

Second Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 20-0739.01 Julie Pelegrin x2700

SENATE BILL 20-066

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SENATE SPONSORSHIP

**Priola,**

HOUSE SPONSORSHIP

**Buentello,**

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**Senate Committees**

State, Veterans, & Military Affairs

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING DISTRIBUTION OF GRANT MONEY TO LOCAL EDUCATION**  
102           **PROVIDERS TO FUND INCENTIVES FOR HIGHLY EFFECTIVE**  
103           **TEACHERS AS IDENTIFIED BY OBJECTIVE MEASURES OF STUDENT**  
104           **ACADEMIC GROWTH TO TEACH IN LOW-PERFORMING SCHOOLS,**  
105           **AND, IN CONNECTION THEREWITH, CREATING THE "GREATEST**  
106           **RESOURCES FOR EDUCATION ARE TEACHERS ACT" AND**  
107           **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>.)*

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 bill creates the highly effective teacher incentives program (program) to enable school districts, boards of cooperative services that operate public schools, and charter schools (local education providers) to offer salary bonuses to attract highly effective teachers to teach in elementary, middle, or junior high schools that are implementing priority improvement or turnaround plans (low-performing schools).

The department of education (department) and the state board of education (state board) will implement the program by distributing grants in 2-year cycles. The amount of a grant is based on the number of highly effective teachers who meet the requirements for receiving salary bonuses and are employed by local education providers in low-performing schools. Each local education provider that applies and meets the requirements for a grant will receive a grant, subject to available appropriations. A local education provider may use the grant only to pay nonbase-building salary bonuses to eligible highly effective teachers. A local education provider that receives a grant and is already paying incentives to highly effective teachers who teach in low-performing schools must pay the bonuses funded by the grant money in addition to the other incentives.

A highly effective teacher must meet specified criteria to receive the salary bonus. The amount of the salary bonus depends on whether the teacher was working in a high-performing local education provider and changed employment to work in a low-performing school or is continuing to work in a low-performing school and whether the highly effective teacher works in a low-performing elementary, middle, or junior high school.

The bill creates the highly effective teacher incentives fund (fund), which consists of a one-time appropriation of \$4 million from the state education fund. The state board will disburse approximately one-half of the money in the fund in the first grant cycle and approximately one-half of the money in a second grant cycle.

By December 15, 2025, the department must submit to the education committees of the general assembly a report concerning the implementation and effectiveness of the program.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** article 68.3 to  
3 title 22 as follows:

4 **ARTICLE 68.3**

5 **Highly Effective Teacher Incentives Program**

1           **22-68.3-101. Short title.** THE SHORT TITLE OF THIS ARTICLE 68.3  
2 IS THE "GREATEST RESOURCES FOR EDUCATION ARE TEACHERS ACT".

3           **22-68.3-102. Legislative declaration.** (1) THE GENERAL  
4 ASSEMBLY FINDS THAT:

5           (a) RESEARCH DEMONSTRATES THAT ONE OF THE MOST IMPORTANT  
6 FACTORS IN INCREASING STUDENT LEARNING IS THE PRESENCE OF AN  
7 EFFECTIVE TEACHER IN THE CLASSROOM;

8           (b) ALTHOUGH THERE ARE EXCEPTIONS, LOW-PERFORMING  
9 SCHOOLS ARE MORE LIKELY TO HAVE MORE INEFFECTIVE AND  
10 INEXPERIENCED TEACHERS;

11           (c) THE STATE, SCHOOL DISTRICTS, AND INDIVIDUAL SCHOOLS  
12 HAVE ADOPTED VARIOUS RIGOROUS PROCESSES FOR EVALUATING TEACHER  
13 EFFECTIVENESS THAT ARE DESIGNED TO IDENTIFY TEACHERS WHO ARE  
14 HIGHLY EFFECTIVE IN THE CLASSROOM AND DEMONSTRATE AN ABILITY TO  
15 INCREASE THE ACADEMIC ACHIEVEMENT OF THEIR STUDENTS;

