

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

REREVISED

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

LLS NO. 21-0748.01 Alana Rosen x2606

SENATE BILL 21-185

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Senate Committees

Education
Appropriations

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Appropriations

A BILL FOR AN ACT

101 **CONCERNING SUPPORTING THE EDUCATOR WORKFORCE IN**
102 **COLORADO, AND, IN CONNECTION THEREWITH, MAKING AN**
103 **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>.)

Current law limits the content areas in which a person who holds an adjunct instructor authorization may teach. The bill allows a school district or charter school to employ a person who holds an adjunct instructor authorization to teach in all content areas in order to address recruiting challenges and establish a diverse workforce. A person who

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.

HOUSE
3rd Reading Unamended
May 28, 2021

HOUSE
Amended 2nd Reading
May 26, 2021

SENATE
3rd Reading Unamended
May 3, 2021

SENATE
Amended 2nd Reading
April 30, 2021

holds an adjunct instructor authorization may be employed under the authorization only in the school district or charter school that requested the person's services. A person who holds an adjunct instructor authorization and is employed by a school district may teach only under the general supervision of a licensed professional. A school district and a charter school may not employ the person as a full-time teacher.

The bill requires the department of education (department) to direct resources to publicize existing teacher preparation programs to facilitate entry into the teaching profession. The bill also requires the department to provide technical support to school districts, boards of cooperative services, and charter schools to assist them in accessing the existing programs and in recruiting individuals to pursue teaching careers.

The bill requires the state board for community colleges and occupational education to collaborate with the department and the deans of the schools of education and academic administrators in Colorado institutions of higher education, or their designees, to design a teaching career pathway for individuals to enter the teaching profession. The bill outlines the components of the teaching career pathway program.

The bill creates the teacher recruitment education and preparation program (TREP program). Two of the main objectives of the TREP program are to increase the number of students entering the teaching profession and to create a more diverse teacher workforce to reflect the ethnic diversity of the state. A qualified TREP program participant may concurrently enroll in postsecondary courses in the 2 years directly following the year in which the participant was enrolled in the twelfth grade of a local education provider. The bill outlines the selection criteria and requirements for the TREP program.

The bill creates the educator recruitment and retention program (ERR program) in the department to provide support to members of the armed forces, nonmilitary-affiliated educator candidates, and local education providers to recruit, select, train, and retain highly qualified educators across the state. The state board of education and the state board for community colleges and occupational education shall promulgate rules to implement the ERR program. The bill outlines the eligibility criteria and program services. Eligible ERR program participants may receive up to \$10,000 for the tuition cost of participating in an educator preparation program.

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

2 **SECTION 1.** In Colorado Revised Statutes, 22-60.5-102, add
3 (16.5) as follows:

4 **22-60.5-102. Definitions.** As used in this article 60.5, unless the

1 context otherwise requires:

2 (16.5) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN
3 COLORADO THAT THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL,
4 BASED ON THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE
5 DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE,
6 URBANIZED AREA, AND THE TOTAL STUDENT ENROLLMENT IS SIX
7 THOUSAND FIVE HUNDRED STUDENTS OR FEWER STUDENTS.

8 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-111, **amend**
9 (2) as follows:

10 **22-60.5-111. Authorization - types - applicants' qualifications**
11 **- rules. (2) Adjunct instructor authorization.** (a) An adjunct instructor
12 authorization certifies that a person is a specialist or an expert in a content
13 area, ~~that is not available through an approved program of preparation,~~
14 although the person has not received formal training in education. A
15 school district OR CHARTER SCHOOL may employ a person who has an
16 adjunct instructor authorization to provide students with highly
17 specialized academic enrichment that is ~~in addition to and~~ supportive of
18 required content areas, TO ADDRESS RECRUITING CHALLENGES, AND TO
19 ESTABLISH A DIVERSE WORKFORCE. The department of education may
20 issue an adjunct instructor authorization to a person who applies to the
21 department, providing such information as may be required by rule of the
22 state board of education, including, at a minimum, documentation
23 demonstrating the following:

24 (I) The applicant possesses outstanding talent ~~and~~ OR
25 demonstrates specific abilities and knowledge in a particular area of
26 specialization; ~~that is not included in an approved endorsement area, as~~
27 ~~specified in rule;~~

1 (II) A school district board of education OR SUPERINTENDENT OR
2 THE PRINCIPAL OF A CHARTER SCHOOL has requested the applicant's
3 services and requires the applicant's services; ~~based upon evidence of a~~
4 ~~documented student need;~~

5 (III) The potential employing school district OR CHARTER SCHOOL
6 has documented evidence of the applicant's outstanding talent OR specific
7 abilities and particular knowledge of the area of specialization; AND

8 (IV) The applicant has been employed for at least five years in the
9 area of specialization or holds a bachelor's degree or higher degree in the
10 area of specialization.

11 (b) An adjunct instructor authorization is valid for three years. The
12 department of education may renew an adjunct instructor authorization
13 for succeeding three-year periods at the employing school district's OR
14 CHARTER SCHOOL'S request. To request renewal, the employing school
15 district OR CHARTER SCHOOL, at a minimum, shall submit to the
16 department of education documented evidence of continuing need within
17 the school district OR CHARTER SCHOOL for the adjunct instructor's
18 services.

19 (c) A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR
20 AUTHORIZATION MAY BE EMPLOYED UNDER THE AUTHORIZATION ONLY BY
21 THE SCHOOL DISTRICT OR CHARTER SCHOOL THAT INITIALLY REQUESTED
22 THE PERSON'S SERVICES PURSUANT TO SUBSECTION (2)(a)(II) OF THIS
23 SECTION. A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR
24 AUTHORIZATION AND IS EMPLOYED BY A SCHOOL DISTRICT MAY TEACH
25 ONLY UNDER THE GENERAL SUPERVISION OF A LICENSED PROFESSIONAL
26 TEACHER. A SCHOOL DISTRICT OR A CHARTER SCHOOL SHALL NOT EMPLOY
27 A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR AUTHORIZATION AS A

1 FULL-TIME TEACHER. NOTWITHSTANDING THIS SUBSECTION (c), A RURAL
2 SCHOOL DISTRICT MAY EMPLOY A PERSON WHO HOLDS AN ADJUNCT
3 INSTRUCTOR AUTHORIZATION AS A FULL-TIME TEACHER ONLY IF THERE
4 ARE NO QUALIFIED, LICENSED APPLICANTS FOR THE POSITION.

5 **SECTION 3.** In Colorado Revised Statutes, **add 22-60.5-209.1**
6 as follows:

7 **22-60.5-209.1. Department of education - adjunct instructor**
8 **authorization - alternative teacher programs - information.**

9 (1) (a) THE DEPARTMENT SHALL DIRECT RESOURCES TOWARD
10 PUBLICIZING THE EXISTENCE OF:

11 (I) THE TEACHER RECRUITMENT EDUCATION AND PREPARATION
12 PROGRAM ESTABLISHED IN SECTION 22-35-108.5;

13 (II) THE TEACHER RESIDENCY PROGRAMS AVAILABLE THROUGH
14 THE TEACHER RESIDENCY EXPANSION PROGRAM CREATED IN PART 1 OF
15 ARTICLE 60.3 OF THIS TITLE 22;

16 (III) PROGRAMS TO SUPPORT PARAPROFESSIONALS, AS DEFINED IN
17 SECTION 22-60.3-102, WHO ARE SEEKING A BACCALAUREATE DEGREE TO
18 PURSUE A PROFESSIONAL TEACHING LICENSE;

19 (IV) THE EDUCATOR RECRUITMENT AND RETENTION PROGRAM
20 CREATED IN SECTION 22-60.3-202;

21 (V) THE ADJUNCT INSTRUCTOR AUTHORIZATION DESCRIBED IN
22 SECTION 22-60.5-111 (2);

23 (VI) ALTERNATIVE TEACHER PROGRAMS DESCRIBED IN SECTION
24 22-60.5-205;

25 (VII) THE TEACHER OF RECORD PROGRAM DESCRIBED IN SECTION
26 22-60.5-208.7;

27 (VIII) PROGRAMS FOR STUDENT TEACHERS IN RURAL AREAS

1 OPERATED PURSUANT TO SECTION 23-76-104;

2 (IX) THE TEACHER CADET PROGRAM DESCRIBED IN SECTION
3 23-76-105;

4 (X) TEACHING FELLOWSHIP PROGRAMS OPERATED PURSUANT TO
5 PART 3 OF ARTICLE 78 OF TITLE 23;

6 (XI) THE EDUCATOR LOAN FORGIVENESS PROGRAM OPERATED
7 PURSUANT TO SECTION 23-3.9-102; AND

8 (XII) OTHER EXISTING PUBLIC OR NONPROFIT PROGRAMS THAT
9 FACILITATE ENTRY INTO THE TEACHING PROFESSION.

