

Substitute Bill No. 1199

January Session, 2023



AN ACT CONCERNING EQUITY IN EDUCATION.

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

- 1 Section 1. (NEW) (Effective July 1, 2023) (a) For the fiscal year ending June 30, 2024, and each fiscal year thereafter, the Department of 3 Education shall establish an educator apprenticeship initiative that 4 enables students enrolled in an educator preparation program, 5 residency program or alternate route to certification program to gain 6 classroom teaching experience while working towards becoming full-7 time, certified teachers upon successful completion of such programs 8 under the educator apprenticeship initiative. The department shall seek certification from the Labor Department for the educator 10 apprenticeship initiative for purposes of leveraging federal grants and 11 funding.
 - (b) The Commissioner of Education shall develop (1) participation guidelines for those educator preparation programs, residency programs and alternate route to certification programs included under the educator apprenticeship initiative, and (2) administration guidelines for the implementation of the educator apprenticeship initiative that are consistent with federal laws and regulations.
- Sec. 2. Subsection (a) of section 10-220 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July*

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(a) Each local or regional board of education shall maintain good public elementary and secondary schools, implement the educational interests of the state, as defined in section 10-4a, and provide such other educational activities as in its judgment will best serve the interests of the school district; provided any board of education may secure such opportunities in another school district in accordance with provisions of the general statutes and shall give all the children of the school district, including children receiving alternative education, as defined in section 10-74j, as nearly equal advantages as may be practicable; shall provide an appropriate learning environment for all its students which includes (1) adequate instructional books, supplies, materials, equipment, staffing, facilities and technology, (2) equitable allocation of resources among its schools, (3) proper maintenance of facilities, and (4) a safe school setting; shall, in accordance with the provisions of subsection (f) of this section, maintain records of allegations, investigations and reports that a child has been abused or neglected by a school employee, as defined in section 53a-65, employed by the local or regional board of education; shall have charge of the schools of its respective school district; shall make a continuing study of the need for school facilities and of a long-term school building program and from time to time recommendations based on such study to the town; shall adopt and implement an indoor air quality program that provides for ongoing maintenance and facility reviews necessary for the maintenance and improvement of the indoor air quality of its facilities; shall adopt and implement a green cleaning program, pursuant to section 10-231g, that provides for the procurement and use of environmentally preferable cleaning products in school buildings and facilities; on and after July 1, 2021, and every five years thereafter, shall report to the Commissioner of Administrative Services on the condition of its facilities and the action taken to implement its long-term school building program, indoor air quality program and green cleaning program, which report the Commissioner of Administrative Services shall use to prepare a

report every five years that said commissioner shall submit in accordance with section 11-4a to the joint standing committee of the General Assembly having cognizance of matters relating to education; shall advise the Commissioner of Administrative Services of the relationship between any individual school building project pursuant to chapter 173 and such long-term school building program; shall have the care, maintenance and operation of buildings, lands, apparatus and other property used for school purposes and at all times shall insure all such buildings and all capital equipment contained therein against loss in an amount not less than eighty per cent of replacement cost; shall determine the number, age and qualifications of the pupils to be admitted into each school; shall develop and implement a written [plan for minority educator recruitment] <u>increasing educator diversity</u> plan for purposes of subdivision (3) of section 10-4a; shall employ and dismiss the teachers of the schools of such district subject to the provisions of sections 10-151 and 10-158a; shall designate the schools which shall be attended by the various children within the school district; shall make such provisions as will enable each child of school age residing in the district to attend some public day school for the period required by law and provide for the transportation of children wherever transportation is reasonable and desirable, and for such purpose may make contracts covering periods of not more than (A) five years, or (B) ten years if such contract includes transportation provided by at least one zero-emission school bus, as defined in 42 USC 16091(a)(8), as amended from time to time; may provide alternative education, in accordance with the provisions of section 10-74j, or place in another suitable educational program a pupil enrolling in school who is nineteen years of age or older and cannot acquire a sufficient number of credits for graduation by age twenty-one; may arrange with the board of education of an adjacent town for the instruction therein of such children as can attend school in such adjacent town more conveniently; shall cause each child five years of age and over and under eighteen years of age who is not a high school graduate and is living in the school district to attend school in accordance with the provisions of section 10-184, and shall perform all