16           (d) HIGHLY EFFECTIVE TEACHERS TEACHING IN LOW-PERFORMING  
17 SCHOOLS ARE ESSENTIAL TO CLOSING THE ACHIEVEMENT GAP FOR  
18 LOW-INCOME STUDENTS AND RACIAL MINORITY STUDENT GROUPS AND FOR  
19 ENSURING THAT STUDENTS IN LOW-PERFORMING SCHOOLS ATTAIN  
20 POSTSECONDARY AND WORKFORCE READINESS BY THE TIME THEY  
21 GRADUATE FROM HIGH SCHOOL; AND

22           (e) PROVIDING RESOURCES TO SCHOOL DISTRICTS AND CHARTER  
23 SCHOOLS TO ENABLE THEM TO OFFER MONETARY INCENTIVES FOR HIGHLY  
24 EFFECTIVE TEACHERS WHO CHOOSE TO TEACH IN LOW-PERFORMING  
25 SCHOOLS IS AN EFFECTIVE WAY TO INCREASE THE NUMBER OF HIGHLY  
26 EFFECTIVE TEACHERS WHO TEACH IN LOW-PERFORMING SCHOOLS.

27           (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS IN THE

1 BEST INTERESTS OF THE STATE TO CREATE A GRANT PROGRAM TO PROVIDE  
2 MONEY TO SCHOOL DISTRICTS AND CHARTER SCHOOLS TO ENABLE THEM  
3 TO ATTRACT AND RETAIN GREATER NUMBERS OF HIGHLY EFFECTIVE  
4 TEACHERS IN LOW-PERFORMING SCHOOLS, THEREBY RAISING THE  
5 ACADEMIC ACHIEVEMENT OF THE STUDENTS ENROLLED IN THOSE SCHOOLS.

6 **22-68.3-103. Definitions.** AS USED IN THIS ARTICLE 68.3, UNLESS  
7 THE CONTEXT OTHERWISE REQUIRES:

8 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION  
9 CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.

10 (2) "FUND" MEANS THE HIGHLY EFFECTIVE TEACHER INCENTIVES  
11 FUND CREATED IN SECTION 22-68.3-106.

12 (3) "HIGHLY EFFECTIVE TEACHER" MEANS A TEACHER WHO, IN THE  
13 MOST RECENT PERFORMANCE EVALUATION, RECEIVED A RATING OF  
14 HIGHLY EFFECTIVE, AS DESCRIBED IN RULES ADOPTED BY THE STATE  
15 BOARD PURSUANT TO SECTION 22-9-104.

16 (4) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT, A  
17 BOARD OF COOPERATIVE SERVICES CREATED PURSUANT TO ARTICLE 5 OF  
18 THIS TITLE 22 THAT OPERATES A PUBLIC SCHOOL, A CHARTER SCHOOL  
19 AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5  
20 OF THIS TITLE 22, OR AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE  
21 STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5  
22 OF THIS TITLE 22.

23 (5) "LOW-PERFORMING" MEANS THAT A PUBLIC SCHOOL, AS A  
24 RESULT OF THE MOST RECENT PERFORMANCE EVALUATION BY THE  
25 DEPARTMENT, IS REQUIRED PURSUANT TO SECTION 22-11-210 TO  
26 IMPLEMENT A SCHOOL PRIORITY IMPROVEMENT PLAN, AS DESCRIBED IN  
27 SECTION 22-11-405, OR A SCHOOL TURNAROUND PLAN, AS DESCRIBED IN

1 SECTION 22-11-406.

2 (6) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION  
3 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

4 (7) "TRANSFER TEACHER" MEANS A HIGHLY EFFECTIVE TEACHER  
5 WHO, IN THE FIRST YEAR OF A GRANT CYCLE:

6 (a) IS NEWLY EMPLOYED BY THE LOCAL EDUCATION PROVIDER  
7 THAT RECEIVES A GRANT PURSUANT TO THIS ARTICLE 68.3, HAVING BEEN  
8 MOST RECENTLY EMPLOYED BY:

9 (I) A SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES THAT  
10 HELD THE STATUS OF ACCREDITED WITH DISTINCTION, AS DESCRIBED IN  
11 SECTION 22-11-207, FOR THE PRECEDING SCHOOL YEAR; OR

12 (II) A CHARTER SCHOOL OR INSTITUTE CHARTER SCHOOL THAT  
13 IMPLEMENTED A PERFORMANCE PLAN, AS DESCRIBED IN SECTION  
14 22-11-403, FOR THE PRECEDING SCHOOL YEAR; OR

15 (b) IS A RETURNING EMPLOYEE OF A LOCAL EDUCATION PROVIDER  
16 THAT RECEIVES A GRANT PURSUANT TO THIS ARTICLE 68.3 BUT HAS  
17 TRANSFERRED FROM A PUBLIC SCHOOL THAT IMPLEMENTED A  
18 PERFORMANCE PLAN, AS DESCRIBED IN SECTION 22-11-403, FOR THE  
19 PRECEDING SCHOOL YEAR.

