



Legislative Council Staff
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Final Fiscal Note

Drafting Number:	LLS 24-0255	Date:	August 7, 2024
Prime Sponsors:	Sen. Marchman; Winter F. Rep. Bacon; Herod	Bill Status:	Signed into Law
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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 enacted bill includes an appropriation of \$111,111 to the Colorado Department of Education.

Fiscal Note Status: This final fiscal note reflects the enacted bill.

Table 1
State Fiscal Impacts Under SB 24-162

		Budget Year FY 2024-25	Out Year FY 2025-26
Revenue		-	-
Expenditures	State Education Fund	\$121,700	-
Transfers		-	-
Other Budget Impacts		-	-

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.

The bill prohibits the CDE from using more than ten percent of money appropriated to develop best practices for the administrative costs to develop the best practices.

State Expenditures

The bill increases expenditures in the Colorado Department of Education by \$121,700 in FY 2024-25 only, paid from the State Education 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
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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 estimated procurement cost is a fixed expense, and not estimated based on the amount of funding provided in the vendor contract. 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.

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 was signed into law by the Governor and took effect on June 6, 2024.

State Appropriations

For FY 2024-25, the enacted bill includes an appropriation of \$111,111 from the State Education Fund to the Colorado Department of Education. The fiscal note estimates a state expenditure of \$121,700 is necessary to implement the bill.

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](#).