



HB23-1207

"Stipends For National Board-Certified Educators"

Primes: **Rep. Hamrick, Rep. Weinberg,** and **Sen. Buckner,** co-sponsors: Rep. Hartsook, Rep. Joseph, Rep. Martinez, Rep. Velasco, and Senator Will

The Need: Until 2020, National Board Certified (NBC) educators were rewarded for their exceptional training and skills with a stipend. With an even greater teacher shortage today, it's imperative that we retain our NBC educators in our schools. Incentivizing our National Board Certified educators is just one way we can do this. Educators are overworked, underpaid, and underappreciated which has resulted in educators leaving the classroom

Low-performing, high-needs schools and rural school districts suffer disproportionately in this situation. It is critical that we renew the stipend to support National Board Certified educators and incentivize them to stay in Colorado's schools. In addition, renewing the stipends for the National Board will incentivize another generation of educators to undergo what many NBC educators have said is the best professional development they have ever had. By assisting National Board Certified educators with pay and showing support for their effort and experience, we can better support Colorado's educators.

The Solution: HB23-1207 renews the previous stipend amount of \$1,600 to National Board Certified teachers, school counselors, principals, and school psychologists while adding certified librarians and school social workers. HB23-1207 will also give an additional stipend of \$3,200 to those educators listed above who are employed in low-performing, high-needs schools or rural school districts and due to the scarcity of math teachers, this additional \$3,200 stipend will be accessible to National Board Certified math teachers as well.

This bill allows for the stipend to be transferable in the event an educator transfers employment from one low-performing, high-needs school or rural school district to another low-performing, high-needs school or rural school district. However, if a National Board Certified educator leaves employment with a low-performing, high-needs school or rural school district, the educator is no longer eligible for the additional stipend.

This bill also directs the CDE to promote the stipend program and work with relevant stakeholders to notify and encourage NBC educators to apply for the stipend

Amendments will be added from CDE and the Colorado Charter School Institute

	Client	Position	Bill #	Subject
1	AFT Colorado	Supporting	HB23-1207	Stipends For National Board-certified Educators
2	AFT Colorado	Supporting	HB23-1207	Stipends For National Board-certified Educators
3	AFT Colorado	Supporting	HB23-1207	Stipends For National Board-certified Educators
4	Colorado Rural Schools Alliance	Supporting	HB23-1207	Stipends For National Board-certified Educators
5	Denver Public Schools	Supporting	HB23-1207	Stipends For National Board-certified Educators
6	Education Reform Now Advocacy	Supporting	HB23-1207	Stipends For National Board-certified Educators
7	Education Reform Now Advocacy	Supporting	HB23-1207	Stipends For National Board-certified Educators
8	League of Women Voters of Colorado	Supporting	HB23-1207	Stipends For National Board-certified Educators
9	Ready Colorado	Supporting	HB23-1207	Stipends For National Board-certified Educators
10	Stand for Children, Inc.	Supporting	HB23-1207	Stipends For National Board-certified Educators
11	Stand for Children, Inc.	Supporting	HB23-1207	Stipends For National Board-certified Educators
12	Teach Plus Inc.	Supporting	HB23-1207	Stipends For National Board-certified Educators

Thank you for your time today. My name is Amanda Crosby, and I am the President of the Littleton Education Association. I am not a National Board Certified Teacher, but dozens of members of our local association are NBCTs. The main reason why I support the reinstatement of the NBCT stipends is that I view the process of becoming national board certified as an excellent kind of professional development for teachers, and I think that we as citizens should be encouraging that. A few years ago, I worked with the head of HR in my district to put on a panel discussion for teachers who were interested in becoming national board certified. Those on the panel were various currently certified NBCTs, and each one said that the process of becoming an NBCT was the most important work that they had done to become better, more effective teachers for their students.

I also think that it is important to recognize that within the teaching profession, it is actually quite difficult to become a teacher-leader while staying in the classroom as a teacher. Those who become administrators don't teach classes anymore. Those who become instructional coaches might continue teaching a few classes, or pulling small groups of students, but many stop teaching students altogether. As the leader of my district's teacher and SSP association, I don't teach classes anymore. However, national board certified teachers are truly teacher-leaders within their buildings and districts, and they also continue teaching students every day.

Thank you for your consideration of this bill. I think that it is important.



March 2023

To: House Education Committee

Re: HB23-1207— Stipends for National Board Certified Educators

Dear Committee Members,

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, advocating for women since 1881. The mission of AAUW is to advance equity for women and girls through research, education and advocacy.

AAUW supports a strong system of public education that promotes gender fairness, equity, diversity and inclusivity, and to address the barriers and implicit biases that hinder the advancement of women and girls.

Colorado schools currently provides an annual stipend to teachers, school counselors, principals, and school psychologists who hold national board certification. HB 1207 adds qualified librarians and school social workers to that group.

It is more important, now than ever before, to attract and retain the most qualified individuals in all these areas. Our children are struggling to make up time and learning lost during the pandemic, and they need the expertise of the most highly-qualified educators to help them succeed.

AAUW of Colorado strongly supports House Bill 1207 and requests your YES vote in committee and throughout the process of becoming a law.

Respectfully submitted,

A handwritten signature in blue ink that reads "Su Ryden".

Su Ryden
AAUW of Colorado Public Policy Co-Director

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American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education, and advocacy.

House Education
 03/08/2023 Upon Adjournment
 HB23-1207 Stipends For Natl Board-certified Educators
 Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Erin Austin Against herself	<p>Dear Representatives of the Education Committee,</p> <p>I am scheduled to testify on Wednesday, March 7, but I am administering IB oral tests all day long, and without knowing when I can testify, I won't know if it's in the middle of a student's test or not. Therefore, I am submitting this written testimony as well.</p> <p>I was originally so excited to hear this bill was coming up for discussion, but upon seeing the bill, I'm disappointed. It appears as though the bill has been slashed from its previous version, and I don't know why that is. Many people worked long and hard on the original language.</p> <p>Regarding the current bill, to be clear:</p> <p>I DO SUPPORT:</p> <ul style="list-style-type: none"> -reinstating state NBCT stipends -including social workers, psychologists, librarians, and administrators -incentivizing low-performing, high-needs schools, rural areas that are also high-needs or low-performing <p>I DO *NOT* SUPPORT:</p> <ul style="list-style-type: none"> -reinstating stipends at the same level as pre-pandemic; it should be more than \$1600 -a \$3200 math stipend in addition to the \$1600 NBCT stipend; at a minimum, this amount should be lowered and should be used to raise stipends for all Colorado NBCTs -the lack of language that makes our state license last longer as a master teacher <p>In short, the bill is a good first draft, but it needs to go back to the drawing board. I am absolutely willing to help with that--I can provide data, answer questions, be a sounding board, etc. I am here to help.</p> <p>Sincerely, Erin Austin National Board Certified Teacher CCFLT 2023 Teacher of the Year</p>