20 **22-68.3-104. Highly effective teacher incentives program -**  
21 **created - grant awards - rules.** (1) (a) THERE IS CREATED IN THE  
22 DEPARTMENT THE HIGHLY EFFECTIVE TEACHER INCENTIVES PROGRAM TO  
23 ENABLE LOCAL EDUCATION PROVIDERS TO OFFER MONETARY INCENTIVES  
24 TO ATTRACT HIGHLY EFFECTIVE TEACHERS TO WORK IN LOW-PERFORMING  
25 SCHOOLS. LOCAL EDUCATION PROVIDERS MAY USE THE GRANT MONEY  
26 ONLY TO PROVIDE NONBASE-BUILDING SALARY BONUSES TO HIGHLY  
27 EFFECTIVE TEACHERS WHO CHOOSE TO WORK IN LOW-PERFORMING

1 SCHOOLS AND MEET THE QUALIFICATIONS SPECIFIED IN SECTION  
2 22-68.3-105 (2).

3 (b) DURING THE 2020-21 BUDGET YEAR, THE DEPARTMENT SHALL  
4 PUBLICIZE TO LOCAL EDUCATION PROVIDERS AND TEACHERS THE  
5 EXISTENCE AND GOALS OF THE PROGRAM, INCLUDING THE ELIGIBILITY  
6 REQUIREMENTS AND QUALIFICATIONS FOR LOCAL EDUCATION PROVIDERS  
7 AND HIGHLY EFFECTIVE TEACHERS.

8 (2) SUBJECT TO AVAILABLE APPROPRIATIONS AND TO THE  
9 LIMITATIONS SPECIFIED IN SECTION 22-68.3-106 (2), THE STATE BOARD  
10 SHALL AWARD GRANTS PURSUANT TO THIS ARTICLE 68.3 IN TWO-YEAR  
11 CYCLES BEGINNING WITH THE 2021-22 BUDGET YEAR. THE STATE BOARD  
12 SHALL AWARD THE GRANTS FROM THE MONEY APPROPRIATED TO THE  
13 HIGHLY EFFECTIVE TEACHER INCENTIVES FUND CREATED IN SECTION  
14 22-68.3-106. A LOCAL EDUCATION PROVIDER MAY APPLY FOR A GRANT AT  
15 THE BEGINNING OF EACH CYCLE. THE AMOUNT OF EACH GRANT IS BASED  
16 ON THE NUMBER OF ELIGIBLE HIGHLY EFFECTIVE TEACHERS THE LOCAL  
17 EDUCATION PROVIDER EMPLOYS AND THE BONUS AMOUNTS THAT THE  
18 ELIGIBLE HIGHLY EFFECTIVE TEACHERS MAY RECEIVE AS DESCRIBED IN  
19 SECTION 22-68.3-105.

20 (3) THE DEPARTMENT SHALL REVIEW THE GRANT APPLICATIONS  
21 RECEIVED PURSUANT TO THIS SECTION TO ENSURE THAT THE LOCAL  
22 EDUCATION PROVIDER AND EACH OF THE HIGHLY EFFECTIVE TEACHERS  
23 THE LOCAL EDUCATION PROVIDER EMPLOYS OR EXPECTS TO EMPLOY  
24 MEETS THE QUALIFICATIONS SPECIFIED IN THIS ARTICLE 68.3. BASED ON  
25 THE DEPARTMENT'S REVIEW, THE STATE BOARD SHALL AWARD GRANTS TO  
26 EACH LOCAL EDUCATION PROVIDER THAT QUALIFIES, SUBJECT TO  
27 AVAILABLE APPROPRIATIONS AND THE LIMITATIONS SPECIFIED IN SECTION

1 22-68.3-106 (2).

