

# An Act

SENATE BILL 21-185

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CONCERNING SUPPORTING THE EDUCATOR WORKFORCE IN COLORADO, AND,  
IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

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

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

**22-60.5-102. Definitions.** As used in this article 60.5, unless the context otherwise requires:

(16.5) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN COLORADO THAT THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL,

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*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

BASED ON THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA, AND THE TOTAL STUDENT ENROLLMENT IS SIX THOUSAND FIVE HUNDRED STUDENTS OR FEWER STUDENTS.

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

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

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

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

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

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

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

(c) A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR AUTHORIZATION MAY BE EMPLOYED UNDER THE AUTHORIZATION ONLY BY THE SCHOOL DISTRICT OR CHARTER SCHOOL THAT INITIALLY REQUESTED THE PERSON'S SERVICES PURSUANT TO SUBSECTION (2)(a)(II) OF THIS SECTION. 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 TEACHER. A SCHOOL DISTRICT OR A CHARTER SCHOOL SHALL NOT EMPLOY A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR AUTHORIZATION AS A FULL-TIME TEACHER. NOTWITHSTANDING THIS SUBSECTION (c), A RURAL SCHOOL DISTRICT MAY EMPLOY A PERSON WHO HOLDS AN ADJUNCT INSTRUCTOR AUTHORIZATION AS A FULL-TIME TEACHER ONLY IF THERE ARE NO QUALIFIED, LICENSED APPLICANTS FOR THE POSITION.

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

**22-60.5-209.1. Department of education - adjunct instructor authorization - alternative teacher programs - information.** (1) (a) THE DEPARTMENT SHALL DIRECT RESOURCES TOWARD PUBLICIZING THE EXISTENCE OF:

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

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

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

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

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

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

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

(VIII) PROGRAMS FOR STUDENT TEACHERS IN RURAL AREAS OPERATED PURSUANT TO SECTION 23-76-104;

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

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

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

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

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

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

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

**23-60-110. Teaching career pathway - design.** (1) NO LATER THAN THE 2022-23 ACADEMIC YEAR, THE DEPARTMENT OF HIGHER EDUCATION, IN COLLABORATION WITH THE DEPARTMENT OF EDUCATION, THE BOARD, AND THE DEANS OF THE SCHOOLS OF EDUCATION AND ACADEMIC ADMINISTRATORS IN COLORADO INSTITUTIONS OF HIGHER EDUCATION, OR THEIR DESIGNEES, SHALL DESIGN A CAREER PATHWAY, AS DEFINED IN SECTION 23-60-1002 (2), FOR STUDENTS TO ENTER THE TEACHING PROFESSION. THE TEACHING CAREER PATHWAY MUST CONNECT SCHOOL DISTRICTS, LOCAL DISTRICT COLLEGES, COMMUNITY COLLEGES, AND FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION WITH ADULT PROGRAMS, AND MAY ALLOW A STUDENT TO EARN INCOME WHILE PROGRESSING ALONG THE CAREER PATHWAY. THE BOARD SHALL APPROVE ALL PATHWAYS THAT BEGIN IN MIDDLE OR HIGH SCHOOL.

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

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

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

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

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

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

**22-35-108.5. Teacher recruitment education and preparation (TREP) program - objectives - selection criteria - rules.** (1) (a) THERE IS ESTABLISHED THE TEACHER RECRUITMENT EDUCATION AND PREPARATION PROGRAM, REFERRED TO IN THIS SECTION AS THE "TREP PROGRAM". BEGINNING IN THE 2022-23 SCHOOL YEAR, THE DEPARTMENT SHALL ADMINISTER THE TREP PROGRAM PURSUANT TO THIS SECTION AND GUIDELINES ESTABLISHED BY THE BOARD PURSUANT TO SUBSECTION (4) OF THIS SECTION AND APPROVED BY THE STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION. THE OBJECTIVES OF THE TREP PROGRAM ARE TO:

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

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

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

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

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

(b) NOTWITHSTANDING ANY PROVISIONS OF THIS ARTICLE 35 TO THE CONTRARY, A QUALIFIED STUDENT WHO IS DESIGNATED BY THE DEPARTMENT TO BE A TREP PROGRAM PARTICIPANT PURSUANT TO SUBSECTION (2) OF THIS SECTION MAY CONCURRENTLY ENROLL IN POSTSECONDARY COURSES IN THE TWO YEARS DIRECTLY FOLLOWING THE YEAR IN WHICH THE PARTICIPANT WAS ENROLLED IN THE TWELFTH GRADE OF A LOCAL EDUCATION PROVIDER.