10 (b) IN PUBLICIZING THE PROGRAMS, THE DEPARTMENT SHALL
11 COLLABORATE WITH NONPROFIT ORGANIZATIONS THAT SUPPORT ENTRY
12 INTO THE TEACHING PROFESSION.

13 (2) THE DEPARTMENT SHALL PROVIDE TECHNICAL SUPPORT TO
14 SCHOOL DISTRICTS, BOARDS OF COOPERATIVE SERVICES, AND CHARTER
15 SCHOOLS TO ASSIST THEM IN ACCESSING THE PROGRAMS DESCRIBED IN
16 SUBSECTION (1) OF THIS SECTION AND IN OTHERWISE RECRUITING
17 INDIVIDUALS TO PURSUE TEACHING CAREERS.

18 **SECTION 4.** In Colorado Revised Statutes, **add** 23-60-110 as
19 follows:

20 **23-60-110. Teaching career pathway - design.** (1) NO LATER
21 THAN THE 2022-23 ACADEMIC YEAR, THE DEPARTMENT OF HIGHER
22 EDUCATION, IN COLLABORATION WITH THE DEPARTMENT OF EDUCATION,
23 THE BOARD, AND THE DEANS OF THE SCHOOLS OF EDUCATION AND
24 ACADEMIC ADMINISTRATORS IN COLORADO INSTITUTIONS OF HIGHER
25 EDUCATION, OR THEIR DESIGNEES, SHALL DESIGN A CAREER PATHWAY, AS
26 DEFINED IN SECTION 23-60-1002 (2), FOR STUDENTS TO ENTER THE
27 TEACHING PROFESSION. THE TEACHING CAREER PATHWAY MUST CONNECT

1 SCHOOL DISTRICTS, LOCAL DISTRICT COLLEGES, COMMUNITY COLLEGES,
2 AND FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION WITH ADULT
3 PROGRAMS, AND MAY ALLOW A STUDENT TO EARN INCOME WHILE
4 PROGRESSING ALONG THE CAREER PATHWAY. THE BOARD SHALL APPROVE
5 ALL PATHWAYS THAT BEGIN IN MIDDLE OR HIGH SCHOOL.

6 (2) THE TEACHING CAREER PATHWAY MUST BE ALIGNED WITH
7 THE PERFORMANCE-BASED TEACHER LICENSING STANDARDS ADOPTED BY
8 THE STATE BOARD OF EDUCATION PURSUANT TO SECTION 22-2-109 (3). IN
9 ADDITION, THE PATHWAY MUST INCLUDE THE FOLLOWING COMPONENTS:

10 (a) SECONDARY, ADULT EDUCATION, AND POSTSECONDARY
11 EDUCATION OPTIONS, WITH A NONDUPLICATIVE, CLEARLY ARTICULATED
12 COURSE PROGRESSION FROM ONE LEVEL OF INSTRUCTION TO THE NEXT,
13 WITH OPPORTUNITIES TO EARN POSTSECONDARY CREDITS, MAXIMIZE
14 CREDIT FOR PRIOR LEARNING, AND SECURE EDUCATOR LICENSURE;

15 (b) ACADEMIC AND CAREER COUNSELING RESOURCES; BEST
16 PRACTICES IN WRAPAROUND SUPPORT SERVICES, PARTICULARLY AT
17 TRANSITION POINTS ALONG THE TEACHING CAREER PATHWAY; AND
18 SUPPORT AND DEVELOPMENT OF INDIVIDUAL CAREER AND ACADEMIC
19 PLANS; AND

20 (c) CURRICULUM AND INSTRUCTIONAL STRATEGIES THAT ARE
21 APPROPRIATE FOR ADULT STUDENTS AND THAT EMBED LEARNING AND
22 SKILL-BUILDING IN A WORK-RELATED CONTEXT.

23 (3) THE DEPARTMENT OF EDUCATION SHALL DIRECT EACH SCHOOL
24 DISTRICT TO PUBLICIZE THE TEACHING CAREER PATHWAY ON ITS WEBSITE
25 AND SOCIAL MEDIA AND THE DEPARTMENT OF HIGHER EDUCATION SHALL
26 DIRECT EACH COMMUNITY COLLEGE CAMPUS AND FOUR-YEAR
27 INSTITUTIONAL CAMPUS TO PUBLICIZE THE TEACHING CAREER PATHWAY

1 ON ITS WEBSITE AND SOCIAL MEDIA.

2 **SECTION 5.** In Colorado Revised Statutes, **add** 22-35-108.5 as
3 follows:

4 **22-35-108.5. Teacher recruitment education and preparation**
5 **(TREP) program - objectives - selection criteria - rules.** (1) (a) THERE

6 IS ESTABLISHED THE TEACHER RECRUITMENT EDUCATION AND
7 PREPARATION PROGRAM, REFERRED TO IN THIS SECTION AS THE "TREP
8 PROGRAM". BEGINNING IN THE 2022-23 SCHOOL YEAR, THE DEPARTMENT
9 SHALL ADMINISTER THE TREP PROGRAM PURSUANT TO THIS SECTION AND
10 GUIDELINES ESTABLISHED BY THE BOARD PURSUANT TO SUBSECTION (4)
11 OF THIS SECTION AND APPROVED BY THE STATE BOARD FOR COMMUNITY
12 COLLEGES AND OCCUPATIONAL EDUCATION. THE OBJECTIVES OF THE
13 TREP PROGRAM ARE TO:

14 (I) INCREASE THE NUMBER OF STUDENTS WHO ENTER THE
15 TEACHING PROFESSION;

16 (II) INCREASE THE PERCENTAGE OF STUDENTS WHO PARTICIPATE
17 IN POSTSECONDARY EDUCATOR PREPARATION PROGRAMS, ESPECIALLY
18 AMONG LOW-INCOME AND TRADITIONALLY UNDERSERVED POPULATIONS;

19 (III) CREATE A MORE DIVERSE TEACHER WORKFORCE TO REFLECT
20 THE ETHNIC DIVERSITY OF THE STATE;

21 (IV) DECREASE THE AMOUNT OF TIME THAT IS REQUIRED FOR A
22 STUDENT TO COMPLETE A POSTSECONDARY EDUCATOR PREPARATION
23 DEGREE OR CERTIFICATE; AND

24 (V) INCREASE THE OPPORTUNITIES TO PARTICIPATE IN THE
25 TEACHING CAREER PATHWAY.

26 (b) NOTWITHSTANDING ANY PROVISIONS OF THIS ARTICLE 35 TO
27 THE CONTRARY, A QUALIFIED STUDENT WHO IS DESIGNATED BY THE

1 DEPARTMENT TO BE A TREP PROGRAM PARTICIPANT PURSUANT TO
2 SUBSECTION (2) OF THIS SECTION MAY CONCURRENTLY ENROLL IN
3 POSTSECONDARY COURSES IN THE TWO YEARS DIRECTLY FOLLOWING THE
4 YEAR IN WHICH THE PARTICIPANT WAS ENROLLED IN THE TWELFTH GRADE
5 OF A LOCAL EDUCATION PROVIDER.

6 (2) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, THE
7 DEPARTMENT MAY DESIGNATE AS A TREP PROGRAM PARTICIPANT A
8 QUALIFIED STUDENT WHO:

9 (I) IS FOLLOWING THE TEACHING CAREER PATHWAY CREATED IN
10 SECTION 23-60-110 AND IS ON SCHEDULE TO COMPLETE THE COURSES
11 SPECIFIED IN THE TEACHING CAREER PATHWAY FOR THE TWELFTH GRADE
12 YEAR AND IS ENROLLING IN THE POSTSECONDARY COURSES IDENTIFIED IN
13 THE TEACHING CAREER PATHWAY FOR THE FIFTH AND SIXTH YEARS;

14 (II) IS NOT IN NEED OF A DEVELOPMENTAL EDUCATION COURSE;

15 (III) HAS BEEN SELECTED FOR PARTICIPATION IN THE TREP
16 PROGRAM BY THE PARTICIPANT'S HIGH SCHOOL PRINCIPAL OR EQUIVALENT
17 SCHOOL ADMINISTRATOR;

18 (IV) HAS BEEN ACCEPTED INTO A POSTSECONDARY DEGREE
19 PROGRAM AT AN INSTITUTION OF HIGHER EDUCATION; AND

20 (V) HAS SATISFIED ANY OTHER SELECTION CRITERIA ESTABLISHED
21 BY GUIDELINES ESTABLISHED BY THE BOARD PURSUANT TO SUBSECTION
22 (4) OF THIS SECTION AND APPROVED BY THE STATE BOARD FOR
23 COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION.