2 (4) THE STATE BOARD SHALL PROMULGATE RULES PURSUANT TO  
3 THE "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24,  
4 AS NECESSARY TO IMPLEMENT THIS ARTICLE 68.3.

5 **22-68.3-105. Highly effective teacher incentives program -**  
6 **qualifications - bonus amounts.** (1) A LOCAL EDUCATION PROVIDER  
7 MAY APPLY FOR A GRANT PURSUANT TO THIS ARTICLE 68.3 IF IT OPERATES  
8 OR IS A LOW-PERFORMING ELEMENTARY, MIDDLE, OR JUNIOR HIGH SCHOOL  
9 AND IF, IN EACH SCHOOL YEAR IN WHICH IT WOULD RECEIVE GRANT  
10 MONEY, THE LOCAL EDUCATION PROVIDER USES OBJECTIVE MEASURES OF  
11 STUDENT ACADEMIC GROWTH AS THE BASIS FOR AT LEAST FIFTY PERCENT  
12 OF THE PERFORMANCE EVALUATION OF EACH LICENSED TEACHER AND  
13 PRINCIPAL. A LOCAL EDUCATION PROVIDER THAT APPLIES FOR A GRANT  
14 PURSUANT TO THIS ARTICLE 68.3 MUST SPECIFY IN THE APPLICATION THE  
15 NUMBER OF ELIGIBLE HIGHLY EFFECTIVE TEACHERS IT EMPLOYS OR  
16 EXPECTS TO EMPLOY IN LOW-PERFORMING ELEMENTARY, MIDDLE, OR  
17 JUNIOR HIGH SCHOOLS AS OF THE BEGINNING OF THE GRANT CYCLE FOR  
18 WHICH THE LOCAL EDUCATION PROVIDER IS APPLYING. THE DEPARTMENT  
19 SHALL ADJUST THE AMOUNT OF THE LOCAL EDUCATION PROVIDER'S GRANT  
20 IF THE LOCAL EDUCATION PROVIDER EMPLOYS FEWER ELIGIBLE HIGHLY  
21 EFFECTIVE TEACHERS DURING THE GRANT CYCLE THAN ARE INCLUDED IN  
22 THE GRANT APPLICATION.

23 (2) TO BE ELIGIBLE TO RECEIVE A SALARY BONUS PURSUANT TO  
24 THIS SECTION, A TEACHER MUST:

25 (a) BE A HIGHLY EFFECTIVE TEACHER AS MEASURED IN PART BY  
26 OBJECTIVE MEASURES OF STUDENT GROWTH OVER AT LEAST THREE  
27 CONSECUTIVE SCHOOL YEARS;

1 (b) IN EACH SCHOOL YEAR IN WHICH THE TEACHER RECEIVES THE  
2 SALARY BONUS, BE EMPLOYED IN A LOW-PERFORMING ELEMENTARY,  
3 MIDDLE, OR JUNIOR HIGH SCHOOL; AND

4 (c) MAINTAIN A PERFORMANCE EVALUATION RATING OF EFFECTIVE  
5 OR HIGHER, AS DESCRIBED IN STATE BOARD RULES ADOPTED PURSUANT TO  
6 SECTION 22-9-104, FOR THE PERIOD DURING WHICH THE TEACHER  
7 RECEIVES THE SALARY BONUS.

8 (3) IN EACH SCHOOL YEAR IN WHICH A HIGHLY EFFECTIVE TEACHER  
9 MEETS THE QUALIFICATIONS SPECIFIED IN SUBSECTION (2) OF THIS SECTION  
10 AND IS EMPLOYED BY A LOCAL EDUCATION PROVIDER THAT RECEIVES A  
11 GRANT PURSUANT TO THIS ARTICLE 68.3, THE HIGHLY EFFECTIVE TEACHER  
12 MUST RECEIVE A NONBASE-BUILDING SALARY BONUS IN ONE OF THE  
13 FOLLOWING AMOUNTS:

14 (a) TWELVE THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE  
15 TEACHER IS A TRANSFER TEACHER WHO IS TEACHING IN A  
16 LOW-PERFORMING ELEMENTARY SCHOOL;

