



Senate

General Assembly

File No. 899

January Session, 2019

Substitute Senate Bill No. 1022

Senate, May 16, 2019

The Committee on Appropriations reported through SEN. OSTEN of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) For the school year
2 commencing July 1, 2020, and each school year thereafter, the Minority
3 Teacher Recruitment Policy Oversight Council, established pursuant to
4 section 10-156bb of the general statutes, in consultation with the
5 minority teacher recruitment task force, established pursuant to section
6 10-156aa of the general statutes, shall develop and implement
7 strategies and utilize existing resources to ensure that at least two
8 hundred fifty new minority teachers and administrators, of which at
9 least thirty per cent are men, are hired and employed by local and
10 regional boards of education each year in the state. As used in this
11 section, "minority" has the same meaning as provided in section 10-
12 156bb of the general statutes.

13 Sec. 2. Section 10-146c of the general statutes is repealed and the
14 following is substituted in lieu thereof (*Effective July 1, 2019*):

15 (a) As used in this section:

16 (1) "State" means a state of the United States, the District of
17 Columbia, the Commonwealth of Puerto Rico or territories or
18 possessions of the United States; and

19 (2) "Educator preparation program" means a program designed to
20 qualify an individual for professional certification as an educator
21 provided by institutions of higher education or other providers,
22 including, but not limited to, an alternate route to certification
23 program.

24 (b) The Commissioner of Education, or the commissioner's designee,
25 as agent for the state shall enter into reciprocity agreements concerning
26 professional certification reciprocity with the chief education officials
27 for each state. If the commissioner is unable to establish a reciprocity
28 agreement with another state, the commissioner may establish or join
29 an interstate agreement pursuant to subsection (c) of this section.

30 [(b)] (c) The Commissioner of Education, or the commissioner's
31 designee, as agent for the state shall establish or join interstate
32 agreements with other states to facilitate the certification of qualified
33 educators from other states. Any such interstate agreement shall
34 include provisions requiring candidates for certification to, at a
35 minimum, (1) hold a bachelor's degree from a regionally accredited
36 college or university, (2) have fulfilled post-preparation assessments as
37 approved by the commissioner, and (3) have successfully completed
38 an approved educator preparation program. Notwithstanding the
39 provisions of sections 10-145b and 10-145f, as amended by this act, the
40 State Board of Education shall issue the appropriate professional
41 certificate to any applicant, based on such applicant's qualifications,
42 who satisfies the requirements of the appropriate interstate agreement.

43 [(c)] (d) If the commissioner is unable to establish or join a
44 reciprocity agreement or an interstate agreement with another state,
45 the commissioner may create and make available a recognition
46 statement that specifies the states, assessments and educator
47 preparation programs that the commissioner will recognize for
48 purposes of issuing professional certification under sections 10-145b

49 and 10-145f, as amended by this act.

50 (e) Not later than January 1, 2020, and annually thereafter, the
51 commissioner shall submit a progress report on the development and
52 implementation of reciprocity agreements and interstate agreements
53 and any recommendations for legislation to the joint standing
54 committee of the General Assembly having cognizance of matters
55 relating to education, in accordance with the provisions of section 11-
56 4a.

57 Sec. 3. Section 10-145l of the general statutes is repealed and the
58 following is substituted in lieu thereof (*Effective July 1, 2019*):

59 On and after July 1, [2010] 2019, the State Board of Education shall
60 allow an applicant for certification to teach in a subject shortage area
61 pursuant to section 10-8b or a certified employee seeking to teach in
62 such a subject shortage area to substitute achievement of [an excellent]
63 a satisfactory score, as determined by the State Board of Education, on
64 any appropriate State Board of Education approved subject area
65 assessment for the subject area requirements for certification pursuant
66 to section 10-145f.

