

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

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 21-0748.01 Alana Rosen x2606

**SENATE BILL 21-185**

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**SENATE SPONSORSHIP**

**Zenzinger and Rankin,**

**HOUSE SPONSORSHIP**

**McLachlan and McCluskie,**

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**Senate Committees**

Education  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

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

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.

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.

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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. Appropriation.** (1) For the 2021-22 state fiscal  
27           year, \$9,132,856 is appropriated to the department of education. This

1 appropriation is from the general fund To implement this act, the  
2 department may use this appropriation as follows:

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

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

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

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

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

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

23 (4) For the 2021-22 state fiscal year, \$398,963 is appropriated to  
24 the department of higher education. This appropriation is from the general  
25 fund and is based on the assumption that the department will require an  
26 additional 0.5 FTE. To implement this act, the department may use this  
27 appropriation for educator loan forgiveness program administration. This

1 amount remains available until the close of the 2025-26 state fiscal year.

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