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- acts required of it by the town or necessary to carry into effect the powers and duties imposed by law.
- Sec. 3. (NEW) (*Effective July 1, 2023*) (a) Not later than March 15, 2024, each local and regional board of education shall submit the increasing educator diversity plan described in subsection (a) of section 10-220 of the general statutes, as amended by this act, to the Commissioner of Education for review and approval.
- 96 (b) The Commissioner of Education shall review each increasing 97 educator diversity plan submitted pursuant to subsection (a) of this 98 section. The commissioner may approve such plan or may return such 99 plan to the local or regional board of education that submitted such 100 plan with instructions to revise such plan. Not later than May 15, 2024, 101 any such board shall revise such plan in accordance with such 102 instructions and submit such revised plan to the commissioner for 103 approval.
- (c) For the school year commencing July 1, 2024, and each school year thereafter, each local and regional board of education shall implement the increasing educator diversity plan approved by the commissioner pursuant to subsection (b) of this section. Each such board shall make such plan available on the Internet web site of such board.
- (d) The Department of Education shall make each increasing educator diversity plans available on the Internet web site of the department.
- Sec. 4. Section 10-156ii of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1*, 2023):
 - (a) There is established [a minority teacher candidate scholarship program] an Aspiring Educators Diversity Scholarship Program administered by the Department of Education. The program shall provide an annual scholarship to [minority] diverse students who (1) graduated from a public high school in a priority school district, as

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- described in section 10-266p, and (2) are enrolled in a teacher 120 121 preparation program at any four-year institution of higher 122 education.[Maximum grants shall not exceed twenty thousand dollars 123 per year] A diverse student may receive an annual scholarship in an 124 amount up to ten thousand dollars for each year such diverse student 125 is enrolled and in good standing in a teacher preparation program. As 126 used in this section, ["minority"] "diverse" has the same meaning as 127 provided in section 10-156bb, as amended by this act.
- (b) Not later than January 1, 2023, the department shall, in 128 129 consultation with the chairpersons of the joint standing committee of the General Assembly having cognizance of matters relating to 130 131 education, develop a policy concerning the administration of the 132 scholarship. Such policy shall include, but need not be limited to, 133 provisions regarding (1) any additional eligibility criteria, (2) payment and distribution of the scholarships to diverse students through the 134 135 teacher preparation programs in which they are enrolled, and (3) the 136 notification of students in high school in priority school districts of the scholarship program, including the opportunity to apply for a 137 138 scholarship under the program while enrolled in high school and prior 139 to graduation if such student will be enrolled in a teacher preparation 140 program during the following fall semester at a four-year institution of higher education. 141
 - (c) For the fiscal years ending June 30, 2024, and each fiscal year thereafter, the department shall award scholarships in accordance with the provisions of this section and the guidelines developed pursuant to subsection (b) of this section.
 - (d) (1) If a recipient of a scholarship under this section is not employed as a certified teacher by a local or regional board of education in the state during the school year immediately following graduation from a teacher preparation program, such recipient shall repay one hundred per cent of the amount of the scholarship received by such recipient.

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- (2) If a recipient of a scholarship under this section has been employed as a certified teacher by a local or regional board of education in the state during the two school years immediately following graduation from a teacher preparation program, but is no longer so employed prior to the conclusion of such two-year period, such recipient shall repay fifty per cent of the amount of the scholarship received by such recipient.
- (3) If a recipient of a scholarship under this section has been employed as a certified teacher by a local or regional board of education in the state during the three school years immediately following graduation from a teacher preparation program, but is no longer so employed prior to the conclusion of such three-year period, such recipient shall repay twenty-five per cent of the amount of the scholarship received by such recipient.
- 166 (4) If a recipient of a scholarship under this section has been
 167 employed as a certified teacher by a local or regional board of
 168 education in the state for three consecutive school years immediately
 169 following graduation from a teacher preparation program, such
 170 recipient shall not be obligated to repay any portion of the amount of
 171 the scholarship received by such recipient.
- 172 (5) Any amounts repaid under this subsection shall be deposited in 173 the General Fund.
- [(d)] (e) The department may accept gifts, grants and donations, from any source, public or private, for the [minority teacher candidate] aspiring educators diversity scholarship program.
 - (f) Not later than January 1, 2024, and annually thereafter, the department shall develop a report that includes annual data on the race and ethnicity of the diverse students who receive a scholarship under the program and the teacher preparation program in which they are enrolled. The department shall submit such report to the joint standing committee of the General Assembly having cognizance of