67 Sec. 4. Section 8-265pp of the general statutes is repealed and the
68 following is substituted in lieu thereof (*Effective July 1, 2019*):

69 The Connecticut Housing Finance Authority shall develop and
70 administer a program of mortgage assistance to certified teachers (1)
71 employed by priority school districts pursuant to section 10-266p, (2)
72 employed by transitional school districts pursuant to section 10-263c,
73 (3) employed by the Technical Education and Career System at a
74 technical education and career school located in such priority or
75 transitional school districts, [or] (4) who teach in a subject matter
76 shortage area pursuant to section 10-8b, (5) who graduated from a
77 public high school in an educational reform district, as defined in
78 section 10-262u, or (6) who graduated from an historically black
79 college or university or a Hispanic-serving institution, as those terms
80 are defined in the Higher Education Act of 1965, P.L. 89-329, as

81 amended from time to time, and reauthorized by the Higher Education
82 Opportunity Act of 2008, P.L. 110-315, as amended from time to time.
83 Such assistance shall be available to eligible teachers for the purchase
84 of a house as their principal residence, provided, in the case of a
85 teacher employed by a priority or a transitional school district, or by
86 the Technical Education and Career System at a technical education
87 and career school located in a priority or transitional school district,
88 the house is located in such district. In making mortgage assistance
89 available under the program, the authority shall utilize down payment
90 assistance or any other appropriate housing subsidies. The terms of
91 any mortgage assistance shall allow the mortgagee to realize a
92 reasonable portion of the equity gain upon sale of the mortgaged
93 property.

94 Sec. 5. Subsection (b) of section 10-183v of the general statutes is
95 repealed and the following is substituted in lieu thereof (*Effective July*
96 *1, 2019*):

97 (b) A teacher receiving retirement benefits from the system may be
98 reemployed for up to one full school year by a local board of
99 education, the State Board of Education or by any constituent unit of
100 the state system of higher education (1) in a position [(1)] designated
101 by the Commissioner of Education as a subject shortage area for the
102 school year in which the teacher is being employed, [or] (2) at a school
103 located in a school district identified as a priority school district,
104 pursuant to section 10-266p, for the school year in which the teacher is
105 being employed, (3) if the teacher graduated from a public high school
106 in an educational reform district, as defined in section 10-262u, or (4) if
107 the teacher graduated from an historically black college or university
108 or a Hispanic-serving institution, as those terms are defined in the
109 Higher Education Act of 1965, P.L. 89-329, as amended from time to
110 time, and reauthorized by the Higher Education Opportunity Act of
111 2008, P.L. 110-315, as amended from time to time. Notice of such
112 reemployment shall be sent to the board by the employer and by the
113 retired teacher at the time of hire and at the end of the assignment.
114 Such reemployment may be extended for an additional school year,

115 provided the local board of education (A) submits a written request for
116 approval to the Teachers' Retirement Board, (B) certifies that no
117 qualified candidates are available prior to the reemployment of such
118 teacher, and (C) indicates the type of assignment to be performed, the
119 anticipated date of rehire and the expected duration of the assignment.

120 Sec. 6. Subsection (a) of section 10-145b of the general statutes is
121 repealed and the following is substituted in lieu thereof (*Effective July*
122 *1, 2019*):

123 (a) The State Board of Education, upon receipt of a proper
124 application, shall issue an initial educator certificate to any person who
125 (1) holds a bachelor's degree or an advanced degree from an institution
126 of higher education [accredited by the Board of Regents for Higher
127 Education or Office of Higher Education or] that is regionally
128 accredited or has received an equivalent accreditation, and (2) has
129 completed (A) an educator preparation program approved by the State
130 Board of Education or the appropriate governing body in the state in
131 which the institution of higher education is located, or (B) an alternate
132 route to certification program approved by the State Board of
133 Education or the appropriate governing body in the state in which
134 such alternate route to certification program is located, and satisfies
135 the requirements for a temporary ninety-day certificate, pursuant to
136 subsection (c) of this section, or a resident teacher certificate, pursuant
137 to section 10-145m. In addition, on and after July 1, 2018, each
138 applicant shall have completed a subject area major as defined by the
139 State Board of Education, except (i) as provided in section 10-145l, as
140 amended by this act, or (ii) where an applicant achieves a satisfactory
141 evaluation on an appropriate State Board of Education approved
142 subject area assessment [and] or has completed advanced coursework
143 in a relevant subject area. Each such initial educator certificate shall be
144 valid for three years, except as provided in subsection (c) of this
145 section, and may be extended by the Commissioner of Education for
146 an additional year for good cause upon the request of the
147 superintendent in whose school district such person is employed or
148 upon the request of the assessment team reviewing such person's

149 performance.

