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Fiscal Note

Drafting Number:	LLS 24-0255	Date:	February 28, 2024
Prime Sponsors:	Sen. Marchman; Winter F. Rep. Bacon; Herod	Bill Status:	Senate Education
		Fiscal Analyst:	Josh Abram 303-866-3561 josh.abram@coleg.gov

Bill Topic: **BEST PRACTICES TO PREVENT DISCRIMINATION IN SCHOOLS**

Summary of Fiscal Impact:	<input type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input checked="" type="checkbox"/> School District

The bill requires the Department of Education to contract with an organization to develop best practices and training related to reports of discrimination and harassment in public schools. The bill increases state expenditures in FY 2024-25 only.

Appropriation Summary: For FY 2024-25, the bill requires an appropriation of \$121,700 to the Colorado Department of Education

Fiscal Note Status: The fiscal note reflects the introduced bill.

Table 1
State Fiscal Impacts Under SB 24-162

		Budget Year FY 2024-25	Out Year FY 2025-26
Revenue		-	-
Expenditures	General Fund	\$121,700	-
Transfers		-	-
Other Budget Impacts	General Fund Reserve	\$18,255	-

Summary of Legislation

Senate Bill 23-296 required the Colorado Department of Education (CDE) to develop training for school staff regarding harassment and discrimination policies. The bill modifies these requirements by requiring CDE to contract with an organization to develop best practices and training.

The CDE must convene an evaluation committee with specified membership to select the organization. Members of the committee include appointments from the CDE, the Department of Regulatory Agencies (DORA) and the Office of School Safety in the Department of Public Safety (DPS).

The organization must develop best practices for notifying students and parents about school policies and procedures, processing reports, and implementing trauma-informed responses. In addition, the organization will develop a harassment and discrimination training program curriculum for use by schools. No later than April 1, 2025, the organization must provide the training program to the CDE. CDE must make the program available to public schools at no cost.

The bill requires that the organization align best practices with input from local education providers, the CDE, and DPS. No later than December 31, 2024, the organization must submit a report to CDE, the DPS, and the General Assembly explaining best practices and include recommendations.

The bill extends the timelines required by SB 23-296, requiring that discrimination and harassment training commence no later than December 31, 2025, and that training that occurs after August 1, 2025, be consistent with the best practices developed by the selected organization.

State Expenditures

The bill increases expenditures in the Colorado Department of Education by \$121,700 in FY 2024-25 only, paid from the General Fund. It also affects workload in DORA and DPS. Costs are displayed in Table 2 and described below.

Table 2
Expenditures Under SB 24-162

	FY 2024-25
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Department of Education	
Purchasing Request For Proposals	\$21,700
Contract with Organization	\$100,000
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Total Cost	\$121,700

Department of Education. Contracting with a third party organization requires that the CDE issue a request for proposals, which increases costs by \$21,700. This assumes about 330 hours of work for a purchasing agent at an hourly rate of \$65 an hour, and includes all benefit expenses. The vendor contract is estimated at \$100,000 and will include reviewing existing harassment training and developing the revised training for public schools.

Department of Regulatory Agencies. DORA will appoint two representatives of the civil rights division to the evaluation committee. These appointments will be a minimal increase in workload in FY 2024-25 only.

Department of Public Safety. Similar to DORA, DPS will have a minimal increase in workload in FY 2024-25 to make appointments to the evaluation committee.

Other Budget Impacts

General Fund reserve. Under current law, an amount equal to 15 percent of General Fund appropriations must be set aside in the General Fund statutory reserve. Based on this fiscal note, the bill is expected to increase the amount of General Fund held in reserve by the amounts shown in Table 1, decreasing the amount of General Fund available for other purposes.

School District

Under current law, public schools and districts already provide training to employees concerning harassment and discrimination. Beginning with the 2025 school year, an updated and revised training will be available from the selected vendor. This training will be available at no cost to schools and districts.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

State Appropriations

For FY 2024-25, the bill requires a General Fund appropriation of \$121,700 to the Colorado Department of Education.

State and Local Government Contacts

Education School Districts

The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit the [General Assembly website](#).