24 (b) (I) THE DEPARTMENT, AS PART OF ITS ANNUAL BUDGET
25 REQUEST TO THE GENERAL ASSEMBLY, SHALL REPORT THE TOTAL NUMBER
26 OF POTENTIAL TREP PROGRAM PARTICIPANTS FOR THE FOLLOWING
27 SCHOOL YEAR.

1 (II) THE GENERAL ASSEMBLY SHALL ANNUALLY FUND EACH
2 POTENTIAL TREP PROGRAM PARTICIPANT AT THE SAME PER-PUPIL RATE
3 AS DETERMINED BY THE ASCENT PROGRAM AS DESCRIBED IN SECTION
4 22-35-108. FOR THE 2022-23 BUDGET YEAR, THE GENERAL ASSEMBLY
5 SHALL APPROPRIATE FUNDING FOR NO MORE THAN TWO HUNDRED TREP
6 PROGRAM PARTICIPANTS.

7 (III) THE DEPARTMENT SHALL NOT DESIGNATE A GREATER NUMBER
8 OF TREP PROGRAM PARTICIPANTS FOR A SCHOOL YEAR THAN THE NUMBER
9 OF PARTICIPANTS THE GENERAL ASSEMBLY APPROVES FOR FUNDING IN THE
10 ANNUAL APPROPRIATION ACT FOR THE APPLICABLE BUDGET YEAR.

11 (3) (a) THE LOCAL EDUCATION PROVIDER THAT ENROLLS A
12 QUALIFIED STUDENT WHO IS DESIGNATED BY THE DEPARTMENT AS A TREP
13 PROGRAM PARTICIPANT MAY INCLUDE THE STUDENT IN THE SCHOOL
14 DISTRICT'S FUNDED PUPIL COUNT, OR, IN THE CASE OF A STUDENT
15 ENROLLED IN AN INSTITUTE CHARTER SCHOOL, IN THE FUNDED PUPIL
16 COUNT OF THE INSTITUTE CHARTER SCHOOL'S ACCOUNTING DISTRICT, AS
17 PROVIDED IN SECTION 22-54-103 (7).

18 (b) A LOCAL EDUCATION PROVIDER THAT RECEIVES EXTENDED
19 HIGH SCHOOL FUNDING, AS DESCRIBED IN SECTION 22-54-104 (4.7), IN A
20 BUDGET YEAR FOR PROGRAM PARTICIPANTS MAY EXPEND THE FUNDING ON
21 BEHALF OF TREP PROGRAM PARTICIPANTS WHO ENROLL IN AN
22 INSTITUTION OF HIGHER EDUCATION DURING THAT BUDGET YEAR AND ON
23 BEHALF OF THE TREP PROGRAM PARTICIPANTS WHO, BY MAY 1 OF THAT
24 BUDGET YEAR, ARE ADMITTED TO AN INSTITUTION OF HIGHER EDUCATION
25 TO PARTICIPATE IN THE TREP PROGRAM DURING THE NEXT BUDGET YEAR.

26 (c) THE LOCAL EDUCATION PROVIDER SHALL CERTIFY TO THE
27 DEPARTMENT BY MAY 10 OF EACH YEAR THE LIST OF TREP PROGRAM

1 PARTICIPANTS WHO ARE ADMITTED TO AN INSTITUTION OF HIGHER
2 EDUCATION TO PARTICIPATE IN THE TREP PROGRAM DURING THE NEXT
3 BUDGET YEAR. AT THE END OF THE BUDGET YEAR IN WHICH THE LOCAL
4 EDUCATION PROVIDER RECEIVES THE EXTENDED HIGH SCHOOL FUNDING
5 FOR TREP PROGRAM PARTICIPANTS, THE LOCAL EDUCATION PROVIDER
6 SHALL REMIT TO THE DEPARTMENT ANY REMAINING AMOUNT OF THE
7 FUNDING THAT THE LOCAL EDUCATION PROVIDER IS NOT USING FOR A
8 TREP PROGRAM PARTICIPANT WHO IS INCLUDED ON THE CERTIFIED LIST.

9 (4) THE BOARD SHALL ESTABLISH GUIDELINES FOR THE
10 ADMINISTRATION OF THE TREP PROGRAM THAT ARE APPROVED BY THE
11 STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL
12 EDUCATION, INCLUDING BUT NOT LIMITED TO SELECTION CRITERIA THAT
13 THE DEPARTMENT MAY USE PURSUANT TO SUBSECTION (2)(a)(V) OF THIS
14 SECTION TO DESIGNATE QUALIFIED STUDENTS AS TREP PROGRAM
15 PARTICIPANTS.

16 (5) FOR PURPOSES OF PART 5 OF ARTICLE 11 OF THIS TITLE 22
17 CONCERNING SCHOOL ACCOUNTABILITY REPORTS, THE DEPARTMENT
18 SHALL INCLUDE TREP PROGRAM PARTICIPANTS IN THE REPORTING
19 REQUIREMENTS, REGARDLESS OF WHETHER A TREP PROGRAM
20 PARTICIPANT HAS COMPLETED THE GRADUATION REQUIREMENTS.

21 (6) FOR PURPOSES OF APPLYING THE PROVISIONS OF ARTICLE 11 OF
22 THIS TITLE 22 CONCERNING SCHOOL ACCOUNTABILITY AND REPORTING
23 GRADUATION RATES, A QUALIFIED STUDENT WHO IS A TREP PROGRAM
24 PARTICIPANT MUST BE COUNTED IN THE ENROLLING SCHOOL DISTRICT'S OR
25 INSTITUTE CHARTER SCHOOL'S GRADUATION RATE IN THE SCHOOL YEAR IN
26 WHICH THE STUDENT COMPLETES THE SCHOOL DISTRICT'S OR INSTITUTE
27 CHARTER SCHOOL'S MINIMUM HIGH SCHOOL GRADUATION REQUIREMENTS.

1 THE STATE BOARD OF EDUCATION SHALL PROMULGATE RULES FOR
2 SCHOOLS AND SCHOOL DISTRICTS TO FOLLOW IN SATISFYING STATE AND
3 FEDERAL REPORTING REQUIREMENTS CONCERNING THE ENROLLMENT
4 STATUS OF TREP PROGRAM PARTICIPANTS. TO THE EXTENT PRACTICABLE,
5 THE RULES MUST ENSURE THAT SCHOOLS AND SCHOOL DISTRICTS ARE NOT
6 ADVERSELY AFFECTED IN CALCULATING AND REPORTING THE COMPLETION
7 OF HIGH SCHOOL GRADUATION REQUIREMENTS BY QUALIFIED STUDENTS
8 WHO HAVE BEEN DESIGNATED BY THE DEPARTMENT AS TREP PROGRAM
9 PARTICIPANTS. THE RULES MUST INCLUDE, AT A MINIMUM, REPORTING
10 REQUIREMENTS RELATED TO:

11 (a) THE PROVISIONS OF ARTICLE 7 OF THIS TITLE 22 CONCERNING
12 EDUCATIONAL ACCOUNTABILITY; AND

13 (b) THE PROVISIONS OF ARTICLE 11 OF THIS TITLE 22 CONCERNING
14 EDUCATIONAL ACCREDITATION.

15 (7) ON OR BEFORE JULY 1, 2031, THE DEPARTMENT SHALL PREPARE
16 AND SUBMIT TO THE EDUCATION COMMITTEES OF THE SENATE AND HOUSE
17 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, A REPORT, BASED
18 ON THE COMPILED ANNUAL REPORTS DESCRIBED IN SECTION 22-35-112,
19 CONCERNING THE OUTCOMES ACHIEVED BY THE TREP PROGRAM AND THE
20 EFFECTIVENESS OF THE TREP PROGRAM IN MEETING THE OBJECTIVES
21 DESCRIBED IN SECTION 22-35-108.5 (1). BASED ON THE OUTCOMES
22 ACHIEVED AND THE EVALUATION OF EFFECTIVENESS, THE DEPARTMENT
23 SHALL INCLUDE IN THE REPORT A RECOMMENDATION AS TO WHETHER THE
24 TREP PROGRAM SHOULD BE CONTINUED, AMENDED, OR REPEALED.