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- matters relating to education, in accordance with the provisions of section 11-4a.
- Sec. 5. Section 10-156bb of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):

187 There is established [a Minority Teacher Recruitment Policy 188 Oversight Council an Increasing Educator Diversity Policy Oversight 189 Council within the Department of Education. The council shall consist 190 of (1) the Commissioner of Education, or the commissioner's designee, 191 (2) two representatives from the Task Force to Diversify the Educator 192 Workforce, established pursuant to section 10-156aa, (3) one representative from each of the exclusive bargaining units for certified 193 194 employees, chosen pursuant to section 10-153b, (4) the president of the 195 Connecticut State Colleges and Universities, or the president's 196 designee, and (5) a representative from an alternate route to 197 certification program, appointed by the Commissioner of Education. 198 The council shall hold quarterly meetings and advise, at least 199 quarterly, the Commissioner of Education, or the commissioner's 200 designee, on ways to (A) encourage [minority] diverse students in 201 middle and secondary school [students] to attend institutions of higher 202 education and enter teacher preparation programs, (B) recruit 203 [minority] diverse students attending institutions of higher education 204 to enroll in teacher preparation programs and pursue teaching careers, 205 (C) recruit and retain [minority teachers] diverse educators in 206 Connecticut schools, (D) recruit [minority teachers] diverse educators 207 from other states to teach in Connecticut schools, and (E) recruit 208 [minority] diverse professionals in other fields to enter teaching. The 209 council shall report, annually, in accordance with the provisions of 210 section 11-4a, on the recommendations given to the commissioner, or 211 the commissioner's designee, pursuant to the provisions of this section, 212 to the joint standing committee of the General Assembly having 213 cognizance of matters relating to education. For purposes of this 214 section, ["minority"] "diverse" means individuals whose race is defined 215 as other than white, or whose ethnicity is defined as Hispanic or Latino

- by the federal Office of Management and Budget for use by the Bureauof Census of the United States Department of Commerce.
- Sec. 6. Section 10-156ee of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):

Not later than January 1, 2019, the Department of Education, in consultation with the [Minority Teacher Recruitment Policy Oversight Council Increasing Educator Diversity Policy Oversight Council, established pursuant to section 10-156bb, as amended by this act, shall (1) identify relevant research and successful practices to enhance [minority teacher] recruitment of diverse educators throughout the state, (2) identify and establish public, private and philanthropic partnerships to increase [minority teacher] recruitment of diverse educators, (3) utilize, monitor and evaluate innovative methods to attract [minority] diverse educator candidates to the teaching profession, particularly in subject areas in which a teacher shortage exists, as determined by the Commissioner of Education pursuant to section 10-8b, (4) modernize the process for educators to obtain educator certification under this chapter by eliminating obstacles to certification to increase competitiveness with other states, (5) identify and utilize high-quality, affordable and bias-free educator assessments, (6) adopt cut scores for educator assessments, that do not exceed the multistate cut scores, to increase competitiveness with surrounding states, (7) support new and existing educator preparation programs that commit to enrolling greater numbers of [minority teacher] diverse <u>educator</u> candidates in a manner that supports interstate reciprocity, (8) monitor, advise and support, and intervene in when necessary, local and regional boards of education's efforts to prioritize [minority teacher recruitment of diverse educators and develop innovative strategies to attract and retain [minority teachers] diverse educators within their districts, (9) (A) on and after July 1, 2019, include a question regarding the demographic data of applicants for positions requiring educator certification in the department's annual hiring survey distributed to local and regional boards of education, and (B)

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249 not later than July 1, 2020, and annually thereafter, submit a report, in 250 accordance with the provisions of section 11-4a, on the applicant 251 demographic data collected pursuant to subparagraph (A) of this 252 subdivision to the Task Force to Diversify the Educator Workforce, 253 established pursuant to section 10-156aa, and to the joint standing 254 committee of the General Assembly having cognizance of matters 255 relating to education, and (10) not later than July 1, 2022, develop and 256 make available, in consultation with the State Education Resource 257 Center, a video training module for school district personnel involved in or responsible for hiring educators relating to implicit bias and anti-258 259 bias in the hiring process. For purposes of this section, ["minority"] 260 "diverse" has the same meaning as provided in section 10-156bb, as 261 amended by this act.