150 Sec. 7. Subsections (e) and (f) of section 10-145f of the general
151 statutes are repealed and the following is substituted in lieu thereof
152 (*Effective July 1, 2019*):

153 (e) (1) Notwithstanding the provisions of this section, any person
154 who holds a valid teaching certificate that is at least equivalent to an
155 initial educator certificate, as determined by the State Board of
156 Education, and such certificate is issued by a state other than
157 Connecticut in the subject area or endorsement area for which such
158 person is seeking certification in Connecticut shall not be required to
159 successfully complete the competency examination and subject matter
160 assessment pursuant to this section, if such person has either [(1)] (A)
161 successfully completed at least three years of teaching experience or
162 service in the endorsement area for which such person is seeking
163 certification in Connecticut in the past ten years in a public school or a
164 nonpublic school approved by the appropriate state board of
165 education in such other state, or [(2)] (B) holds a master's degree or
166 higher in the subject area for which such person is seeking certification
167 in Connecticut.

168 (2) Notwithstanding the provisions of this section, any person who
169 has held a valid teaching certificate issued by the State Board of
170 Education and such certificate has expired shall not be required to
171 successfully complete the subject matter assessment in the
172 endorsement area for which such person is seeking renewal or
173 advancement of such certificate, pursuant to this section, if such
174 person has either (A) successfully completed at least three years of
175 teaching experience or service in a public school or a nonpublic school
176 under a valid teaching certificate issued by the State Board of
177 Education or issued by a state other than Connecticut, in the past ten
178 years in such endorsement area, or (B) holds a master's degree or
179 higher in the subject area for which such person is seeking renewal or
180 advancement of such certificate.

181 (f) (1) Notwithstanding the provisions of this section, any person

182 who has achieved a satisfactory evaluation on an equivalent
 183 competency examination or subject area assessment required for
 184 educator certification in another state shall not be required to achieve a
 185 satisfactory evaluation on the competency examination or subject
 186 matter assessment pursuant to this section, provided the State Board of
 187 Education determines that the requirements for achieving a
 188 satisfactory evaluation on such equivalent competency examination or
 189 subject area assessment in another state are at least equivalent to the
 190 requirements prescribed by the State Board of Education for achieving
 191 a satisfactory evaluation on the competency examination or subject
 192 matter assessment pursuant to this section.

193 (2) Notwithstanding the provisions of this section, any person who
 194 has previously achieved a satisfactory evaluation on an appropriate
 195 State Board of Education approved subject area assessment for a
 196 teaching certificate that has expired shall not be required to take the
 197 appropriate subject matter assessment currently approved by the State
 198 Board of Education, provided the Commissioner of Education
 199 determines that the requirements for achieving a satisfactory
 200 evaluation on such previous subject area assessment are at least
 201 equivalent to the requirements prescribed by the State Board of
 202 Education for such current subject matter assessment.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>July 1, 2019</i>	10-146c
Sec. 3	<i>July 1, 2019</i>	10-145l
Sec. 4	<i>July 1, 2019</i>	8-265pp
Sec. 5	<i>July 1, 2019</i>	10-183v(b)
Sec. 6	<i>July 1, 2019</i>	10-145b(a)
Sec. 7	<i>July 1, 2019</i>	10-145f(e) and (f)

ED Joint Favorable Subst. C/R APP
APP Joint Favorable Subst.

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note**State Impact:** None**Municipal Impact:** None**Explanation**

The bill makes a number of procedural and clarifying changes related to minority teacher recruitment and retention and does not result in a fiscal impact. The bill 1) clarifies various tasks for the Minority Teacher Recruitment Policy Oversight Council, 2) specifies the terms of reciprocity agreements, 3) clarifies various conditions for teacher certification, and 4) expands the eligibility of the specified down payment assistance program, which is a bond-funded program, but does not authorize new bond funding for the program.