25 **SECTION 6.** In Colorado Revised Statutes, **add** part 2 to article
26 60.3 of title 22 as follows:

27 PART 2

1 EDUCATOR RECRUITMENT AND
2 RETENTION PROGRAM

3 **22-60.3-201. Definitions.** AS USED IN THIS PART 2, UNLESS THE
4 CONTEXT OTHERWISE REQUIRES:

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

7 (2) "EDUCATOR PREPARATION PROGRAM" MEANS AN APPROVED
8 PROGRAM OF PREPARATION, AS DEFINED IN SECTION 22-60.5-102 (8), OR
9 AN ALTERNATIVE TEACHER PROGRAM, AS DEFINED IN SECTION 22-60.5-102
10 (5), OR OTHER ORGANIZATION THAT PROVIDES EDUCATOR PREPARATION
11 FOR A QUALIFIED PROGRAM PARTICIPANT AND IS APPROVED BY THE
12 DEPARTMENT.

13 (3) "EDUCATOR RECRUITMENT AND RETENTION PROGRAM" OR
14 "PROGRAM" MEANS THE EDUCATOR RECRUITMENT AND RETENTION
15 PROGRAM CREATED IN SECTION 22-60.3-202.

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

23 (5) "MEMBER OF THE ARMED FORCES" MEANS A MEMBER OF THE
24 ARMY, AIR FORCE, NAVY, MARINE CORPS, COAST GUARD, SPACE FORCE,
25 OR ANY OF THE ARMED FORCES' ACTIVE RESERVE COMPONENTS, OR OF THE
26 NATIONAL GUARD.

27 (6) "QUALIFIED PROGRAM PARTICIPANT" MEANS AN INDIVIDUAL

1 WHO MEETS THE PROGRAM CRITERIA AND IS EITHER A MEMBER OF THE
2 ARMED FORCES OR A NONMILITARY-AFFILIATED EDUCATOR CANDIDATE.

3 (7) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN
4 COLORADO THAT THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL,
5 BASED ON THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE
6 DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE,
7 URBANIZED AREA, AND THE TOTAL STUDENT ENROLLMENT IS SIX
8 THOUSAND FIVE HUNDRED STUDENTS OR FEWER STUDENTS.

9 (8) "SEPARATION" MEANS HONORABLE DISCHARGE, RELEASE FROM
10 ACTIVE DUTY, RELEASE FROM CUSTODY AND CONTROL OF THE ARMED
11 FORCES, OR A SIMILAR CHANGE IN ACTIVE OR RESERVE STATUS.

12 (9) "SMALL RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT
13 IN COLORADO THAT THE DEPARTMENT DETERMINES IS RURAL, BASED ON
14 THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE
15 SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA, AND THAT
16 ENROLLS FEWER THAN ONE THOUSAND STUDENTS IN PRE-KINDERGARTEN
17 THROUGH TWELFTH GRADE.

18 (10) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
19 CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE
20 STATE CONSTITUTION.

21 **22-60.3-202. Educator recruitment and retention program -**

22 **created - rules.** (1) THERE IS CREATED IN THE DEPARTMENT THE
23 EDUCATOR RECRUITMENT AND RETENTION PROGRAM. THE PURPOSE OF
24 THE PROGRAM IS TO PROVIDE SUPPORT TO MEMBERS OF THE ARMED
25 FORCES, NONMILITARY-AFFILIATED EDUCATOR CANDIDATES, AND LOCAL
26 EDUCATION PROVIDERS TO RECRUIT, SELECT, TRAIN, AND RETAIN HIGHLY
27 QUALIFIED EDUCATORS ACROSS THE STATE.

1 (2) THE PROGRAM IS DESIGNED TO ACCOMPLISH THE FOLLOWING
2 GOALS:

3 (a) SUPPORT THE TRANSITION OF MEMBERS OF THE ARMED FORCES
4 INTO A SECOND CAREER TO SERVE AS EDUCATORS ACROSS THE STATE;

5 (b) SUPPORT NONMILITARY-AFFILIATED EDUCATOR CANDIDATES
6 PREPARING TO SERVE AS EDUCATORS ACROSS THE STATE;

7 (c) MATCH MEMBERS OF THE ARMED FORCES AND
8 NONMILITARY-AFFILIATED EDUCATOR CANDIDATES WITH ELIGIBLE AND
9 HIGH-NEED SCHOOLS, INCLUDING THOSE IN RURAL SCHOOL DISTRICTS; AND

10 (d) FILL TEACHING POSITIONS IN SUBJECT AREAS AFFECTED BY THE
11 EDUCATOR WORKFORCE SHORTAGE.

12 (3) IN IMPLEMENTING THE PROGRAM, THE DEPARTMENT SHALL
13 PROVIDE TO LOCAL EDUCATION PROVIDERS INFORMATION CONCERNING
14 THE OUTCOMES OF THE PROGRAM, THE EFFECTIVENESS OF THE METHODS
15 AND STRATEGIES IMPLEMENTED, BEST PRACTICES AND CRITICAL
16 COMPONENTS IDENTIFIED TO SUPPORT THE PROGRAM, AND HOW THESE
17 STRATEGIES, PRACTICES, AND COMPONENTS INFORM THE DESIGN AND
18 IMPLEMENTATION OF THE PROGRAM. THE DEPARTMENT SHALL PROVIDE
19 THE INFORMATION USING ELECTRONIC METHODS, WHICH MAY INCLUDE
20 POSTING INFORMATION TO THE DEPARTMENT'S WEBSITE, E-MAILING
21 INFORMATION, HOSTING ELECTRONIC CONVERSATIONS AMONG LOCAL
22 EDUCATION PROVIDERS, AND PROVIDING PROGRAMMING VIA THE
23 INTERNET.

24 (4) THE DEPARTMENT SHALL ANNUALLY COLLECT DATA FROM THE
25 QUALIFIED PROGRAM PARTICIPANTS AND EMPLOYING LOCAL EDUCATION
26 PROVIDERS CONCERNING THE EFFECTIVENESS OF THE PROGRAM.

27 (5) THE STATE BOARD MAY PROMULGATE RULES PURSUANT TO THE

1 "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS
2 NECESSARY TO IMPLEMENT THE PROGRAM.

3 **22-60.3-203. Programs and services.** (1) THE DEPARTMENT
4 SHALL MAKE THE FOLLOWING SERVICES AVAILABLE THROUGH THE
5 PROGRAM TO LOCAL EDUCATION PROVIDERS AND PROGRAM PARTICIPANTS
6 UPON REQUEST:

7 (a) EDUCATOR RECRUITMENT SUPPORT THROUGH ONE-ON-ONE
8 COUNSELING;

9 (b) EDUCATOR RECRUITMENT THROUGH CAREER AND TEACHER JOB
10 FAIRS;

11 (c) SUBSTITUTE TEACHER BOOT CAMPS FOR NEWLY AUTHORIZED
12 SUBSTITUTE TEACHERS AND THE EMPLOYING LOCAL EDUCATION
13 PROVIDER;

14 (d) JOB PLACEMENT PLATFORMS FOR EDUCATORS AND HIRING
15 LOCAL EDUCATION PROVIDERS;

16 (e) INDIVIDUAL CANDIDATE COACHING FOR JOB PLACEMENT
17 OPPORTUNITIES;

18 (f) PROFESSIONAL DEVELOPMENT THROUGH THE FIRST THREE
19 YEARS OF SERVICE AS AN EDUCATOR; AND

20 (g) RETENTION COUNSELING SERVICES FOR INDIVIDUAL LOCAL
21 EDUCATION PROVIDERS.

22 **22-60.3-204. Program eligibility - financial assistance -**
23 **funding.** (1) (a) A MEMBER OF THE ARMED FORCES WHO SEEKS TO
24 RECEIVE FINANCIAL ASSISTANCE THROUGH THE PROGRAM MUST SUBMIT
25 A PROGRAM APPLICATION WITHIN THREE YEARS AFTER RETIREMENT OR
26 SEPARATION FROM THE MILITARY. IF A PROGRAM APPLICATION IS NOT
27 SUBMITTED WITHIN THREE YEARS AFTER RETIREMENT OR SEPARATION, A

1 MEMBER OF THE ARMED FORCES IS NOT ELIGIBLE FOR FINANCIAL
2 ASSISTANCE THROUGH THE PROGRAM, BUT IS ELIGIBLE TO RECEIVE
3 COUNSELING AND REFERRAL SERVICES.

