

## DEPARTMENT OF EDUCATION

### Colorado State Board of Education

## RULES FOR THE ADMINISTRATION OF THE EDUCATOR RECRUITMENT AND RETENTION PROGRAM

### 1 CCR 301-113

[Editor's Notes follow the text of the rules at the end of this CCR Document.]

#### 1.00 STATEMENT OF AND BASIS AND OF PURPOSE

Section 22-60.3-202, et seq. C.R.S., creates 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.

The statutory authority for these rules is found in section 22-60.3-202(5), C.R.S., which permits the State Board to adopt rules as necessary to implement the program.

#### 2.00 DEFINITIONS

2.01 "Alternative teacher" means a teacher who has been issued an alternative teacher license as defined in 22-60.5-201(a), C.R.S.

2.02 "CTE credential" means Career and Technical Education authorization as defined in 22-60.5-111(9) C.R.S.

2.03 "Department" means the Department of Education created and existing pursuant to section 24-1-115, C.R.S.

2.04 "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.

2.05 "Program" means the Educator Recruitment and Retention Program created in section 22-60.3-202, C.R.S.

2.06 "Local Education Provider" means a school district, a charter school authorized by a school district pursuant to part 1 of article 30.5 of title 22, a charter school authorized by the State Charter School Institute pursuant to part 5 of article 30.5 of title 22, or a Board of Cooperative Services created and operating pursuant to article 5 of title 22 that operates one or more public schools.

2.07 "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.

2.08 "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.

2.09 "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 the total student enrollment is six thousand five hundred or fewer students.

**2.10** "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.

**2.11** "Shortage area" means an educator shortage area, as determined by the State Board of Education.

**2.12** "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.

**2.13** "State Board" means the State Board of Education created and existing pursuant to section 1 of article IX of the state constitution.

**2.14** "Temporary educator eligibility (TEE) educator" means an educator who has been issued a temporary educator eligibility authorization as defined in 22-60.5-11(5).

### **3.00 FINANCIAL ASSISTANCE**

**3.01** A member of the armed forces with honorable discharge status or currently serving, or a nonmilitary-affiliated educator candidate may apply to the program to receive financial assistance of up to \$10,000 for the tuition cost of an educator preparation program in which the applicant is enrolled.

**3.02** The department shall review each application and determine whether the applicant meets the following criteria for participation in the program:

3.02(1) Is enrolled in a Colorado-approved traditional or alternative educator preparation program or institute of higher education for applicants pursuing a CTE credential; and

3.02(2) Meets one of the following:

3.02(2)(a) Has an earned bachelor's or higher degree from a regionally accredited college or university and has secured employment as an alternative teacher or temporary educator eligibility (TEE) educator in a rural or small rural district; or

3.02(2)(b) Is currently employed as a paraprofessional in a school district, charter school or BOCES and is working toward a baccalaureate degree as required to pursue a professional teaching license; or

3.02(2)(c) Has secured a position as a CTE instructor in a rural or small rural district and meets state CTE requirements:

3.02(2)(c)(i) as outlined in 23-60-304(3)(a) and section 4.04 of 1 CCR 301-37; or

3.02(2)(c)(ii) has the equivalent of eighteen (18) semester hours of postsecondary enrollment and six (6) years of military experience that are applicable to a CTE credential.

**Commented [BM1]:** Change based on HB 22-1390:

22-60.3-204. Program eligibility - financial assistance - funding. (1) (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 OR IN AN EDUCATOR SHORTAGE AREA, AS DETERMINED BY THE STATE BOARD OF EDUCATION. 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.

3.03 Subject to available appropriations, upon determination of qualification, the Department shall provide to the educator preparation program in which the qualified program participant is enrolled ~~one-time~~ financial assistance ~~of up to \$10,000 for~~ for the tuition cost of the educator preparation program. ~~up to the total amount of the applicant's award. The maximum award for each applicant is \$10,000.~~

**Commented [BM2]:** Change made to provide clarification to the field.

3.03(1) As a condition of receiving financial assistance, applicants must agree to serve for a minimum of three years in a rural or small rural district ~~or in an educator shortage area, as determined by the State Board of Education.~~ Residency year(s) in an approved alternative preparation program can count towards the years of teaching in a rural ~~or small rural~~ school district ~~or an educator shortage area.~~

Statutory Authority:

22-60.3-204(3), C.R.S.: 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.