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

WHO:

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

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

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

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

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

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

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

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

(3) (a) THE LOCAL EDUCATION PROVIDER THAT ENROLLS A

QUALIFIED STUDENT WHO IS DESIGNATED BY THE DEPARTMENT AS A TREP PROGRAM PARTICIPANT MAY INCLUDE THE STUDENT IN THE SCHOOL DISTRICT'S FUNDED PUPIL COUNT, OR, IN THE CASE OF A STUDENT ENROLLED IN AN INSTITUTE CHARTER SCHOOL, IN THE FUNDED PUPIL COUNT OF THE INSTITUTE CHARTER SCHOOL'S ACCOUNTING DISTRICT, AS PROVIDED IN SECTION 22-54-103 (7).

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

(c) THE LOCAL EDUCATION PROVIDER SHALL CERTIFY TO THE DEPARTMENT BY MAY 10 OF EACH YEAR THE LIST OF TREP PROGRAM PARTICIPANTS WHO ARE ADMITTED TO AN INSTITUTION OF HIGHER EDUCATION TO PARTICIPATE IN THE TREP PROGRAM DURING THE NEXT BUDGET YEAR. AT THE END OF THE BUDGET YEAR IN WHICH THE LOCAL EDUCATION PROVIDER RECEIVES THE EXTENDED HIGH SCHOOL FUNDING FOR TREP PROGRAM PARTICIPANTS, THE LOCAL EDUCATION PROVIDER SHALL REMIT TO THE DEPARTMENT ANY REMAINING AMOUNT OF THE FUNDING THAT THE LOCAL EDUCATION PROVIDER IS NOT USING FOR A TREP PROGRAM PARTICIPANT WHO IS INCLUDED ON THE CERTIFIED LIST.

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

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



(6) FOR PURPOSES OF APPLYING THE PROVISIONS OF ARTICLE 11 OF THIS TITLE 22 CONCERNING SCHOOL ACCOUNTABILITY AND REPORTING GRADUATION RATES, A QUALIFIED STUDENT WHO IS A TREP PROGRAM PARTICIPANT MUST BE COUNTED IN THE ENROLLING SCHOOL DISTRICT'S OR INSTITUTE CHARTER SCHOOL'S GRADUATION RATE IN THE SCHOOL YEAR IN WHICH THE STUDENT COMPLETES THE SCHOOL DISTRICT'S OR INSTITUTE CHARTER SCHOOL'S MINIMUM HIGH SCHOOL GRADUATION REQUIREMENTS. THE STATE BOARD OF EDUCATION SHALL PROMULGATE RULES FOR SCHOOLS AND SCHOOL DISTRICTS TO FOLLOW IN SATISFYING STATE AND FEDERAL REPORTING REQUIREMENTS CONCERNING THE ENROLLMENT STATUS OF TREP PROGRAM PARTICIPANTS. TO THE EXTENT PRACTICABLE, THE RULES MUST ENSURE THAT SCHOOLS AND SCHOOL DISTRICTS ARE NOT ADVERSELY AFFECTED IN CALCULATING AND REPORTING THE COMPLETION OF HIGH SCHOOL GRADUATION REQUIREMENTS BY QUALIFIED STUDENTS WHO HAVE BEEN DESIGNATED BY THE DEPARTMENT AS TREP PROGRAM PARTICIPANTS. THE RULES MUST INCLUDE, AT A MINIMUM, REPORTING REQUIREMENTS RELATED TO:

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

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

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

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

PART 2  
EDUCATOR RECRUITMENT AND  
RETENTION PROGRAM

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

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

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

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

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

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

(6) "QUALIFIED PROGRAM PARTICIPANT" MEANS AN INDIVIDUAL WHO MEETS THE PROGRAM CRITERIA AND IS EITHER A MEMBER OF THE ARMED FORCES OR A NONMILITARY-AFFILIATED EDUCATOR CANDIDATE.

(7) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN COLORADO THAT THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL, BASED ON THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE

DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA, AND THE TOTAL STUDENT ENROLLMENT IS SIX THOUSAND FIVE HUNDRED STUDENTS OR FEWER STUDENTS.

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

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

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

**22-60.3-202. Educator recruitment and retention program - created - rules.** (1) THERE IS CREATED IN THE DEPARTMENT THE EDUCATOR RECRUITMENT AND RETENTION PROGRAM. THE PURPOSE OF THE PROGRAM IS 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.

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

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

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

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

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

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

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

(5) THE STATE BOARD MAY PROMULGATE RULES PURSUANT TO THE "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS NECESSARY TO IMPLEMENT THE PROGRAM.