4 (b) AS A CONDITION OF RECEIVING FINANCIAL ASSISTANCE
5 THROUGH THE PROGRAM, AN APPLICANT MUST AGREE TO TEACH FOR A
6 PERIOD OF THREE YEARS IN A RURAL OR SMALL RURAL SCHOOL DISTRICT.
7 IF AN APPLICANT DOES NOT FULFILL THE SERVICE CONDITION OF THE
8 PROGRAM, THE APPLICANT SHALL REPAY THE AWARDED FINANCIAL
9 ASSISTANCE TO THE DEPARTMENT IN ACCORDANCE WITH THE RULES
10 PROMULGATED BY THE STATE BOARD.

11 (c) A MEMBER OF THE ARMED FORCES OR A
12 NONMILITARY-AFFILIATED EDUCATOR CANDIDATE MAY APPLY TO THE
13 PROGRAM TO RECEIVE FINANCIAL ASSISTANCE OF UP TO TEN THOUSAND
14 DOLLARS FOR THE TUITION COST OF AN EDUCATOR PREPARATION PROGRAM
15 IN WHICH THE APPLICANT IS ENROLLED. AN APPLICANT MUST APPLY TO
16 THE DEPARTMENT IN ACCORDANCE WITH THE RULES PROMULGATED BY
17 THE STATE BOARD.

18 (2) THE DEPARTMENT SHALL REVIEW EACH APPLICATION RECEIVED
19 AND DETERMINE WHETHER THE APPLICANT MEETS THE FOLLOWING
20 CRITERIA FOR PARTICIPATION IN THE PROGRAM:

21 (a) IF THE APPLICANT IS A MEMBER OF THE ARMED FORCES, THE
22 APPLICANT HAS AN HONORABLE DISCHARGE STATUS OR IS CURRENTLY
23 SERVING IN ONE OF THE ARMED FORCES;

24 (b) (I) THE APPLICANT HAS A BACCALAUREATE OR ADVANCED
25 DEGREE FROM AN ACCREDITED INSTITUTION OF HIGHER EDUCATION AT THE
26 TIME OF APPLICATION; OR

27 (II) THE APPLICANT IS CURRENTLY EMPLOYED AS A

1 PARAPROFESSIONAL, AS DEFINED IN SECTION 22-60.3-102, IN A SCHOOL
2 DISTRICT, CHARTER SCHOOL, OR BOARD OF COOPERATIVE SERVICES AND
3 IS WORKING TOWARD A BACCALAUREATE DEGREE AS REQUIRED TO PURSUE
4 A PROFESSIONAL TEACHING LICENSE; OR

5 (c) (I) THE APPLICANT MEETS STATE CAREER AND TECHNICAL
6 EDUCATION REQUIREMENTS; OR

7 (II) HAS THE EQUIVALENT OF EIGHTEEN SEMESTER HOURS OF
8 POSTSECONDARY ENROLLMENT AND SIX YEARS OF MILITARY EXPERIENCE
9 IN A CAREER OR TECHNICAL FIELD.

10 (3) SUBJECT TO AVAILABLE APPROPRIATIONS, THE DEPARTMENT
11 SHALL PROVIDE ONE-TIME FINANCIAL ASSISTANCE OF UP TO TEN THOUSAND
12 DOLLARS PAID FROM THE AMOUNT APPROPRIATED FOR THE PROGRAM TO
13 A QUALIFIED PROGRAM PARTICIPANT FOR THE TUITION COST OF THE
14 EDUCATOR PREPARATION PROGRAM IN WHICH THE QUALIFIED PROGRAM
15 PARTICIPANT IS ENROLLED. THE DEPARTMENT SHALL DISTRIBUTE THE
16 FINANCIAL ASSISTANCE FOR A QUALIFIED PROGRAM PARTICIPANT TO THE
17 EDUCATOR PREPARATION PROGRAM IN WHICH THE QUALIFIED PROGRAM
18 PARTICIPANT IS ENROLLED.

19 (4) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE
20 MONEY TO FUND THE PROGRAM, INCLUDING AN AMOUNT FOR THE DIRECT
21 AND INDIRECT COSTS INCURRED BY THE DEPARTMENT IN IMPLEMENTING
22 THE PROGRAM.

23 **22-60.3-205. Reports.** (1) THE DEPARTMENT, AS PART OF ITS
24 ANNUAL BUDGET REQUEST, SHALL PREPARE AN ANNUAL PROGRESS REPORT
25 ON IMPLEMENTING THE PROGRAM. AT A MINIMUM, THE REPORT MUST
26 INCLUDE FOR THE IMMEDIATELY PRECEDING BUDGET YEAR:

27 (a) THE NUMBER OF INDIVIDUALS REACHED THROUGH PROGRAM

- 1 COMMUNICATIONS;
- 2 (b) THE TOTAL NUMBER OF APPLICANTS;
- 3 (c) THE TOTAL NUMBER OF QUALIFIED PROGRAM PARTICIPANTS;
- 4 (d) THE TOTAL AMOUNT OF FINANCIAL ASSISTANCE DISTRIBUTED;
- 5 (e) THE NUMBER OF EDUCATOR LICENSURE CERTIFICATES
- 6 AWARDED THROUGH THE PROGRAM CREATED IN SECTION 22-60.3-202;
- 7 (f) THE COMPLETION RATE FOR PARTICIPATING EDUCATOR
- 8 PREPARATION PROGRAMS;
- 9 (g) A SUMMARY OF DATA COLLECTED FROM THE QUALIFIED
- 10 PROGRAM PARTICIPANTS AND EMPLOYING LOCAL EDUCATION PROVIDERS
- 11 CONCERNING THE EFFECTIVENESS OF THE PROGRAM; AND
- 12 (h) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR REGULATORY
- 13 CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION OF THE
- 14 PROGRAM.
- 15 (2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE
- 16 BOARD OF EDUCATION, THE GOVERNOR, AND THE EDUCATION COMMITTEES
- 17 OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR
- 18 COMMITTEES. THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE
- 19 DEPARTMENT'S WEBSITE FOR PUBLIC ACCESS. NOTWITHSTANDING THE
- 20 REQUIREMENT IN SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT TO
- 21 SUBMIT THE REPORT REQUIRED IN THIS SECTION CONTINUES INDEFINITELY.
- 22 (3) ON OR BEFORE JULY 1, 2031, THE DEPARTMENT SHALL PREPARE
- 23 AND SUBMIT TO THE EDUCATION COMMITTEES OF THE SENATE AND HOUSE
- 24 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, A REPORT, BASED
- 25 ON THE COMPILED ANNUAL REPORTS DESCRIBED IN SUBSECTION (1) OF THIS
- 26 SECTION, CONCERNING THE OUTCOMES ACHIEVED BY THE PROGRAM AND
- 27 THE EFFECTIVENESS OF THE PROGRAM IN MEETING THE GOALS OF THE

1 PROGRAM DESCRIBED IN SECTION 22-60.3-202 (2). BASED ON THE
2 OUTCOMES ACHIEVED AND THE EVALUATION OF EFFECTIVENESS, THE
3 DEPARTMENT SHALL INCLUDE IN THE REPORT A RECOMMENDATION AS TO
4 WHETHER THE PROGRAM SHOULD BE CONTINUED, AMENDED, OR REPEALED.

5 **SECTION 7.** In Colorado Revised Statutes, 22-30.5-112.2,
6 **amend** (2)(b); and **add** (1)(f) as follows:

7 **22-30.5-112.2. Charter schools - at-risk supplemental aid -**
8 **definitions - legislative declaration - repeal.** (1) As used in this section,
9 unless the context otherwise requires:

10 (f) "TREP PROGRAM" MEANS THE TEACHER RECRUITMENT
11 EDUCATION AND PREPARATION PROGRAM CREATED IN SECTION
12 22-35-108.5.

13 (2)(b)(I) Each qualifying school district ~~shall~~ MUST receive at-risk
14 supplemental aid if the percentage of at-risk pupils in a district charter
15 school authorized by the qualifying school district prior to July 1, 2004,
16 is less than the percentage of at-risk pupils in the qualifying school
17 district. The amount of the school district's at-risk supplemental aid is
18 equal to the difference between one hundred percent of district per pupil
19 revenues and one hundred percent of adjusted district per pupil revenues
20 for each pupil enrolled in the district charter school, not including online
21 pupils or pupils enrolled in the ASCENT ~~program~~ OR TREP PROGRAM.