The Out Years**State Impact:** None**Municipal Impact:** None

OLR Bill Analysis**sSB 1022*****AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.*****SUMMARY**

This bill requires the State Department of Education's (SDE) Minority Teacher Recruitment Policy Oversight Council (i.e., "council") to develop and implement strategies and use existing resources to ensure local and regional boards of education to annually hire and employ at least 250 new minority teachers and administrators.

It also includes provisions related to:

1. expanding teacher certification reciprocity with other states (§ 2),
2. mortgage assistance for teachers who graduated from colleges and universities that traditionally serve minority students (§ 3),
3. re-employment of retired teachers who graduated from colleges and universities that traditionally serve minority students (§ 4),
4. flexibility in certain teacher certification requirements (§ 5), and
5. removing subject-matter assessment requirements for teachers seeking to be recertified after their certification lapses in certain cases (§ 6).

EFFECTIVE DATE: July 1, 2019, except the annual minority hiring goal is upon passage.

§ 1 — MINORITY TEACHER HIRING GOAL

The bill requires the council to develop and implement strategies and use existing resources to ensure local and regional boards of education in the state hire and employ at least 250 new minority

teachers and administrators, of which at least 30% are men, each year beginning with the 2020-21 school year. The council must do this in consultation with the Minority Teacher Recruitment Task Force (MTRTF). Generally, school district hiring decisions are made at the local level by the superintendent and local or regional board of education.

In the law creating the council, minority means someone whose race is defined as other than white, or whose ethnicity is defined as Hispanic or Latino by the federal Office of Management and Budget for U. S. Census use. The council is within SDE and is charged with advising the education commissioner on a number of activities related to minority teacher recruitment (see BACKGROUND).

§ 2 — TEACHER RECIPROCITY AGREEMENTS

The bill requires the education commissioner, or her designee, to enter into teacher certification reciprocity agreements with the chief education officials for each state. Furthermore, if the commissioner is unable to establish a reciprocity agreement with another state, the bill authorizes her to establish or join an interstate agreement to facilitate certification of out of state teachers as outlined in existing law, unchanged by the bill.

The bill also requires the commissioner to annually report to the Education Committee, beginning January 1, 2020, on (1) the development and implementation of the reciprocity and interstate agreements and (2) any recommendations for legislation.

§ 3 — TEACHER SHORTAGES

Under current law, an applicant must be given certification to teach in a designated subject shortage area if he or she receives an excellent score in a State Board of Education (SBE)-approved subject area assessment for the subject shortage area. This is also allowed for a teacher already certified in one area who wants to teach in a shortage area. Under the bill, the applicant or the certified teacher must be given the certification if he or she earns a satisfactory, rather than

excellent, score on the same assessment.

The education commissioner annually designates shortage areas as subject areas where there are not enough available qualified teachers (current examples include bilingual education (pre-K through 12th grade), math (7-12) and science (7-12)).

§ 4 — TEACHER MORTGAGE ASSISTANCE

Under current law, the Connecticut Housing Finance Authority (CHFA) administers a mortgage assistance program for certified teachers who (1) are employed by priority or transitional school districts (there are 26); (2) are employed by the Technical Education and Career System at a technical high school located in a priority or transitional school district; or (3) teach in a subject matter shortage area, as designated by the education commissioner, in any district. The program offers mortgages at below market interest rates for those purchasing a house as their principal residence.

The bill expands eligibility for the program to certified teachers who graduated from (1) an educational reform district (i.e., the 10 lowest performing districts in the state) or (2) a historically black college or university (HBCU) or historically Hispanic-serving institutions (HSI), as those terms are defined in federal law (see BACKGROUND).

By law, program participants who work in priority or transitional school districts must purchase the home in the same district. The bill does not include a location requirement for teachers newly eligible under the bill.

