



Legislative  
Council Staff

*Nonpartisan Services for Colorado's Legislature*

HB 20-1186

# FINAL FISCAL NOTE

**Drafting Number:** LLS 20-0904  
**Prime Sponsors:** Rep. Liston

**Date:** April 22, 2020  
**Bill Status:** Postponed Indefinitely  
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**Bill Topic:** **TEACHERS' RIGHTS OPT-IN ORGANIZATION MEMBERSHIP**

**Summary of Fiscal Impact:**

<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> Local Government
<input type="checkbox"/> State Transfer	<input type="checkbox"/> Statutory Public Entity

The bill would have required that the Colorado Department of Education notify teachers of their right to opt-in or opt-out of membership in an employee organization. The bill would have increased state workload on an ongoing basis.

**Appropriation Summary:** No appropriation would have been required.

**Fiscal Note Status:** This fiscal note reflects the introduced bill. The bill was not enacted into law; therefore, the impacts identified in this fiscal note do not take effect.

## Summary of Legislation

Under current law, a school district cannot require that a teacher become a member of a group or organization as part of their employment contract or agreement. The bill clarifies that a teacher has the ability to opt-in or opt-out of membership in such an organization at any time.

By November 30, 2020, the State Board of Education (SBE) must adopt rules requiring the Colorado Department of Education (CDE) to notify all teachers in the state of their rights regarding membership in an organization related to their employment. Notifications may be in writing or electronically and must occur at least twice per year.

## State Expenditures

The bill increases workload for the SBE to adopt rules and for CDE to make the required notifications to teachers. The fiscal note assumes that the notifications will be provided electronically; as a result, the workload increase is expected to be minimal. No change in appropriations is required.

## Effective Date

The bill was postponed indefinitely by the House State, Veterans, and Military Affairs Committee on February 25, 2020.

**State and Local Government Contacts**

Education

Law

School Districts