22 (II) Each district charter school in a qualifying school district that
23 was initially authorized prior to July 1, 2004, ~~shall~~ MUST receive at-risk
24 supplemental aid if the percentage of at-risk students in the district charter
25 school exceeds the percentage of at-risk pupils in the qualifying school
26 district. The amount of the district charter school's at-risk supplemental
27 aid is equal to the difference between one hundred percent of adjusted

1 district per pupil revenues and one hundred percent of district per pupil
2 revenues for each pupil enrolled in the district charter school, not
3 including online pupils or pupils enrolled in the ASCENT ~~program~~ OR
4 TREP PROGRAM. A school district shall pass through one hundred percent
5 of a district charter school's at-risk supplemental aid to the district charter
6 school.

7 (III) Each district charter school in a school district that is not a
8 qualifying district and whose percentage of at-risk pupils exceeds the
9 percentage of at-risk pupils in the chartering school district ~~shall~~ MUST
10 receive at-risk supplemental aid. The amount of the district charter
11 school's at-risk supplemental aid is equal to the difference between one
12 hundred percent of adjusted district per pupil revenues and one hundred
13 percent of district per pupil revenues for each pupil enrolled in the district
14 charter school, not including online pupils or pupils enrolled in the
15 ASCENT ~~program~~ OR TREP PROGRAM. A school district shall pass
16 through one hundred percent of a district charter school's at-risk
17 supplemental aid to the district charter school.

18 **SECTION 8.** In Colorado Revised Statutes, 22-30.5-513, **amend**
19 (4.5)(b) as follows:

20 **22-30.5-513. Institute charter schools - funding - at-risk**
21 **supplemental aid - legislative declaration - definitions - repeal.**

22 (4.5) (b) The institute charter school's at-risk supplemental aid is equal to
23 one-half of the difference between one hundred percent of the accounting
24 district's per pupil revenues and one hundred percent of the accounting
25 district's adjusted per pupil revenues for each pupil enrolled in the district
26 charter school, not including online pupils or pupils enrolled in the
27 ASCENT ~~program~~ OR TREP PROGRAM.

1 **SECTION 9.** In Colorado Revised Statutes, 22-30.5-525, **amend**
2 (1) as follows:

3 **22-30.5-525. Individual career and academic plans.** (1) Each
4 institute charter school shall assist each student and his or her parent or
5 legal guardian to develop and maintain the student's individual career and
6 academic plan, referred to in this section as an "ICAP", no later than the
7 beginning of ninth grade but may assist the student and his or her parent
8 or legal guardian to develop and maintain the student's ICAP in any grade
9 prior to ninth grade. In assisting a student and his or her parent or legal
10 guardian in creating and maintaining the ICAP, the institute charter school
11 shall, at a minimum, discuss with the student and parent or legal guardian
12 the various career pathways created pursuant to ~~section~~ SECTIONS
13 23-60-110 AND 24-46.3-104 and the types of certificates and jobs to which
14 each pathway leads and discuss the skills and educational opportunities
15 available through military enlistment. IN DISCUSSING THE TEACHING
16 CAREER PATHWAY DESCRIBED IN SECTION 23-60-110, EACH INSTITUTE
17 CHARTER SCHOOL IS ENCOURAGED TO PROVIDE TO THE STUDENT
18 INFORMATION CONCERNING THE TREP PROGRAM CREATED IN SECTION
19 22-35-108.5. In discussing military enlistment with a student and his or
20 her parent, each institute charter school is encouraged to provide to the
21 student information concerning the military enlistment test. Each student's
22 ICAP must comply with the requirements specified in section 22-2-136
23 and the rules promulgated by the state board of education pursuant to said
24 section.

25 **SECTION 10.** In Colorado Revised Statutes, 22-32-109, **amend**
26 (1)(oo)(III)(B); and **add** (1)(oo)(III)(B.5) as follows:

27 **22-32-109. Board of education - specific duties - definitions.**

1 (1) In addition to any other duty required to be performed by law, each
2 board of education has the following specific duties:

3 (oo) (III) At a minimum, each public school shall ensure that, in
4 developing and maintaining each student's ICAP, the counselor or teacher
5 explains to the student's parent or legal guardian, by electronic mail or
6 other written form, and to the student:

7 (B) The various career pathways created pursuant to section
8 24-46.3-104 and the types of certificates and jobs to which each pathway
9 leads; ~~and~~

10 (B.5) THE TEACHING CAREER PATHWAY CREATED PURSUANT TO
11 SECTION 23-60-110, THE CAREER OPPORTUNITIES TO WHICH THE PATHWAY
12 LEADS, AND INFORMATION CONCERNING PARTICIPATION IN THE TREP
13 PROGRAM CREATED IN SECTION 22-35-108.5; AND

14 **SECTION 11**. In Colorado Revised Statutes, 22-35-103, **add** (18)
15 as follows:

16 **22-35-103. Definitions.** As used in this article 35, unless the
17 context otherwise requires:

18 (18) "TREP PROGRAM" MEANS THE TEACHER RECRUITMENT
19 EDUCATION AND PREPARATION PROGRAM CREATED IN SECTION
20 22-35-108.5.

21 **SECTION 12**. In Colorado Revised Statutes, 22-35-104, **amend**
22 (1)(d) introductory portion as follows:

23 **22-35-104. Enrollment in an institution of higher education -**
24 **cooperative agreement.** (1) (d) Notwithstanding the provisions of
25 subsection (1)(a) of this section, if a qualified student is not a participant
26 in the ASCENT ~~program~~ OR TREP PROGRAM and has not satisfied the
27 minimum requirements for graduation established by his or her local

1 education provider by the end of his or her twelfth-grade year and is
2 therefore retained by the local education provider for additional
3 instruction, the qualified student shall not concurrently enroll in
4 postsecondary courses, including academic or career and technical
5 education courses, which may include course work related to
6 apprenticeship programs or internship programs, that are worth more than
7 a total of nine credit hours, including gateway courses, as defined in
8 section 23-1-113 (11)(b.5), with additional supports through supplemental
9 academic instruction, as defined in section 23-1-113 (11)(e). Furthermore,
10 the qualified student shall not concurrently enroll in more than:

11 **SECTION 13.** In Colorado Revised Statutes, 22-35-107, **amend**
12 (6)(a) as follows:

13 **22-35-107. Concurrent enrollment advisory board - created -**
14 **membership - duties - reports - repeal.** (6) The board shall have the
15 following duties:

16 (a) Establishing guidelines for the administration of the ASCENT
17 program pursuant to section 22-35-108 (4) AND THE TREP PROGRAM
18 PURSUANT TO SECTION 22-35-108.5 (4);

19 **SECTION 14.** In Colorado Revised Statutes, 22-35-112, **amend**
20 (2)(g), (2)(h), and (3) as follows:

21 **22-35-112. Reports.** (2) On or before February 1, 2011, and on
22 or before February 1 each year thereafter through 2016, and on or before
23 April 1, 2017, and on or before April 1 each year thereafter, the
24 department and the department of higher education shall collaborate to
25 prepare and submit to the education committees of the senate and house
26 of representatives, or any successor committees, a report concerning the
27 concurrent enrollment of qualified students in postsecondary courses,

1 including academic courses and career and technical education courses,
2 and courses related to apprenticeship programs and internship programs.

3 The report must include, but need not be limited to:

4 (g) The total number of qualified students designated by the
5 department as ASCENT OR TREP program participants in the previous
6 school year;

7 (h) The postsecondary degree and certificate programs in which
8 ASCENT OR TREP program participants were concurrently enrolled in the
9 previous school year, including subtotals indicating how many ASCENT
10 OR TREP program participants concurrently enrolled in each
11 postsecondary degree and certificate program;

12 (3) The reports described in subsection (2) of this section may
13 include quantitative and qualitative analyses concerning student and
14 administrator attitudes and behaviors, program costs and productivity,
15 academic and administrative policies, program availability and variety, or
16 any objectives of the ASCENT program described in section 22-35-108
17 (1), OR ANY OBJECTIVES OF THE TREP PROGRAM DESCRIBED IN SECTION
18 22-35-108.5 (1), which studies may be prepared by a party other than the
19 department or the department of higher education.

