

**Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

PREAMENDED

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

LLS NO. 24-0882.01 Alana Rosen x2606

HOUSE BILL 24-1264

HOUSE SPONSORSHIP

McLachlan and Catlin,

SENATE SPONSORSHIP

Zenzinger and Simpson,

House Committees

Education
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING SUPPORTING THE EDUCATOR WORKFORCE IN**
102 **COLORADO.**

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>.)

The bill requires the department of education to create, maintain, and manage an online career support and pathways portal (online portal) for educators; staff; school districts, district charter schools, institute charter schools, boards of cooperative services, or approved facility schools (local education providers); and educator preparation programs (educator programs). The online portal must have:

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
*Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.*

- Access to career incentives, stipends, and loan forgiveness;
- Career pathway information for educators and staff, including, but not limited to, mentoring, induction program coaching, instructional coaching, district curriculum support, special assignments for teachers, and principal leadership; and
- A job posting and application portal for local education providers to post open employment positions and to search for prospective candidates, and for educators and staff to upload resumes and to apply to open employment positions.

Local education providers and educator programs shall post a link to the online portal on their websites to promote the online portal to educators and staff.

The bill allows Indian tribes and tribal organizations to access and use the online portal.

Pursuant to current law, the educator and retention program (ERR program) provides support to members of the armed forces and nonmilitary-affiliated educator candidates. The bill expands criteria for participation in the ERR program to include applicants who are:

- Enrolled in a teacher degree apprenticeship program and employed by an Indian tribe or tribal organization or a local education provider; or
- Enrolled in an educator program to attain a special services provider license with the appropriate endorsement.

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

2 **SECTION 1.** In Colorado Revised Statutes, 22-60.5-209.1,
3 **amend** (1)(a)(III); **repeal** (1)(a)(II); and **add** (3) as follows:

4 **22-60.5-209.1. Department of education - adjunct instructor**
5 **authorization - alternative teacher programs - information - online**
6 **career support and pathways portal - definitions.** (1) (a) The
7 department shall direct resources toward publicizing the existence of:

8 (II) ~~The teacher residency programs available through the teacher~~
9 ~~residency expansion program created in part 1 of article 60.3 of this title~~
10 ~~22;~~

11 (III) Programs to support paraprofessionals as defined in ~~section~~

1 ~~22-60.3-102~~ SECTION 22-60.3-201 who are seeking a baccalaureate degree
2 to pursue a professional teaching license;

3 (3) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, THE
4 DEPARTMENT SHALL CREATE, MANAGE, AND MAINTAIN AN ONLINE CAREER
5 SUPPORT AND PATHWAYS PORTAL THAT PROVIDES CAREER SUPPORT AND
6 EMPLOYMENT PATHWAY INFORMATION FOR EDUCATORS, STAFF, AND
7 LOCAL EDUCATION PROVIDERS IN COORDINATION WITH AN EXISTING
8 ONLINE EDUCATOR RECRUITMENT PLATFORM FOR ASPIRING EDUCATORS
9 THAT IS MANAGED BY THE DEPARTMENT. THE ONLINE PORTAL MUST
10 INCLUDE, BUT IS NOT LIMITED TO:

11 (I) ACCESS TO CAREER INCENTIVES, STIPENDS, AND LOAN
12 FORGIVENESS;

13 (II) CAREER PATHWAY INFORMATION FOR EDUCATORS AND STAFF,
14 INCLUDING, BUT NOT LIMITED TO, MENTORING, INDUCTION PROGRAM
15 COACHING, INSTRUCTIONAL COACHING, DISTRICT CURRICULUM AND
16 SUPPORT, SPECIAL ASSIGNMENTS FOR TEACHERS, AND PRINCIPAL
17 LEADERSHIP; AND

18 (III) A JOB POSTING AND APPLICATION PORTAL THAT ALLOWS:

19 (A) LOCAL EDUCATION PROVIDERS TO POST OPEN EMPLOYMENT
20 POSITIONS AND TO SEARCH FOR PROSPECTIVE CANDIDATES; AND

21 (B) EDUCATORS AND STAFF TO UPLOAD RESUMES AND TO APPLY
22 TO OPEN EMPLOYMENT POSITIONS.

23 (b) LOCAL EDUCATION PROVIDERS, APPROVED PROGRAMS OF
24 PREPARATION, AS DEFINED IN SECTION 22-60.5-102, AND ALTERNATIVE
25 TEACHER PROGRAMS, AS DEFINED IN SECTION 22-60.5-102, SHALL POST A
26 LINK TO THE ONLINE PORTAL ON THEIR RESPECTIVE WEBSITES TO PROMOTE
27 THE ONLINE PORTAL TO EDUCATORS AND STAFF.

1 (c) INDIAN TRIBES AND TRIBAL ORGANIZATIONS MAY ACCESS AND
2 USE THE ONLINE PORTAL.