17 (b) EIGHT THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE TEACHER  
18 IS A TRANSFER TEACHER WHO IS TEACHING IN A LOW-PERFORMING MIDDLE  
19 OR JUNIOR HIGH SCHOOL;

20 (c) SIX THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE TEACHER IS  
21 NOT A TRANSFER TEACHER BUT IS TEACHING IN A LOW-PERFORMING  
22 ELEMENTARY SCHOOL FOR THE SECOND OR SUBSEQUENT CONSECUTIVE  
23 SCHOOL YEAR; OR

24 (d) THREE THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE  
25 TEACHER IS NOT A TRANSFER TEACHER BUT IS TEACHING IN A  
26 LOW-PERFORMING MIDDLE OR JUNIOR HIGH SCHOOL FOR THE SECOND OR  
27 SUBSEQUENT CONSECUTIVE SCHOOL YEAR.

1           (4) NOTWITHSTANDING ANY PROVISION OF SUBSECTION (3) OF THIS  
2 SECTION TO THE CONTRARY, IF A LOCAL EDUCATION PROVIDER RECEIVES  
3 A GRANT FOR A SECOND GRANT CYCLE, A HIGHLY EFFECTIVE TEACHER  
4 WHO RECEIVED A SALARY BONUS AS A TRANSFER TEACHER IN THE FIRST  
5 GRANT CYCLE WILL CONTINUE TO RECEIVE THE SALARY BONUS AMOUNT  
6 FOR A TRANSFER TEACHER IN THE SECOND GRANT CYCLE SO LONG AS THE  
7 HIGHLY EFFECTIVE TEACHER IS EMPLOYED BY THE LOCAL EDUCATION  
8 PROVIDER AND CONTINUES TO MEET THE QUALIFICATIONS FOR RECEIVING  
9 A SALARY BONUS SPECIFIED IN SUBSECTION (2) OF THIS SECTION.

10           (5) A TEACHER WHO TRANSFERS TO ANOTHER LOCAL EDUCATION  
11 PROVIDER TO QUALIFY FOR A SALARY BONUS PURSUANT TO THIS ARTICLE  
12 68.3 RETAINS THE YEARS OF SERVICE THE TEACHER ACCUMULATED AS AN  
13 EMPLOYEE OF THE PREVIOUS LOCAL EDUCATION PROVIDER FOR PURPOSES  
14 OF PLACEMENT ON THE SALARY SCHEDULE OR WITHIN THE SALARY POLICY  
15 OF THE HIRING LOCAL EDUCATION PROVIDER.

16           (6) A LOCAL EDUCATION PROVIDER THAT RECEIVES A GRANT  
17 PURSUANT TO THIS ARTICLE 68.3 AND THAT WAS PAYING INCENTIVES TO  
18 HIGHLY EFFECTIVE TEACHERS WHO TEACH IN LOW-PERFORMING SCHOOLS  
19 BEFORE RECEIVING THE GRANT SHALL PAY THE BONUS AMOUNTS SPECIFIED  
20 IN THIS SECTION IN ADDITION TO THE OTHER INCENTIVES IT PROVIDES.

21           **22-68.3-106. Highly effective teacher incentives fund - created**  
22 **- legislative declaration.** (1) (a) THE HIGHLY EFFECTIVE TEACHER  
23 INCENTIVES FUND IS HEREBY CREATED IN THE STATE TREASURY. THE FUND  
24 CONSISTS OF A ONE-TIME APPROPRIATION OF FOUR MILLION DOLLARS IN  
25 THE 2020-21 BUDGET YEAR FROM THE STATE EDUCATION FUND CREATED  
26 IN SECTION 17 (4) OF ARTICLE IX OF THE STATE CONSTITUTION. THE  
27 MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO THE

1 DEPARTMENT FOR THE DIRECT AND INDIRECT COSTS ASSOCIATED WITH  
2 IMPLEMENTING THIS ARTICLE 68.3. THE DEPARTMENT MAY EXPEND UP TO  
3 TWO PERCENT OF THE MONEY APPROPRIATED TO THE FUND TO OFFSET THE  
4 COSTS INCURRED IN IMPLEMENTING THIS ARTICLE 68.3.