20 **SECTION 15.** In Colorado Revised Statutes, 22-35-113, **amend**
21 (1)(a) as follows:

22 **22-35-113. Concurrent enrollment - website.** (1) By July 1,
23 2020, the department of education and the department of higher education,
24 with advice from the state board, shall make available to the public a
25 concurrent enrollment website to provide information to students, parents,
26 and legal guardians concerning concurrent enrollment options and
27 requirements. The departments must ensure that the website is clear, easy

1 to navigate, and generally user-friendly. In addition, the website must at
2 a minimum:

3 (a) Clearly explain, differentiate, compare, and contrast concurrent
4 enrollment; dual enrollment programs; early college; the ASCENT
5 program; THE TREP PROGRAM; p-tech high schools, as defined in section
6 22-35.3-102; international baccalaureate programs; and advanced
7 placement courses;

8 **SECTION 16.** In Colorado Revised Statutes, 22-35.3-103, **amend**
9 (4) as follows:

10 **22-35.3-103. Pathways in technology early college high schools**
11 **- design - requirements - approval.** (4) A p-tech school is subject to the
12 state assessment requirements specified in section 22-7-1006.3 and the
13 accountability requirements specified in article 11 of this ~~title~~ TITLE 22. In
14 addition, the commissioner and the executive director may establish
15 indicators for measuring the performance of each p-tech school, which
16 indicators may include the ability of students who graduate from a p-tech
17 school to obtain employment in the field or to pursue additional
18 postsecondary education in the field, as well as any relevant performance
19 indicators established for the concurrent enrollment, ~~and~~ ASCENT, AND
20 TREP programs.

21 **SECTION 17.** In Colorado Revised Statutes, 22-54-103, **amend**
22 (5.2); and **add** (16) as follows:

23 **22-54-103. Definitions.** As used in this article 54, unless the
24 context otherwise requires:

25 (5.2) "District extended high school pupil enrollment" means the
26 number of pupils, on the pupil enrollment count day within the applicable
27 budget year, who are concurrently enrolled in a postsecondary course,

1 including an academic course or a career and technical education course,
2 as a participant in the ASCENT program OR THE TREP PROGRAM and the
3 number of pupils, on the pupil enrollment count day within the applicable
4 budget year, who are enrolled in grade thirteen or fourteen in a p-tech
5 school. A pupil enrolled in a p-tech school pursuant to article 35.3 of this
6 ~~title shall~~ TITLE 22 MUST be included in the district extended high school
7 pupil enrollment as a full-time student. An ASCENT program participant
8 OR A TREP PROGRAM PARTICIPANT who is enrolled in at least twelve
9 credit hours of postsecondary courses, including academic courses and
10 career and technical education courses, as of the pupil enrollment count
11 day of the applicable budget year ~~shall~~ MUST be included in the district
12 extended high school pupil enrollment as a full-time pupil. An ASCENT
13 program participant OR A TREP PROGRAM PARTICIPANT who is enrolled
14 in less than twelve credit hours of postsecondary courses, including
15 academic courses and career and technical education courses, as of the
16 pupil enrollment count day of the applicable budget year ~~shall~~ MUST be
17 included in the district extended high school pupil enrollment as a
18 part-time pupil.

19 (16) "TREP PROGRAM" MEANS THE TEACHER RECRUITMENT
20 EDUCATION AND PREPARATION PROGRAM CREATED IN SECTION
21 22-35-108.5.

22 **SECTION 18.** In Colorado Revised Statutes, 22-60.3-102, **amend**
23 the introductory portion as follows:

24 **22-60.3-102. Definitions.** As used in this ~~article 60.3~~ PART 1,
25 unless the context otherwise requires:

26 **SECTION 19.** In Colorado Revised Statutes, **amend** 22-60.3-107
27 as follows:

1 **22-60.3-107. Repeal of part.** This ~~article 60.3~~ PART 1 is repealed,
2 effective July 1, 2023.

3 **SECTION 20.** In Colorado Revised Statutes, 22-94-101, **amend**
4 the introductory portion and (3) as follows:

5 **22-94-101. Definitions.** As used in this ~~article~~ ARTICLE 94, unless
6 the context otherwise requires:

7 (3) "Highly qualified" has the same meaning as provided in 20
8 U.S.C. sec. 7801 (23) "LICENSED TEACHER" MEANS A TEACHER LICENSED
9 PURSUANT TO ARTICLE 60.5 OF THIS TITLE 22.

10 **SECTION 21.** In Colorado Revised Statutes, 22-94-102, **amend**
11 (1), (2) introductory portion, (2)(a), (2)(b), (2)(c), and (3) as follows:

12 **22-94-102. Contract to create quality teacher recruitment**
13 **program.** (1) The department shall contract with a vendor, in partnership
14 with a district, to create a quality teacher recruitment program to recruit,
15 select, train, and retain highly qualified LICENSED teachers to teach in
16 public schools and in school districts in the state that can demonstrate a
17 historic difficulty in recruiting and retaining highly qualified LICENSED
18 teachers. In contracting with a vendor in partnership with a district, the
19 department shall ensure that the vendor will place highly qualified
20 LICENSED teachers in the district by the beginning of the 2014-15 school
21 year.

22 (2) In awarding a contract pursuant to subsection (1) of this
23 section, the department shall take into consideration the number of
24 districts in which the vendor will place highly qualified LICENSED
25 teachers, the number of highly qualified LICENSED teachers that the vendor
26 will place, and the potential number of children who will be taught by the
27 highly qualified LICENSED teachers. The department shall ensure that it

1 awards the contract to one or more vendors that satisfy the following
2 criteria:

3 (a) The vendor commits to working with one or more school
4 districts in the state for at least two years to recruit and place highly
5 qualified LICENSED teachers;

6 (b) The vendor has a documented history of recruiting, training,
7 and retaining highly qualified LICENSED teachers in areas of Colorado or
8 other states that have had historic difficulty in recruiting and retaining
9 highly qualified teachers; LICENSED TEACHERS, INCLUDING AREAS WITH
10 EDUCATOR SHORTAGES CAUSED BY GEOGRAPHICAL LOCATIONS OR
11 CONTENT AREAS;

12 (c) The vendor commits to placing only teachers who are deemed
13 highly qualified LICENSED;

14 (3) The vendor with which the department contracts to operate a
15 program pursuant to this ~~article~~ ARTICLE 94 shall use any ~~moneys~~ MONEY
16 paid to the vendor in connection with the contract to recruit, train, and
17 place highly qualified LICENSED teachers to teach in public schools or
18 school districts in Colorado that have had historic difficulty in recruiting
19 and retaining highly qualified LICENSED teachers. The vendor shall
20 provide the necessary administrative services to operate the program and
21 shall not use any state ~~moneys~~ MONEY for these purposes.

22 SECTION 22. In Colorado Revised Statutes, 23-3.9-102, add
23 (1)(d) as follows:

24 23-3.9-102. Educator loan forgiveness program -
25 administration - fund - eligibility. (1) (d) IN APPROVING APPLICATIONS
26 FOR EACH GROUP OF APPLICANTS IDENTIFIED IN SUBSECTIONS (1)(c)(I),
27 (1)(c)(II), AND (1)(c)(III) OF THIS SECTION, THE COMMISSION SHALL:

1 (I) CONSIDER FIRST THOSE APPLICANTS WHO HOLD EDUCATOR
2 LICENSES ISSUED PURSUANT TO ARTICLE 60.5 OF TITLE 22 AND PRIORITIZE
3 THE APPROVAL OF THOSE APPLICATIONS BASED ON THE LENGTH OF TIME
4 EACH APPLICANT HAS BEEN EMPLOYED UNDER THE LICENSE, BEGINNING
5 WITH THOSE WHO HAVE BEEN EMPLOYED THE LONGEST; AND

6 (II) CONSIDER SECOND THOSE APPLICANTS WHO DO NOT HOLD
7 EDUCATOR LICENSES ISSUED PURSUANT TO ARTICLE 60.5 OF TITLE 22 AND
8 PRIORITIZE THE APPROVAL OF THOSE APPLICATIONS BASED ON THE LENGTH
9 OF TIME THE APPLICANT HAS BEEN EMPLOYED AS AN EDUCATOR.