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

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

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

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

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

(e) INDIVIDUAL CANDIDATE COACHING FOR JOB PLACEMENT

OPPORTUNITIES;

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

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

**22-60.3-204. Program eligibility - financial assistance - funding.**

(1) (a) A MEMBER OF THE ARMED FORCES WHO SEEKS TO RECEIVE FINANCIAL ASSISTANCE THROUGH THE PROGRAM MUST SUBMIT A PROGRAM APPLICATION WITHIN THREE YEARS AFTER RETIREMENT OR SEPARATION FROM THE MILITARY. IF A PROGRAM APPLICATION IS NOT SUBMITTED WITHIN THREE YEARS AFTER RETIREMENT OR SEPARATION, A MEMBER OF THE ARMED FORCES IS NOT ELIGIBLE FOR FINANCIAL ASSISTANCE THROUGH THE PROGRAM, BUT IS ELIGIBLE TO RECEIVE COUNSELING AND REFERRAL SERVICES.

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

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

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

(a) IF THE APPLICANT IS A MEMBER OF THE ARMED FORCES, THE APPLICANT HAS AN HONORABLE DISCHARGE STATUS OR IS CURRENTLY

SERVING IN ONE OF THE ARMED FORCES;

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

(II) THE APPLICANT IS CURRENTLY EMPLOYED AS A PARAPROFESSIONAL, AS DEFINED IN SECTION 22-60.3-102, IN A SCHOOL DISTRICT, CHARTER SCHOOL, OR BOARD OF COOPERATIVE SERVICES AND IS WORKING TOWARD A BACCALAUREATE DEGREE AS REQUIRED TO PURSUE A PROFESSIONAL TEACHING LICENSE; OR

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

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

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

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

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

(a) THE NUMBER OF INDIVIDUALS REACHED THROUGH PROGRAM

COMMUNICATIONS;

(b) THE TOTAL NUMBER OF APPLICANTS;

(c) THE TOTAL NUMBER OF QUALIFIED PROGRAM PARTICIPANTS;

(d) THE TOTAL AMOUNT OF FINANCIAL ASSISTANCE DISTRIBUTED;

(e) THE NUMBER OF EDUCATOR LICENSURE CERTIFICATES AWARDED THROUGH THE PROGRAM CREATED IN SECTION 22-60.3-202;

(f) THE COMPLETION RATE FOR PARTICIPATING EDUCATOR PREPARATION PROGRAMS;

(g) A SUMMARY OF DATA COLLECTED FROM THE QUALIFIED PROGRAM PARTICIPANTS AND EMPLOYING LOCAL EDUCATION PROVIDERS CONCERNING THE EFFECTIVENESS OF THE PROGRAM; AND

(h) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR REGULATORY CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION OF THE PROGRAM.

(2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE BOARD OF EDUCATION, THE GOVERNOR, AND THE EDUCATION COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES. THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE DEPARTMENT'S WEBSITE FOR PUBLIC ACCESS. NOTWITHSTANDING THE REQUIREMENT IN SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT TO SUBMIT THE REPORT REQUIRED IN THIS SECTION CONTINUES INDEFINITELY.

(3) ON OR BEFORE JULY 1, 2031, THE DEPARTMENT SHALL PREPARE AND SUBMIT TO THE EDUCATION COMMITTEES OF THE SENATE AND HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, A REPORT, BASED ON THE COMPILED ANNUAL REPORTS DESCRIBED IN SUBSECTION (1) OF THIS SECTION, CONCERNING THE OUTCOMES ACHIEVED BY THE PROGRAM AND THE EFFECTIVENESS OF THE PROGRAM IN MEETING THE GOALS OF THE PROGRAM DESCRIBED IN SECTION 22-60.3-202 (2). BASED ON THE OUTCOMES ACHIEVED AND THE EVALUATION OF EFFECTIVENESS, THE DEPARTMENT SHALL INCLUDE IN THE REPORT A RECOMMENDATION AS TO WHETHER THE PROGRAM SHOULD BE CONTINUED, AMENDED, OR REPEALED.

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

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

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

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

(II) Each district charter school in a qualifying school district that was initially authorized prior to July 1, 2004, ~~shall~~ MUST receive at-risk supplemental aid if the percentage of at-risk students in the district charter school exceeds the percentage of at-risk pupils in the qualifying school district. The amount of the district charter school's at-risk supplemental aid is equal to the difference between one hundred percent of adjusted district per pupil revenues and one hundred percent of district per pupil revenues for each pupil enrolled in the district charter school, not including online pupils or pupils enrolled in the ASCENT ~~program~~ OR TREP PROGRAM. A school district shall pass through one hundred percent of a district charter school's at-risk supplemental aid to the district charter school.

