**Crosswalk of Rule to Statute –1 CCR 301-113 Rules for the Administration of the Educator Recruitment and Retention Program**

| **Rule: 1 CCR 301-113 Educator Recruitment and Retention Program** | **Statute** |
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| 1. **STATEMENT OF BASIS AND 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. | **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.  (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. |
| **2.0 DEFINITIONS**   * 1. “Alternative teacher” means a teacher who has been issued an alternative teacher license as defined in 22-60.5-201(a).   2. “CTE credential” means Career and Technical Education authorization as defined in 22-60.5-111(9) C.R.S.   3. “Department” means the Department of Education created and existing pursuant to section 24-1-115, C.R.S.   4. “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.   5. “Program” means the Educator Recruitment and Retention Program created in section 22-60.3-202, C.R.S.   6. “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.   7. “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.   8. “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.   9. “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.   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.   11. “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.   12. “State Board” means the State Board of Education created and existing pursuant to section 1 of article IX of the state constitution.   13. “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). | **22-60.5-201. Types of teacher licenses issued - term - rules**  **(a) Alternative teacher license.**  (I) The department may, at its discretion, issue an alternative teacher license to any applicant who:  (A) Holds an earned baccalaureate degree from a fully accredited institution of higher education;  (B) (Deleted by amendment, L. 2004, p. 1279, 3, effective May 28, 2004.)  (C) Has been recommended by an accepted institution of higher education as holding a baccalaureate degree and has demonstrated to the state board of education, in a manner prescribed by rule of the board pursuant to section 22-60.5-203 (6), the subject matter knowledge necessary for teaching in the appropriate endorsement areas.  (D) Agrees to participate fully in a one-year or two-year alternative teacher program provided by a designated agency, which may include working as an alternative teacher in a licensed nonpublic child care facility or other preschool facility. The state board of education is authorized to promulgate rules as necessary to implement this subsection (1)(a)(I)(D).  (III) Holders of alternative teacher licenses shall not be used to replace regularly licensed teachers in any action resulting from a contract dispute.  (IV) An alternative teacher license is valid in any school district, charter school, or nonpublic school and entitles the holder to work exclusively as an alternative teacher pursuant to the terms of an alternative teacher contract. A holder of an alternative teacher license is the teacher of record.  (V) For applicants enrolled in a one-year alternative teacher program, the alternative teacher license issued pursuant to this subsection (1)(a) is valid for a period of one year after the date of issuance and may be renewed for only one additional year, but only upon written evidence that the employing school district, board of cooperative services, charter school, or nonpublic school anticipates extending the alternative teacher’s contract for one additional year pursuant to section 22-60.5-207 (2). For applicants enrolled in a two-year alternative teacher program, the alternative teacher license issued pursuant to this subsection (1)(a) is valid for a period of two years after the date of issuance.  **22-60.5-111. Authorization - types - applicants’ qualifications - rules**  **(9)** **Career and technical education authorization.**  (a) The department of education may issue an initial career and technical education authorization to a person who meets the minimum qualifications that the state board for community colleges and occupational education adopts pursuant to section 23-60-304 (3)(a), C.R.S. An initial career and technical education authorization is valid for three years and may not be renewed.  (b) The department of education may issue a professional career and technical education authorization to a person who meets the criteria that the state board for community colleges and occupational education adopts pursuant to section 23-60-304 (3)(a), C.R.S. A professional career and technical education authorization is valid for five years. The department of education may renew a professional career and technical education authorization for succeeding five-year periods when the person holding the authorization completes the renewal requirements that the state board for community colleges and occupational education adopts pursuant to section 23-60-304 (3)(a), C.R.S.  **22-60.3-201. Definitions**  (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.  **22-60.5-111**  **(5) Temporary educator eligibility authorization.**  (a) The department of education may issue a temporary educator eligibility authorization to a person who is enrolled in an approved program of preparation for a special education educator or who is working to attain a special services provider initial license but who has not yet met the requirements for the applicable initial educator license. The department may issue the authorization under the following circumstances:  (I) A school district requests the temporary educator eligibility authorization to employ as a special education teacher or director or as a special services provider an applicant who does not yet meet the requirements to obtain the applicable initial educator license but who meets the eligibility criteria specified in paragraph (b) of this subsection (5);  (II) The requesting school district provides documented evidence of a demonstrated need for specific and essential educational services that the applicant would provide but that would otherwise be unavailable to students due to a shortage of licensed educators with the appropriate endorsement.  (b) An applicant for a temporary educator eligibility authorization shall:  (I) Be continuously enrolled in an approved or alternative program of preparation leading to a bachelor’s degree or higher degree from an accepted institution of higher education; or  (II) Be enrolled in an approved or alternative special education or special education director preparation program offered by an accepted institution of higher education; or  (III) Be approved for a temporary educator eligibility authorization based on evidence that documents compliance with requirements specified by rule of the state board of education.  (c) In addition to the circumstances and criteria specified in paragraphs (a) and (b) of this subsection (5), the department of education may issue a temporary educator eligibility authorization to a special services provider who has met the minimum degree requirements necessary to practice in his or her area of specialization, but who has not completed the necessary national content examination or school practicum in the area of specialization. A school district may employ a person who holds a temporary educator eligibility authorization issued pursuant to this paragraph (c) only if the person is under the supervision of a professionally licensed person in the same area of specialization.  (d) A temporary educator eligibility authorization is valid for one year and may be renewed twice.  (e)  (I) A school district that employs a person who holds a temporary educator eligibility authorization may provide an induction program for the person, as described in section 22-60.5-204, 22-60.5-213, or 22-60.5-309, whichever is applicable. If the person successfully completes the induction program while employed under the temporary educator eligibility authorization, the person may apply completion of the induction program toward meeting the requirements for a professional educator license.  (II) If a person who is employed under a temporary educator eligibility authorization successfully completes an induction program and completes the requirements prescribed in section 22-60.5-201 (1)(b)(I), 22-60.5-210 (1)(a)(I), or 22-60.5-306 (1)(a)(I), whichever is applicable, for an initial educator license while employed under the temporary educator eligibility authorization, the department of education may issue a professional educator license to the person upon application**.** |
| **3.0 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;  3.02(2) Meets one of the following:  3.02(2)(a) Has 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(3)(c)(i) as outlined in 23-60-304(3)(a) and section 4.04 of 1 CCR 301-37; or  3.02(3)(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.  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 the tuition cost of the educator preparation program.  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.  .  3.03(1)(c) For programs that are more than one year in length, payments may be made to the Educator Preparation Program in multiple installments throughout the duration of the program.  3.03(1)(c)(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.  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 or small rural school district.  3.04(1) Program participants must sign an agreement acknowledging the commitment to teach in a rural or small rural district 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 or small rural district for the entire three-year service period. | **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.  **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. |
| 4.0 APPLICATIONS  Qualified program participants who wish to receive financial assistance must submit an application to the Department.  4.1 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 days of receipt of the application.  4.2 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 and agreement to provide the Department with annual certification of such employment on a form provided by the Department. | **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.  (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. |