPARTMENT AND
26 THAT PROPOSES GRANT ACTIVITIES DESCRIBED IN SUBSECTION (2) OF THIS
27 SECTION.

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

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

6 (2) THERE IS CREATED IN THE DEPARTMENT THE COMMUNITY
7 INNOVATION AND RESILIENCE FOR CARE AND LEARNING EQUITY (CIRCLE)
8 GRANT PROGRAM. THE PURPOSE OF THE GRANT PROGRAM IS TO ADDRESS
9 SYSTEMIC CHALLENGES FOR EARLY CARE AND LEARNING PROVIDERS THAT
10 HAVE WORSENERD AS A RESULT OF THE ECONOMIC, SOCIAL, AND HEALTH
11 IMPACTS OF THE COVID-19 PUBLIC HEALTH EMERGENCY AND TO
12 PROMOTE INNOVATION TO IMPROVE OUTCOMES FOR CHILDREN AND
13 FAMILIES.

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

16 (a) IMPROVING THE AFFORDABILITY OF CHILD CARE FOR FAMILIES
17 WHOSE CHILDREN ARE NOT SERVED BY THE COLORADO CHILD CARE
18 ASSISTANCE PROGRAM, CREATED IN PART 8 OF ARTICLE 2 OF THIS TITLE 26,
19 INCLUDING, BUT NOT LIMITED TO, ANY OF THE FOLLOWING APPROACHES:

- 20 (I) TUITION SUBSIDIES OR SCHOLARSHIPS;
 - 21 (II) DEVELOPING PUBLIC-PRIVATE PARTNERSHIPS; OR
 - 22 (III) EMPLOYER-BASED COST-SHARING APPROACHES;
- 23 (b) INCREASING ACCESS TO CHILD CARE FOR CHILDREN FROM BIRTH
24 TO THREE YEARS OF AGE;
- 25 (c) STRENGTHENING BUSINESS PRACTICES OF CHILD CARE
26 PROGRAMS;
- 27 (d) ENSURING EQUITABLE ACCESS FOR CHILDREN, INCLUDING

1 CHILDREN WITH SPECIAL NEEDS; OR

2 (e) OTHER APPROACHES TO IMPROVE EARLY CHILDHOOD
3 TRANSITIONS, WORKFORCE PREPARATION, AFFORDABILITY, OUTCOMES, OR
4 INNOVATIVE PRACTICES.

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

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

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

12 (c) A DESCRIPTION OF HOW THE ACTIVITIES LISTED IN SUBSECTION
13 (4)(a) OF THIS SECTION WILL ACHIEVE THE PURPOSES OF THE GRANT
14 PROGRAM; AND

15 (d) A DETAILED BUDGET TO CARRY OUT THE ACTIVITIES LISTED IN
16 SUBSECTION (4)(a) OF THIS SECTION.

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

19 Section 2. **Appropriation.** (1) For the 2020-21 state fiscal year,
20 \$45,016,340 is appropriated to the department of human services for use
21 by the office of early childhood. This appropriation is from the general
22 fund. To implement this act, the office of early childhood may use this
23 appropriation as follows:

24 (a) \$432,961 for administration, which amount is based on an
25 assumption that the office will require an additional 1.2 FTE. Money
26 appropriated in this subsection (1)(a) not expended prior to July 1, 2021,
27 is further appropriated to the department of human services for use by the

1 office of early childhood for the 2021-22 state fiscal year for the same
2 purpose.

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

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

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

14 (d) \$875,133 for early childhood councils, as defined in section
15 26-6.5-101.5 (2), C.R.S., in support of the emerging and expanding child
16 care grant program created in section 26-6-803, C.R.S. Money
17 appropriated in this subsection (1)(d) not expended prior to July 1, 2021,
18 is further appropriated to the department of human services for use by the
19 office of early childhood for the 2021-22 state fiscal year for the same
20 purpose.

21 (e) \$150,000 for linguistic and culturally competent outreach and
22 technical application assistance in support of the emerging and expanding
23 child care grant program created in section 26-6-803, C.R.S. MONEY
24 APPROPRIATED IN THIS SUBSECTION (1)(e) NOT EXPENDED PRIOR TO JULY
25 1, 2021, IS FURTHER APPROPRIATED TO THE DEPARTMENT OF HUMAN
26 SERVICES FOR USE BY THE OFFICE OF EARLY CHILDHOOD FOR THE 2021-22
27 STATE FISCAL YEAR FOR THE SAME PURPOSE.

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

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

8 (II) \$8,700,000 for the employer-based child care facility grant
9 program created in section 26-6-805 (1), C.R.S.

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

14 (2) For the 2021-22 state fiscal year, \$4,200,000 is appropriated
15 to the department of human services for use by the office of early
16 childhood. This appropriation is from federal funds from child care
17 development funds. To implement this act, the office of early childhood
18 may use this appropriation as follows:

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

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

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

26 **SECTION 6. Safety clause.** The general assembly hereby finds,

- 1 determines, and declares that this act is necessary for the immediate
- 2 preservation of the public peace, health, or safety.