5 (b) THE STATE TREASURER MAY INVEST ANY MONEY IN THE FUND  
6 NOT EXPENDED FOR THE PURPOSE OF THIS ARTICLE 68.3 AS PROVIDED BY  
7 LAW. THE STATE TREASURER SHALL CREDIT ALL INTEREST AND INCOME  
8 DERIVED FROM THE INVESTMENT AND DEPOSIT OF MONEY IN THE FUND TO  
9 THE FUND.

10 (2) SUBJECT TO RECEIVING APPLICATIONS FROM LOCAL EDUCATION  
11 PROVIDERS THAT MEET THE REQUIREMENTS OF THIS ARTICLE 68.3, THE  
12 STATE BOARD SHALL AWARD UP TO TWO MILLION DOLLARS IN GRANTS TO  
13 LOCAL EDUCATION PROVIDERS PURSUANT TO THIS ARTICLE 68.3 IN THE  
14 FIRST GRANT CYCLE, WHICH BEGINS IN THE 2021-22 BUDGET YEAR.  
15 SUBJECT TO RECEIVING APPLICATIONS FROM LOCAL EDUCATION  
16 PROVIDERS THAT MEET THE REQUIREMENTS OF THIS ARTICLE 68.3, THE  
17 STATE BOARD SHALL AWARD THE AMOUNT REMAINING IN THE FUND AS OF  
18 JUNE 30, 2022, AS GRANTS TO LOCAL EDUCATION PROVIDERS PURSUANT  
19 TO THIS ARTICLE 68.3 IN THE SECOND GRANT CYCLE, WHICH BEGINS IN THE  
20 2022-23 BUDGET YEAR.

21 (3) THE GENERAL ASSEMBLY DECLARES THAT, FOR PURPOSES OF  
22 SECTION 17 OF ARTICLE IX OF THE STATE CONSTITUTION, THE HIGHLY  
23 EFFECTIVE TEACHER INCENTIVES PROGRAM IS AN IMPORTANT ELEMENT IN  
24 IMPLEMENTING ACCOUNTABLE EDUCATION REFORM AND FOR  
25 ACCOUNTABLE PROGRAMS TO MEET STATE ACADEMIC STANDARDS AND  
26 MAY THEREFORE RECEIVE FUNDING FROM THE STATE EDUCATION FUND  
27 CREATED IN SECTION 17 (4) OF ARTICLE IX OF THE STATE CONSTITUTION.

1           **22-68.3-107. Report.** (1) NO LATER THAN DECEMBER 15, 2025,  
2 THE DEPARTMENT SHALL PREPARE AND SUBMIT TO THE EDUCATION  
3 COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR  
4 ANY SUCCESSOR COMMITTEES, A REPORT ON THE IMPLEMENTATION OF  
5 THIS ARTICLE 68.3. AT A MINIMUM, THE REPORT MUST INCLUDE:

6           (a) A LIST OF THE LOCAL EDUCATION PROVIDERS THAT RECEIVED  
7 GRANTS PURSUANT TO THIS ARTICLE 68.3, THE AMOUNT OF THE BONUSES  
8 PAID BY EACH LOCAL EDUCATION PROVIDER, AND THE PUBLIC SCHOOLS IN  
9 WHICH THE HIGHLY EFFECTIVE TEACHERS TAUGHT;

10          (b) THE NUMBER OF HIGHLY EFFECTIVE TEACHERS WHO RECEIVED  
11 BONUSES PURSUANT TO THIS ARTICLE 68.3, THE SUBJECT AREAS IN WHICH  
12 THE HIGHLY EFFECTIVE TEACHERS TAUGHT, THE NUMBER OF STUDENTS  
13 WHO WERE TAUGHT BY HIGHLY EFFECTIVE TEACHERS WHO RECEIVED  
14 BONUSES, AND THE ACADEMIC GROWTH OF THE STUDENTS WHO WERE  
15 TAUGHT BY HIGHLY EFFECTIVE TEACHERS WHO RECEIVED BONUSES;

16          (c) THE NUMBER OF HIGHLY EFFECTIVE TEACHERS WHO RECEIVED  
17 BONUSES PURSUANT TO THIS ARTICLE 68.3 IN BOTH OF THE GRANT CYCLES  
18 AND TAUGHT AT THE SAME LOW-PERFORMING SCHOOL FOR THE DURATION  
19 OF BOTH GRANT CYCLES; AND