§ 5 — RE-EMPLOYMENT OF RETIRED TEACHERS

Current law allows a school district or state college or university to re-employ a retired teacher for up to a year without a pension penalty or a limit on his or her salary. By law, this is permitted for a retired teacher teaching for a year in (1) a school located in a priority school district or (2) a teacher shortage subject area as determined by the education commissioner.

The bill expands this allowance to include any teacher who graduated from an (1) education reform district or (2) HBCU or historically HSI as those terms are defined in federal law. As under current law for the existing provisions, this can be renewed for an additional year under certain circumstances.

Other than certain exceptions allowed in law, like the ones mentioned above, a retired teacher may be employed at a school district, but can only receive 45% of the maximum salary for the assigned position and still collect a pension. Any teacher who receives more than 45% must reimburse the Teachers Retirement Board for the amount of the excess (CGS § 10-183v(a)).

§ 6 — TEACHER CERTIFICATION REQUIREMENT FLEXIBILITY

Under current law, SBE must issue an initial educator certification (the first of three levels of professional teacher certification) to an applicant who:

1. holds a bachelor's degree from a higher education institution that is regionally accredited or accredited by the Board of Regents for Higher Education (BOR) or Office of Higher Education (OHE),
2. completed (a) a SBE-approved educator preparation program or similar program in another state or (b) an SBE-approved alternate route to certification (ARC) program or similar program in another state, and
3. completed the appropriate subject area major or achieved the satisfactory score on a subject area assessment and completed relevant advanced coursework.

In addition to bachelor's degrees, the bill requires SBE to issue a certification to applicants with advanced degrees. The bill eliminates specific references to BOR or OHE accredited degree-granting institutions and instead maintains the broader term of regionally accredited institutions and also allows institutions with an equivalent

accreditation.

The bill allows an applicant to substitute either a satisfactory score on a subject area assessment or relevant advanced coursework in place of an appropriate subject area major, rather than having to have both in order to substitute for the subject area major.

§ 7 — RECERTIFICATION AFTER CERTIFICATION LAPSES

Under current law (with certain exceptions), if a teacher's certification expires, the teacher must again pass the appropriate subject-matter assessment (i.e., test) for teacher certification. The bill waives this requirement if the person held a valid Connecticut teacher certificate that expired and either (1) taught the subject matter successfully for at least three years in the last 10 years here or in another state or (2) holds a master's degree or higher in the subject area.

Under the bill, a person who has previously achieved a passing score on a SBE-approved subject-area assessment need not pass the assessment again, as long as the education commissioner determines that the requirements for passing the previous test are at least equivalent to the requirements for passing the current test.

BACKGROUND

Minority Teacher Recruitment Policy Oversight Council

The council membership consists of:

1. the education commissioner, or her designee;
2. two representatives from the minority teacher recruitment task force;
3. one representative from each of the teachers' unions and the administrators' union;
4. the Board of Regents for Higher Education president, or his designee; and

5. a representative from an ARC program, appointed by the education commissioner.

Among its duties, the council must advise the commissioner on ways to recruit minority students to enter into teacher preparation programs and how to recruit and retain minority teachers in Connecticut schools. The council must meet quarterly, and annually report the recommendations it gives to the commissioner to the Education Committee (CGS § 10-156bb).

Historically Black Colleges and Universities (HBCU) and Hispanic-Serving Institutions (HSI)

HBCUs are accredited colleges and universities that were established before 1964 with the principal mission of education for African Americans (Higher Education Act of 1965, P.L. 89-329).

HSI are accredited, degree-granting, public or private nonprofit institutions of higher education with 25% or more total undergraduate Hispanic full-time equivalent student enrollment (20 USC 1101a(a)).

Related Bill

The Education Committee favorably reported out HB 7149 (File 687), which includes the same provisions on teacher mortgage assistance, re-employment of retired teachers, teacher certification credential flexibility, and recertification after certification lapses.

COMMITTEE ACTION

Education Committee

Joint Favorable Substitute Change of Reference - APP
 Yea 35 Nay 0 (03/25/2019)

Appropriations Committee

Joint Favorable Substitute
 Yea 46 Nay 2 (05/02/2019)