



# ARIZONA HOUSE OF REPRESENTATIVES

Fifty-seventh Legislature  
First Regular Session

## **HB 2020: teacher retention; study; report**

**Sponsor: Representative Gress, LD 4**

**Committee on Education**

### **Overview**

Requires the Arizona Department of Education (ADE) to annually complete a study to determine the retention rate of teachers in public schools. Appropriates \$100,000 from the Teacher Certification Fund in FY 2026 to ADE for the study. Expands the data included in a charter school's or school district's budget.

### **History**

The State Board of Education (SBE) must adopt rules for the issuance of a: 1) standard teaching certificate; 2) alternative teaching certificate; 3) subject-matter expert standard teaching certificate; 4) classroom-based standard teaching certificate; and 5) career and technical education teaching certificate. Statute also details requirements SBE must include when adopting rules for certification reciprocity ([A.R.S. § 15-501.01](#)).

The Teacher Certification Fund is administered by ADE and consists of fees that are fixed by SBE and collected by ADE from teachers and other school personnel who apply for professional certification. Collected monies must be used for expenses incurred in administering teacher certification ([A.R.S. § 15-248.02](#)).

### **Provisions**

#### ***Teacher Retention Study***

1. Instructs ADE to annually conduct a comprehensive study to determine the retention rate of teachers in school districts and charter schools. (Sec. 1)
2. Appropriates \$100,000 from the Teacher Certification Fund in FY 2026 to ADE to implement the teacher retention study and related study requirements. (Sec. 4)
3. Specifies the study must include:
  - a) a summary of the total number of teachers and the retention and turnover rates for:
    - i. certificated teachers, by each type of teaching certificate;
    - ii. teachers who were issued a certificate by SBE during the past year, disaggregated by the type of certificate and whether the applicant was certified via reciprocity;
    - iii. noncertificated teachers;
    - iv. teaching assignment;
    - v. location;
    - vi. the number of years of experience of each teacher;
    - vii. the number of teachers who, within their first three years of teaching, received formal mentorship from an individual with at least five years of teaching experience;

<input type="checkbox"/> Prop 105 (45 votes) <input type="checkbox"/> Prop 108 (40 votes) <input type="checkbox"/> Emergency (40 votes) <input type="checkbox"/> Fiscal Note
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- viii. the number of teachers in each demographic segment in Arizona and each district;
  - ix. the number of teachers who failed to renew their teaching certificate or endorsement during the past year, together with the renewal requirements that the teachers failed to satisfy;
  - x. any other SBE-identified category;
- b) a summary of the number of vacant teaching positions, including the average time to fill a vacancy, for:
    - i. teaching assignment;
    - ii. location;
    - iii. the manner by which the vacancy is filled, if applicable;
    - iv. any other SBE-identified category;
  - c) an analysis of data for each SBE-approved teacher preparation program, including:
    - i. program completion data;
    - ii. any program emphasis, including subject area and grade level;
    - iii. enrollment disaggregated by endorsement; and
    - iv. the number of years that individuals spend working as teachers in Arizona after program completion. (Sec. 2)
4. Specifies the teaching assignment data must include subject area and grade level taught. (Sec. 2)
  5. Includes, in the location data, data by school site, school district or charter school, city or town and county. (Sec. 2)
  6. Stipulates the data regarding the manner by which a vacancy is filled must include whether the vacancy is:
    - a) unfilled;
    - b) temporarily filled by a long-term substitute teacher; or
    - c) temporarily filled by a certificated teacher whose regular teaching assignment is in a different subject area or grade level than the vacancy's teaching assignment. (Sec. 2)
  7. Mandates SBE and the Arizona State Board for Charter Schools collect and provide any data requested by ADE. (Sec. 2)
  8. Requires ADE to analyze public job postings by school districts and charter schools to compile the prescribed vacant teaching position data. (Sec. 2)
  9. Directs ADE, by December 31, 2025, and annually thereafter, to submit the study results and recommendations to specified individuals. (Sec. 2)
  10. Instructs ADE to maintain a publicly accessible interactive dashboard on its website that contains the study results and recommendations and the data compiled. (Sec. 2)

***Miscellaneous***

11. Adds, to the information in the budget for a charter school or school district, the number of full-time equivalent teachers for the current year. (Sec. 1, 3)
12. Specifies the full-time equivalent teacher information must include the number of teachers for each school, disaggregated by subject area and grade level. (Sec. 1, 3)
13. Makes conforming changes. (Sec. 3)