3.03(1)(a) For programs that are more than one year in length, payments may be made to the ~~e~~Educator ~~p~~Preparation ~~p~~Program in multiple installments throughout the duration of the program. ~~For programs lasting more than one year, or for situations requiring payments to be made subsequent to the year of the original award, payment of the invoice will depend on availability of the funds for the fiscal year in which payment is requested.~~

**Commented [BM3]:** Change based on HB 22-1390

3.03(1)(a)(i) ~~The Department will enter into a memorandum of understanding (MOU) with any educator preparation program that is not part of an institute of higher education and an inter-agency agreement with any institute of higher education that is not an approved Educator Preparation Program, such as those community colleges who may provide required courses for applicants seeking a CTE credential and teaching position. The Department will issue a qGrant aAward lLetter tofer the educator preparation program-EPP for an amount of up to \$10,000 up to the amount awarded to the applicant. The total amount of payment(s) made will depend on the actual tuition amountfees to of the educator preparation program. The grant payments may not exceed the tuition amount of the program. due. -EPP per the applicant award.~~

22-60.3-204. Program eligibility - financial assistance - funding. (1) (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 OR IN AN EDUCATOR SHORTAGE AREA, AS DETERMINED BY THE STATE BOARD OF EDUCATION. 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.

3.04 If the qualified program participant does not fulfill the service condition outlined in Rule 3.03(1), and without documentation of good cause (such as illness, death, spouse military transfer, etc.), the participant shall repay the awarded financial assistance to the Department within 90 days of leaving their employment in a rural ~~school district, or~~ small rural school district ~~or educator shortage area.~~

**Commented [BM4]:** Changes made to provide clarification to the field about program administration.

3.04(1) Program participants must sign an agreement acknowledging the commitment to teach in a rural ~~school district, or~~ small rural district ~~and/or shortage area~~ for three years as a condition of funding and agreeing to pay back the funds if they do not complete the service obligation.

3.04(2) Program participants must also annually certify their continued employment in a rural ~~school district, or~~ small rural district ~~or shortage area~~ for the entire three-year service period.

**Commented [BM5]:** Changes based on HB 22-1390

22-60.3-204. Program eligibility - financial assistance - funding. (1) (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 OR IN AN EDUCATOR SHORTAGE AREA, AS DETERMINED BY THE STATE BOARD OF EDUCATION. 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.

#### 4.00 APPLICATIONS

Qualified program participants who wish to receive financial assistance must submit an application to the Department.

**4.01 Application timeline**

- 4.01(1) The Department will make the application form available to applicants by February 1, 2022, and annually every year after that.
- 4.01(2) Applications will be accepted on a rolling basis.
- 4.01(3) The Department will notify applicants of the decision on their application within 30-60 days of receipt of the application.

**4.02 Application contents**

- 4.02(1) The Department will develop a program application form. Each application, at a minimum, must specify:
  - 4.02(1)(a) Applicant name
  - 4.02(1)(b) Race
  - 4.02(1)(c) Gender
  - 4.02(1)(d) Educator preparation program in which the applicant is currently enrolled
  - 4.02(1)(e) Military status
  - 4.02(1)(f) Highest level of education attained
  - 4.02(1)(g) Applicable employment as a paraprofessional
  - 4.02(1)(h) Documentation of relevant coursework, military experience, or other professional experience which meets the eligibility criteria for a CTE credential
  - 4.02(1)(i) Relevant employment documentation:
    - 4.02(1)(i)(i) Current verification of employment as a CTE instructor, alternative teacher, or paraprofessional; or
    - 4.02(1)(i)(ii) Executed intent to hire form
  - 4.02(1)(k) Agreement to teach for three years in a rural or small rural school district or shortage area and agreement to provide the Department with annual certification of such employment on a form provided by the Department.

**Commented [BM6]:** Change based on HB 22-1390 22-60.3-204. Program eligibility - financial assistance - funding. (1) (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 OR IN AN EDUCATOR SHORTAGE AREA, AS DETERMINED BY THE STATE BOARD OF EDUCATION. 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.