(III) Each district charter school in a school district that is not a qualifying district and whose percentage of at-risk pupils exceeds the percentage of at-risk pupils in the chartering school district ~~shall~~ MUST receive at-risk supplemental aid. The amount of the district charter school's at-risk supplemental aid is equal to the difference between one hundred percent of adjusted district per pupil revenues and one hundred percent of district per pupil revenues for each pupil enrolled in the district charter school, not including online pupils or pupils enrolled in the ASCENT



~~program~~ OR TREP PROGRAM. A school district shall pass through one hundred percent of a district charter school's at-risk supplemental aid to the district charter school.

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

**22-30.5-513. Institute charter schools - funding - at-risk supplemental aid - legislative declaration - definitions - repeal.** (4.5) (b) The institute charter school's at-risk supplemental aid is equal to one-half of the difference between one hundred percent of the accounting district's per pupil revenues and one hundred percent of the accounting district's adjusted per pupil revenues for each pupil enrolled in the district charter school, not including online pupils or pupils enrolled in the ASCENT ~~program~~ OR TREP PROGRAM.

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

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

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

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

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

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

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

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

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

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

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

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

**22-35-104. Enrollment in an institution of higher education - cooperative agreement.** (1) (d) Notwithstanding the provisions of subsection (1)(a) of this section, if a qualified student is not a participant in the ASCENT ~~program~~ OR TREP PROGRAM and has not satisfied the minimum requirements for graduation established by his or her local education provider by the end of his or her twelfth-grade year and is therefore retained by the local education provider for additional instruction,

the qualified student shall not concurrently enroll in postsecondary courses, including academic or career and technical education courses, which may include course work related to apprenticeship programs or internship programs, that are worth more than a total of nine credit hours, including gateway courses, as defined in section 23-1-113 (11)(b.5), with additional supports through supplemental academic instruction, as defined in section 23-1-113 (11)(e). Furthermore, the qualified student shall not concurrently enroll in more than:

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

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

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

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

**22-35-112. Reports.** (2) On or before February 1, 2011, and on or before February 1 each year thereafter through 2016, and on or before April 1, 2017, and on or before April 1 each year thereafter, the department and the department of higher education shall collaborate to prepare and submit to the education committees of the senate and house of representatives, or any successor committees, a report concerning the concurrent enrollment of qualified students in postsecondary courses, including academic courses and career and technical education courses, and courses related to apprenticeship programs and internship programs. The report must include, but need not be limited to:

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

(h) The postsecondary degree and certificate programs in which ASCENT OR TREP program participants were concurrently enrolled in the

previous school year, including subtotals indicating how many ASCENT OR TREP program participants concurrently enrolled in each postsecondary degree and certificate program;

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

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

**22-35-113. Concurrent enrollment - website.** (1) By July 1, 2020, the department of education and the department of higher education, with advice from the state board, shall make available to the public a concurrent enrollment website to provide information to students, parents, and legal guardians concerning concurrent enrollment options and requirements. The departments must ensure that the website is clear, easy to navigate, and generally user-friendly. In addition, the website must at a minimum:

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

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

**22-35.3-103. Pathways in technology early college high schools - design - requirements - approval.** (4) A p-tech school is subject to the state assessment requirements specified in section 22-7-1006.3 and the accountability requirements specified in article 11 of this ~~title~~ TITLE 22. In addition, the commissioner and the executive director may establish indicators for measuring the performance of each p-tech school, which indicators may include the ability of students who graduate from a p-tech

school to obtain employment in the field or to pursue additional postsecondary education in the field, as well as any relevant performance indicators established for the concurrent enrollment, ~~and~~ ASCENT, AND TREP programs.

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

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

(5.2) "District extended high school pupil enrollment" means the number of pupils, on the pupil enrollment count day within the applicable budget year, who are concurrently enrolled in a postsecondary course, including an academic course or a career and technical education course, as a participant in the ASCENT program OR THE TREP PROGRAM and the number of pupils, on the pupil enrollment count day within the applicable budget year, who are enrolled in grade thirteen or fourteen in a p-tech school. A pupil enrolled in a p-tech school pursuant to article 35.3 of this ~~title shall~~ TITLE 22 MUST be included in the district extended high school pupil enrollment as a full-time student. An ASCENT program participant OR A TREP PROGRAM PARTICIPANT who is enrolled in at least twelve credit hours of postsecondary courses, including academic courses and career and technical education courses, as of the pupil enrollment count day of the applicable budget year ~~shall~~ MUST be included in the district extended high school pupil enrollment as a full-time pupil. An ASCENT program participant OR A TREP PROGRAM PARTICIPANT who is enrolled in less than twelve credit hours of postsecondary courses, including academic courses and career and technical education courses, as of the pupil enrollment count day of the applicable budget year ~~shall~~ MUST be included in the district extended high school pupil enrollment as a part-time pupil.