3 (d) AS USED IN THIS SUBSECTION (3), UNLESS THE CONTEXT
4 OTHERWISE REQUIRES:

5 (I) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
6 CHARTER SCHOOL AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART
7 1 OF ARTICLE 30.5 OF THIS TITLE 22, A CHARTER SCHOOL AUTHORIZED BY
8 THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE
9 30.5 OF THIS TITLE 22, A BOARD OF COOPERATIVE SERVICES CREATED AND
10 OPERATING PURSUANT TO ARTICLE 5 OF THIS TITLE 22, AN APPROVED
11 FACILITY SCHOOL, AS DEFINED IN SECTION 22-2-402, OR THE COLORADO
12 SCHOOL FOR THE DEAF AND THE BLIND ESTABLISHED PURSUANT TO
13 SECTION 22-80-102.

14 (II) "ONLINE CAREER SUPPORT AND PATHWAYS PORTAL" OR
15 "ONLINE PORTAL" MEANS THE ONLINE CAREER SUPPORT AND PATHWAYS
16 PORTAL CREATED IN THIS SUBSECTION (3).

17 **SECTION 2.** In Colorado Revised Statutes, 22-60.3-201, **amend**
18 (4); and **add** (5.5) as follows:

19 **22-60.3-201. Definitions.** As used in this part 2, unless the
20 context otherwise requires:

21 (4) "Local education provider" means a school district, a charter
22 school authorized by a school district pursuant to part 1 of article 30.5 of
23 this title 22, a charter school authorized by the state charter school
24 institute pursuant to part 5 of article 30.5 of this title 22, or a board of
25 cooperative services created and operating pursuant to article 5 of this
26 title 22 that operates one or more public schools, AN APPROVED
27 FACILITY SCHOOL, AS DEFINED IN SECTION 22-2-402, OR THE COLORADO

1 SCHOOL FOR THE DEAF AND THE BLIND ESTABLISHED IN SECTION
2 22-80-102.

3 (5.5) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO
4 ASSIST A LICENSED TEACHER.

5 **SECTION 3.** In Colorado Revised Statutes, 22-60.3-204, **amend**
6 (1)(b), (2), and (4) as follows:

7 **22-60.3-204. Program eligibility - financial assistance - funding**
8 **- report.** (1) (b) As a condition of receiving financial assistance through
9 the program, an applicant must agree to teach for a period of three years
10 in a rural or small rural school district or in an educator shortage area, as
11 determined by the state board of education. THE DEPARTMENT SHALL
12 PRIORITIZE APPLICANTS WHO AGREE TO TEACH FOR A PERIOD OF THREE
13 YEARS IN A RURAL OR SMALL RURAL SCHOOL DISTRICT. If an applicant
14 does not fulfill the service condition of the program, the applicant shall
15 repay the awarded financial assistance to the department in accordance
16 with the rules promulgated by the state board.

17 (2) The department shall review each application received and
18 determine whether ~~the~~ AN applicant meets the following criteria for
19 participation in the program:

20 (a) If ~~the~~ AN applicant is a member of the armed forces, the
21 applicant has an honorable discharge status or is currently serving in one
22 of the armed forces; OR

23 (b) (I) ~~The~~ AN applicant has a baccalaureate or advanced degree
24 from an accredited institution of higher education at the time of
25 application AND HAS SECURED EMPLOYMENT WITH AN INDIAN TRIBE OR
26 TRIBAL ORGANIZATION OR IN A LOCAL EDUCATION PROVIDER SHORTAGE
27 AREA WITH AN ALTERNATIVE TEACHER LICENSE PURSUANT TO SECTION

1 22-60.5-201 (1)(a) OR A TEMPORARY EDUCATOR ELIGIBILITY
2 AUTHORIZATION PURSUANT TO SECTION 22-60.5-111 (5); or

3 (II) ~~The AN applicant is currently employed as a paraprofessional~~
4 ~~as defined in section 22-60.3-102, in a school district, charter school, or~~
5 ~~board of cooperative services~~ WITH AN INDIAN TRIBE OR TRIBAL
6 ORGANIZATION OR A LOCAL EDUCATION PROVIDER and is working toward
7 a baccalaureate degree IN AN EDUCATOR PREPARATION PROGRAM as
8 required to pursue a professional teaching license; or

9
10 (c) (I) ~~The AN applicant meets state career and technical education~~
11 requirements; or

12 (II) Has the equivalent of eighteen semester hours of
13 postsecondary enrollment and six years of military experience in a career
14 or technical field; OR

15 (d) AN APPLICANT IS ENROLLED IN AN EDUCATOR PREPARATION
16 PROGRAM WORKING TO ATTAIN A SPECIAL SERVICES PROVIDER LICENSE
17 WITH THE APPROPRIATE ENDORSEMENT.

18 (4) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, the general
19 assembly shall annually appropriate money to fund the program,
20 including an amount for the direct and indirect costs incurred by the
21 department in implementing the program.

