AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.

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

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

Sec. 2. Section 10-146c of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):
(a) As used in this section:

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

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

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

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

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

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

Sec. 3. Subsection (d) of section 10-145b of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(d) (1) On and after July 1, [2016] 2019, in order to be eligible to obtain an initial educator certificate, each person shall be required to complete (A) a course of study in special education comprised of not fewer than thirty-six hours, which shall include [an understanding of] (i) instruction on the growth and development of exceptional children, including children with a disability, gifted and talented children and children who may require special education, and (ii) methods for identifying, planning for and working effectively with special needs children in a regular classroom, and (B) a course or courses of study in special education relating to instruction on classroom techniques in reading, differentiated instruction, social-emotional learning, [cultural competencies] culturally responsive pedagogy and practice and assistive technology. The provisions of this subdivision shall not apply to any person who has been issued an initial educator certificate prior to July 1, [2016] 2019.

(2) On and after July 1, 2016, in order to be eligible to obtain a provisional educator certificate, each person shall be required to complete a course of study in special education comprised of not fewer than thirty-six hours, which shall include an understanding of the
growth and development of exceptional children, including children
with a disability, gifted and talented children and children who may
require special education, and methods for identifying, planning for
and working effectively with special needs children in a regular
classroom.

(3) Notwithstanding the provisions of this subsection to the
contrary, each applicant for such certificates who has met all
requirements for certification except the completion of the course in
special education shall be entitled to a certificate (A) for a period not to
exceed one year, provided the applicant completed a teacher
preparation program either in the state prior to July 1, 1987, or outside
the state, or completed the necessary combination of professional
experience or coursework as required by the State Board of Education
or (B) for a period not to exceed two years if the applicant applies for
certification in an area for which a bachelor's degree is not required.

(4) Except as otherwise provided in section 10-146c, as amended by
this act, upon receipt of a proper application, the State Board of
Education shall issue an initial educator certificate in the endorsement
area of intermediate administration and supervision, subject to the
provisions of subsection (i) of this section relating to denial of
applications for certification, to an administrator from another state,
territory or possession of the United States or the District of Columbia
who (A) has been an administrator under an appropriate certificate
issued by another state, territory or possession of the United States or
the District of Columbia for three or more years, and (B) holds a
master's degree in an appropriate subject matter area, as determined
by the State Board of Education. Such applicant shall be exempt from
completing the beginning educator program based upon such
administrator experience upon a showing of effectiveness as an
administrator, as determined by the State Board of Education, which
may include, but need not be limited to, a demonstrated record of
improving student achievement.

Sec. 4. (NEW) (Effective July 1, 2019) (a) For the fiscal year ending
June 30, 2021, and each fiscal year thereafter, the Office of Higher Education, in collaboration with the Minority Teacher Recruitment Policy Oversight Council, established pursuant to section 10-156bb of the general statutes, and the minority teacher recruitment task force, established pursuant to section 10-156aa of the general statutes, shall, within available appropriations, administer the minority educator loan reimbursement grant program for persons who meet the eligibility requirements described in subsection (b) of this section.

(b) The program shall provide student loan reimbursement grants to any person who (1) is defined as a minority pursuant to section 10-155 of the general statutes, (2) holds professional certification pursuant to chapter 166 of the general statutes, and (3) is employed as an administrator or a teacher by a local or regional board of education.

(c) Any person who satisfies the eligibility requirements prescribed in subsection (b) of this section may receive an annual grant for reimbursement of federal or state educational loans (1) in an amount up to ten per cent of such person's federal or state educational loans but that does not exceed five thousand dollars in any year, and (2) for a period not to exceed ten years. Such person shall only be reimbursed for loan payments made while such person is employed by a local or regional board of education.

(d) Persons may apply to the Office of Higher Education for grants under this section at such time and in such manner as the executive director of the Office of Higher Education prescribes.

(e) Any unexpended funds appropriated for purposes of this section shall not lapse at the end of the fiscal year but shall be available for expenditure during the next fiscal year.

Sec. 5. Section 10a-168a of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(a) There is established a Connecticut minority teacher incentive program administered by the Office of Higher Education.
(b) Within available appropriations, the program shall provide
grants to minority students (1) in teacher education programs for their
junior or senior year, or both such years, at any four-year institution of
higher education, (2) completing the requirements of such a teacher
education program as a graduate student, provided such student
received a grant pursuant to this section for one year at the
undergraduate level, or (3) enrolled in the alternate route to
certification program administered through the Office of Higher
Education. No student shall receive a grant under the program for
more than two years. Maximum grants shall not exceed five thousand
dollars per year. The office shall ensure that at least ten per cent of the
grant recipients are minority students who transfer from a Connecticut
regional community-technical college.

[(c) A minority student who received grants under subsection (b) of
this section, and who teaches in a Connecticut public school upon
graduation, shall be eligible for reimbursement of federal or state
educational loans up to a maximum of two thousand five hundred
dollars per year for up to four years of teaching service.

(d) Notwithstanding the provisions of subsections (b) and (c) of this
section, the combined dollar value of grants and loan reimbursements
shall not exceed twenty thousand dollars per student.]

Sec. 6. (NEW) (Effective July 1, 2019) On and after July 1, 2020, any
program of school and district leadership preparation leading to
professional certification shall include, as part of the curriculum,
instruction in culturally responsive pedagogy and practice.

<table>
<thead>
<tr>
<th>Section</th>
<th>Effect</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sec. 1</td>
<td>From passage</td>
<td>New section</td>
</tr>
<tr>
<td>Sec. 2</td>
<td>July 1, 2019</td>
<td>10-146c</td>
</tr>
<tr>
<td>Sec. 3</td>
<td>July 1, 2019</td>
<td>10-145b(d)</td>
</tr>
<tr>
<td>Sec. 4</td>
<td>July 1, 2019</td>
<td>New section</td>
</tr>
<tr>
<td>Sec. 5</td>
<td>July 1, 2019</td>
<td>10a-168a</td>
</tr>
<tr>
<td>Sec. 6</td>
<td>July 1, 2019</td>
<td>New section</td>
</tr>
</tbody>
</table>
Statement of Purpose:
To recruit and retain minority teachers in Connecticut.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]