20          (d) FOR EACH PUBLIC SCHOOL IN WHICH A HIGHLY EFFECTIVE  
21 TEACHER WHO RECEIVED BONUSES TAUGHT, THE TYPE OF PERFORMANCE  
22 PLAN THAT THE PUBLIC SCHOOL IMPLEMENTED IN EACH SCHOOL YEAR  
23 BEGINNING WITH THE SCHOOL YEAR BEFORE A HIGHLY EFFECTIVE TEACHER  
24 TEACHING IN THE SCHOOL RECEIVED A BONUS AND CONTINUING THROUGH  
25 EACH YEAR IN WHICH THE HIGHLY EFFECTIVE TEACHER RECEIVED A  
26 BONUS.

27           **SECTION 2.** In Colorado Revised Statutes, 24-51-101, **amend**

1 (42)(a)(II) and (42)(b)(II) as follows:

2 **24-51-101. Definitions.** As used in this article 51, unless the  
3 context otherwise requires and except as otherwise defined in part 17 of  
4 this article 51:

5 (42) (a) (II) For members who were members, inactive members,  
6 or retirees of the association on June 30, 2019, "salary" does not include:  
7 Commissions; compensation for unused sick, annual, vacation,  
8 administrative, or other accumulated paid leave contributed to a health  
9 savings account as defined in 26 U.S.C. sec. 223, as amended, or a  
10 retirement health savings program; housing allowances; uniform  
11 allowances; automobile usage; insurance premiums; dependent care  
12 assistance; reimbursement for expenses incurred; tuition or any other  
13 fringe benefits, regardless of federal taxation; A HIGHLY EFFECTIVE  
14 TEACHER SALARY BONUS RECEIVED PURSUANT TO SECTION 22-68.3-105;  
15 bonuses for services not actually rendered, including, but not limited to,  
16 early retirement inducements, Christmas bonuses, cash awards,  
17 honorariums and severance pay, damages, except for retroactive salary  
18 payments paid pursuant to court orders or arbitration awards or litigation  
19 and grievance settlements, or payments beyond the date of a member's  
20 death.

21 (b) (II) For members who were not members, inactive members,  
22 or retirees of the association on June 30, 2019, "salary" does not include:  
23 Commissions; compensation for unused sick, annual, vacation,  
24 administrative, or other accumulated paid leave contributed to a health  
25 savings account as defined in 26 U.S.C. sec. 223, as amended, or a  
26 retirement health savings program; housing allowances; uniform  
27 allowances; automobile usage; insurance premiums paid by employers;

1 reimbursement for expenses incurred; tuition or any other fringe benefits,  
2 regardless of federal taxation; A HIGHLY EFFECTIVE TEACHER SALARY  
3 BONUS RECEIVED PURSUANT TO SECTION 22-68.3-105; bonuses for  
4 services not actually rendered, including, but not limited to, early  
5 retirement inducements, Christmas bonuses, cash awards, honorariums  
6 and severance pay, damages, except for retroactive salary payments paid  
7 pursuant to court orders or arbitration awards or litigation and grievance  
8 settlements, or payments beyond the date of a member's death.

9           **SECTION 3. Appropriation.** For the 2020-21 state fiscal year,  
10 \$4,000,000 is appropriated to the highly effective teacher incentives fund  
11 created in section 22-68.3-106, C.R.S. This appropriation is from the state  
12 education fund created in section 17 (4) of article IX of the state  
13 constitution. The department of education is responsible for the  
14 accounting related to this appropriation.

15           **SECTION 4. Act subject to petition - effective date.** This act  
16 takes effect at 12:01 a.m. on the day following the expiration of the  
17 ninety-day period after final adjournment of the general assembly (August  
18 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a  
19 referendum petition is filed pursuant to section 1 (3) of article V of the  
20 state constitution against this act or an item, section, or part of this act  
21 within such period, then the act, item, section, or part will not take effect  
22 unless approved by the people at the general election to be held in  
23 November 2020 and, in such case, will take effect on the date of the  
24 official declaration of the vote thereon by the governor.