22 (b) ON OR BEFORE JANUARY 1, 2025, AND ON OR BEFORE EACH
23 JANUARY 1 THEREAFTER, THE DEPARTMENT SHALL SUBMIT A REPORT TO
24 THE GENERAL ASSEMBLY SUMMARIZING THE TOTAL NUMBER OF
25 APPLICANTS, THE TOTAL NUMBER OF APPLICANTS WHO WERE
26 APPRENTICESHIP EDUCATORS OR SPECIAL SERVICES PROVIDERS, AND THE
27 TOTAL NUMBER OF QUALIFIED PROGRAM PARTICIPANTS WHO WERE

1 PROVIDED FINANCIAL ASSISTANCE. THE GENERAL ASSEMBLY SHALL
2 CONSIDER THE REPORT WHEN DETERMINING FUTURE APPROPRIATIONS TO
3 THE PROGRAM.

4 **SECTION 4.** In Colorado Revised Statutes, 24-51-1101, **amend**
5 (1.9)(a)(I), (1.9)(a)(II) introductory portion, (1.9)(a)(II)(B),
6 (1.9)(a)(II)(C), (1.9)(i) introductory portion, (1.9)(i)(I), and (1.9)(i)(II) as
7 follows:

8 **24-51-1101. Employment after service retirement - report -**
9 **definitions - repeal.** (1.9) (a) (I) Subject to ~~the provisions of~~ subsection
10 (1.9)(h) of this section, a service retiree who is a teacher, a school bus
11 driver, a school food services cook, a school nurse, or a paraprofessional,
12 as defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, and is hired
13 pursuant to subsection (1.9)(b) of this section by an employer in the
14 school division of the association that satisfies the criteria specified in
15 subsection (1.9)(a)(II) of this section may receive salary without reduction
16 in benefits for any length of employment in a calendar year if the service
17 retiree has not worked for any employer, as defined in section 24-51-101
18 (20), during the month of the effective date of retirement. A service
19 retiree described in this subsection (1.9)(a) who works for any employer,
20 as defined in section 24-51-101 (20), during the month of the effective
21 date of retirement ~~shall be~~ IS subject to a reduction in benefits as provided
22 in section 24-51-1102 (2).

23 (II) ~~The provisions of~~ This subsection (1.9) ~~apply~~ APPLIES only if:

24 (B) The school district, board of cooperative services, or charter
25 school hires the service retiree for the purpose of providing classroom
26 instruction or school bus transportation to students enrolled by the district,
27 enrolled by one or more of the districts served by the board of cooperative

1 services, or enrolled by the charter school, or for the purpose of being a
2 school food services cook, a school nurse, or a paraprofessional, as
3 defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201; and

4 (C) The school district, board of cooperative services, or charter
5 school determines that there is a critical shortage of qualified teachers,
6 school bus drivers, school food services cooks, school nurses, or
7 paraprofessionals, as defined in ~~section 22-60.3-102 (9)~~ SECTION
8 22-60.3-201, as applicable, and that the service retiree has specific
9 experience, skills, or qualifications that would benefit the district, board
10 of cooperative services, or charter school.

11 (i) On or before December 1, 2025, and on or before December
12 1 of each fifth year thereafter, the association shall submit a report to the
13 finance committees of the house of representatives and the senate, or any
14 successor committees, regarding the employment after service retirement
15 provisions of this subsection (1.9). Notwithstanding the requirement in
16 section 24-1-136 (11)(a)(I), the requirement to submit the report required
17 in this subsection (1.9)(i) continues indefinitely. The employers in the
18 school division of the association that employ teachers, school bus
19 drivers, school food services cooks, school nurses, or paraprofessionals,
20 as defined in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, pursuant to
21 this subsection (1.9) shall provide information requested by the
22 association for the purposes of the report. The report shall include:

23 (I) The number of teachers, school bus drivers, school food
24 services cooks, school nurses, and paraprofessionals, as defined in ~~section~~
25 ~~22-60.3-102 (9)~~ SECTION 22-60.3-201, who have been employed after
26 service retirement pursuant to this subsection (1.9) as of the date of the
27 report;

1 (II) The extent to which this subsection (1.9) has helped
2 employers in the school division address teacher, school bus driver,
3 school food services cook, school nurse, and paraprofessional, as defined
4 in ~~section 22-60.3-102 (9)~~ SECTION 22-60.3-201, shortages;

5 **SECTION 5. Act subject to petition - effective date.** This act
6 takes effect at 12:01 a.m. on the day following the expiration of the
7 ninety-day period after final adjournment of the general assembly; except
8 that, if a referendum petition is filed pursuant to section 1 (3) of article V
9 of the state constitution against this act or an item, section, or part of this
10 act within such period, then the act, item, section, or part will not take
11 effect unless approved by the people at the general election to be held in
12 November 2024 and, in such case, will take effect on the date of the
13 official declaration of the vote thereon by the governor.