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

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

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

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

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

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

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

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

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

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

(2) In awarding a contract pursuant to subsection (1) of this section, the department shall take into consideration the number of districts in which the vendor will place ~~highly qualified~~ LICENSED teachers, the number of ~~highly qualified~~ LICENSED teachers that the vendor will place, and the potential number of children who will be taught by the ~~highly qualified~~ LICENSED teachers. The department shall ensure that it awards the contract to one or more vendors that satisfy the following criteria:

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

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

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

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

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

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

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

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

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

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

**SECTION 24.** In Colorado Revised Statutes, **add** 23-20-142 as follows:

**23-20-142. Educator well-being and mental health program - reporting - repeal.** (1) THE UNIVERSITY OF COLORADO HEALTH SCIENCES CENTER SHALL ESTABLISH AND OPERATE AN EDUCATOR WELL-BEING AND MENTAL HEALTH PROGRAM TO PROVIDE SUPPORT SERVICES FOR EDUCATORS SERVING STUDENTS IN COLORADO'S PUBLIC ELEMENTARY AND SECONDARY SCHOOLS.

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

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

(b) STAFFED SUPPORT GROUPS; AND

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

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



HEALTH PROGRAM TO SUPPLEMENT OTHER SOURCES OF FUNDING.

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

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

**SECTION 25.** In Colorado Revised Statutes, 23-18-308, **add** (1)(i) as follows:

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

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

(i) (I) THE EDUCATOR WELL-BEING AND MENTAL HEALTH PROGRAM PURSUANT TO SECTION 23-20-142.

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

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

**23-3.3-103. Annual appropriations - repeal.** (11) (a) THE PROVISIONS OF SUBSECTION (1) OF THIS SECTION CONCERNING APPROPRIATIONS FOR STUDENT FINANCIAL ASSISTANCE UNDER THIS ARTICLE 3.3 DO NOT APPLY TO APPROPRIATIONS MADE PURSUANT TO SECTIONS 23-18-308 (1)(i) AND 23-20-142 FOR THE EDUCATOR WELL-BEING AND MENTAL HEALTH PROGRAM.

(b) THIS SUBSECTION (11) IS REPEALED, EFFECTIVE JULY 1, 2026.

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

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

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

(6) "Rural local education provider" means a REMOTE SCHOOL DISTRICT, A rural school district, a rural charter school, or a board of cooperative services that operates a public school that is located within a rural school district.

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

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

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

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

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

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

(3) For the 2021-22 state fiscal year, \$2,500,000 is appropriated to the educator loan forgiveness fund created in section 23-3.9-102 (1)(b), C.R.S. This appropriation is from the general fund. The department of

higher education is responsible for the accounting related to this appropriation.

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

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

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

**SECTION 29. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly; except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect

unless approved by the people at the general election to be held in November 2022 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.



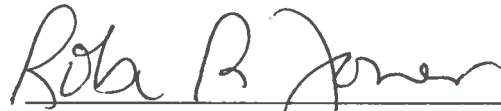
Leroy M. Garcia  
PRESIDENT OF  
THE SENATE



Alec Garnett  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

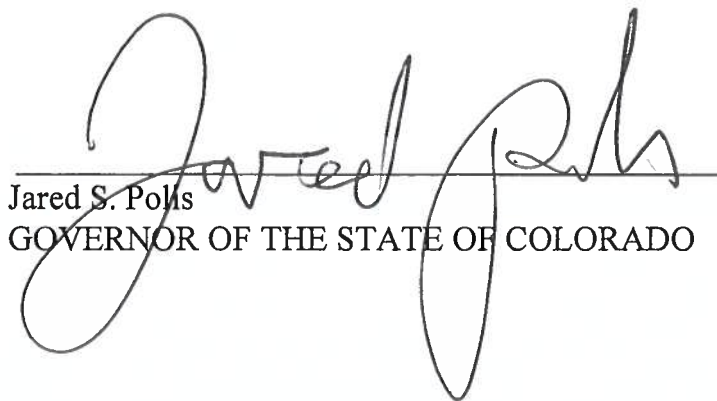


Cindi L. Markwell  
SECRETARY OF  
THE SENATE



Robin Jones  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

APPROVED June 16, 2021 at 1:00pm  
(Date and Time)



Jared S. Polis  
GOVERNOR OF THE STATE OF COLORADO