10 **SECTION 23.** In Colorado Revised Statutes, 23-18-202, **amend**
11 (5)(c)(III) as follows:

12 **23-18-202. College opportunity fund - appropriations -**
13 **payment of stipends - reimbursement - report.** (5) (c) (III) For an
14 eligible undergraduate student who has completed one or more college
15 courses while enrolled in high school pursuant to the "Concurrent
16 Enrollment Programs Act", article 35 of title 22, or while designated by
17 the department of education as an ASCENT program participant pursuant
18 to section 22-35-108 OR AS A TREP PROGRAM PARTICIPANT PURSUANT TO
19 SECTION 22-35-108.5, or while enrolled in a pathways in technology early
20 college high school pursuant to article 35.3 of title 22, all college-level
21 credit hours earned by the student while so enrolled count against the
22 lifetime limitation described in subsection (5)(c)(I) of this section; except
23 that credit hours earned from enrollment in a developmental education
24 course, as defined in section 23-1-113 (11)(b), do not count against the
25 lifetime limitation.

26 **SECTION 24.** In Colorado Revised Statutes, **add 23-20-141 as**
27 **follows:**

1 **23-20-141. Educator well-being and mental health program -**

2 **reporting - repeal.** (1) THE UNIVERSITY OF COLORADO HEALTH SCIENCES
3 CENTER SHALL ESTABLISH AND OPERATE AN EDUCATOR WELL-BEING AND
4 MENTAL HEALTH PROGRAM TO PROVIDE SUPPORT SERVICES FOR
5 EDUCATORS SERVING STUDENTS IN COLORADO'S PUBLIC ELEMENTARY AND
6 SECONDARY SCHOOLS.

7 (2) THE SERVICES PROVIDED THROUGH THE EDUCATOR WELL-BEING
8 AND MENTAL HEALTH PROGRAM MUST INCLUDE, BUT ARE NOT LIMITED TO:

9 (a) A HOTLINE SERVICE FOR EDUCATORS, PROVIDING DAILY
10 TELEPHONE AND TEXT ACCESS;

11 (b) STAFFED SUPPORT GROUPS; AND

12 (c) TRAINING AND SUPPORT PROGRAMS FOR EDUCATORS THAT
13 FOCUS ON COPING WITH STRESS AND BUILDING RESILIENCE DURING THE
14 COVID-19 PANDEMIC AND RECOVERY FROM THE PANDEMIC.

15 (3) THE DEPARTMENT OF HIGHER EDUCATION SHALL ENTER INTO A
16 LIMITED PURPOSE FEE-FOR-SERVICE CONTRACT WITH THE UNIVERSITY OF
17 COLORADO HEALTH SCIENCES CENTER PURSUANT TO SECTION 23-18-308
18 TO PROVIDE STATE FUNDING FOR THE EDUCATOR WELL-BEING AND MENTAL
19 HEALTH PROGRAM TO SUPPLEMENT OTHER SOURCES OF FUNDING.

20 (4) ON OR BEFORE NOVEMBER 1, 2022, AND ON OR BEFORE
21 NOVEMBER 1 EACH YEAR THEREAFTER, THE UNIVERSITY OF COLORADO
22 HEALTH SCIENCES CENTER SHALL SUBMIT A REPORT TO THE DEPARTMENT
23 OF HIGHER EDUCATION CONCERNING THE USE OF STATE FUNDING FOR THE
24 EDUCATOR WELL-BEING AND MENTAL HEALTH PROGRAM, INCLUDING
25 INFORMATION ABOUT THE NUMBER OF EDUCATORS SERVED, THE SERVICES
26 PROVIDED, FUNDING RECEIVED FROM OTHER SOURCES, AND OTHER
27 RELEVANT DATA AND INFORMATION ABOUT THE IMPLEMENTATION OF THE

1 PROGRAM AND PROGRAM OUTCOMES.

2 (5) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2026.

3 SECTION 25. In Colorado Revised Statutes, 23-18-308, add

4 (1)(h) as follows:

5 23-18-308. Fee-for-service contracts - limited purpose - repeal.

6 (1) Subject to available appropriations, the department shall enter into
7 fee-for-service contracts for the following purposes:

8 (h) (I) THE EDUCATOR WELL-BEING AND MENTAL HEALTH
9 PROGRAM PURSUANT TO SECTION 23-20-141.

10 (II) THIS SUBSECTION (1)(h) IS REPEALED, EFFECTIVE JULY 1, 2026.

11 SECTION 26. In Colorado Revised Statutes, 23-3.3-103, add (9)
12 as follows:

13 23-3.3-103. Annual appropriations - repeal. (9) (a) THE
14 PROVISIONS OF SUBSECTION (1) OF THIS SECTION CONCERNING
15 APPROPRIATIONS FOR STUDENT FINANCIAL ASSISTANCE UNDER THIS
16 ARTICLE 3.3 DO NOT APPLY TO APPROPRIATIONS MADE PURSUANT TO
17 SECTIONS 23-18-308 (1)(h) AND 23-20-141 FOR THE EDUCATOR
18 WELL-BEING AND MENTAL HEALTH PROGRAM.

19 (b) THIS SUBSECTION (9) IS REPEALED, EFFECTIVE JULY 1, 2026.

20 SECTION 27. In Colorado Revised Statutes, 23-78-303, amend
21 (6); and add (4.5) as follows:

22 23-78-303. Definitions. As used in this part 3, unless the context
23 otherwise requires:

24 (4.5) "REMOTE SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN
25 COLORADO, IRRESPECTIVE OF PUPIL ENROLLMENT, THAT IS MORE THAN
26 FIFTY MILES FROM THE NEAREST LARGE, URBANIZED AREA.

27 (6) "Rural local education provider" means a REMOTE SCHOOL

1 DISTRICT, A rural school district, a rural charter school, or a board of
2 cooperative services that operates a public school that is located within a
3 rural school district.

4 **SECTION 28. Appropriation.** (1) For the 2021-22 state fiscal
5 year, \$9,132,856 is appropriated to the department of education. This
6 appropriation is from the general fund To implement this act, the
7 department may use this appropriation as follows:

8 (a) \$1,087,310 for educator effectiveness unit administration,
9 which amount is based on an assumption that the department will require
10 an additional 3.8 FTE;

11 (b) \$45,546 for the teacher recruitment and preparation program,
12 which amount is based on an assumption that the department will require
13 an additional 0.5 FTE;

14 (c) \$5,000,000 for financial assistance provided through the
15 educator recruitment and retention program; and

16 (d) \$3,000,000 for the quality teacher recruitment program.

17 (2) For the 2021-22 state fiscal year, \$64,023 is appropriated to the
18 department of higher education. This appropriation is from the general
19 fund and is based on an assumption that the department will require an
20 additional 1.0 FTE. To implement this act, the department may use this
21 appropriation for administration related to the Colorado commission on
22 higher education and higher education special purpose programs.

23 (3) For the 2021-22 state fiscal year, \$2,500,000 is appropriated to
24 the educator loan forgiveness fund created in section 23-3.9-102 (1)(b),
25 C.R.S. This appropriation is from the general fund. The department of
26 higher education is responsible for the accounting related to this
27 appropriation.

1 (4) For the 2021-22 state fiscal year, \$398,963 is appropriated to
2 the department of higher education. This appropriation is from the general
3 fund and is based on the assumption that the department will require an
4 additional 0.5 FTE. To implement this act, the department may use this
5 appropriation for educator loan forgiveness program administration. This
6 amount remains available until the close of the 2025-26 state fiscal year.

7 (5) For the 2021-22 state fiscal year, \$239,778 is appropriated to
8 the department of higher education. This appropriation is from the general
9 fund. To implement this act, the department may use this appropriation for
10 the college opportunity fund program to be used for limited purpose
11 fee-for-service contracts with state institutions.

12 (6) For the 2021-22 state fiscal year, \$239,778 is appropriated to
13 the department of higher education. This appropriation is from
14 reappropriated funds received from the limited purpose fee-for-service
15 contracts with state institutions under subsection (5) of this section. To
16 implement this act, the department may use this appropriation for the
17 regents of the university of Colorado.

18 **SECTION 29. Act subject to petition - effective date.** This act
19 takes effect at 12:01 a.m. on the day following the expiration of the
20 ninety-day period after final adjournment of the general assembly; except
21 that, if a referendum petition is filed pursuant to section 1 (3) of article V
22 of the state constitution against this act or an item, section, or part of this
23 act within such period, then the act, item, section, or part will not take
24 effect unless approved by the people at the general election to be held in
25 November 2022 and, in such case, will take effect on the date of the
26 official declaration of the vote thereon by the governor.