- Sec. 7. Section 10-156ff of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):
- 264 For the school year commencing July 1, 2020, and each school year 265 thereafter, the [Minority Teacher Recruitment Policy Oversight Council] Increasing Educator Diversity Policy Oversight Council, 266 267 established pursuant to section 10-156bb, as amended by this act, in 268 consultation with the Task Force to Diversify the Educator Workforce, 269 established pursuant to section 10-156aa, shall develop and implement 270 strategies and utilize existing resources to ensure that at least two 271 hundred fifty new [minority] diverse teachers and administrators, of 272 which at least thirty per cent are men, are hired and employed by local 273 and regional boards of education each year in the state. As used in this 274 section, ["minority"] "diverse" has the same meaning as provided in 275 section 10-156bb, as amended by this act.
- Sec. 8. Subsection (i) of section 10-145a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July* 1, 2023):
- 279 (i) On and after July 1, [2016] <u>2023</u>, any program of teacher preparation leading to professional certification shall require, as part of

the curriculum, clinical experience, field experience or student teaching experience in a classroom during four semesters of such program of teacher preparation. [Such clinical experience, field experience or student teaching experience shall occur: (1) In a school district that has been categorized by the Department of Education as District Reference Group A, B, C, D or E, and (2) in a school district that has been categorized by the department as District Reference Group F, G, H or I.] Such clinical experience, field experience or student teaching experience may include a cooperating teacher serving as a mentor to student teachers, provided such cooperating teacher has received a performance evaluation designation of exemplary or proficient, pursuant to section 10-151b, for the prior school year.

- Sec. 9. (NEW) (Effective July 1, 2023) (a) For the school year commencing July 1, 2023, and each school year thereafter, the State Board of Education may issue an adjunct professor permit to any person who is a nontenured and part-time instructor employed by a public or independent institution of higher education in the state. Such permit shall authorize such person to be employed by a local or regional board of education and hold a part-time position of not more than twenty-five classroom instructional hours per week to teach in grades nine to twelve, inclusive, of a public school and provide instruction as part of college and career readiness programming offered by such board, including, but not limited to, an early college experience, advanced placement classes, career and technical education, the International Baccalaureate program, a dual enrollment program, a dual credit program and apprenticeships.
- (b) During a period of such employment, a person holding an adjunct professor permit shall be under the supervision of the superintendent of schools or of a principal, administrator or supervisor designated by such superintendent who shall regularly observe, guide and evaluate the performance of assigned duties by such holder of an adjunct professor permit.
- (c) Any local or regional board of education employing a person

- who holds an adjunct professor permit issued under this section shall provide a program to assist each such person. Such program shall include academic and classroom support service components.
 - (d) Any person holding an adjunct professor permit pursuant to this section shall become a member of the exclusive bargaining unit for certified employees chosen pursuant to section 10-153b of the general statutes and shall be subject to the same collective bargaining agreement as the members of such exclusive bargaining unit, unless otherwise agreed to by the employing local or regional board of education and such exclusive bargaining unit.
 - (e) No person holding an adjunct professor permit shall fill a position that will result in the displacement of any person holding a teaching certificate under section 10-145b of the general statutes who is already employed at such school.
 - (f) Any person holding an adjunct professor permit pursuant to this section shall not be deemed to be eligible for membership in the teachers' retirement system solely by reason of such permit, provided any such person who holds a regular teacher's certificate issued by the State Board of Education shall not be excluded from membership in said system.
- Sec. 10. Subsections (a) and (b) of section 10-25b of the general statutes are repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):
 - (a) Not later than January 1, 2024, the Department of Education, in collaboration with the State Education Resource Center, shall develop a model curriculum for grades kindergarten to grade eight, inclusive, that may be used <u>in whole or in part</u> by <u>any</u> local [and] <u>or</u> regional [boards] <u>board</u> of education.
 - (b) The content of the model curriculum shall (1) be rigorous, ageappropriate, aligned with curriculum guidelines approved by the State Board of Education and in accordance with the state-wide subject

345 matter content standards, adopted by the state board pursuant to 346 section 10-4, (2) be in accordance with the program of instruction and 347 subject matter requirements prescribed in section 10-16b, and (3) include and integrate throughout such model curriculum at least the 348 349 following: (A) The subject matter prescribed in section 10-16b, (B) 350 Native American studies, (C) Asian American and Pacific Islander 351 studies, (D) lesbian, gay, bisexual, transgender, queer and other sexual 352 orientations and gender identities studies, (E) climate change, (F) 353 personal financial management and financial literacy, (G) the military 354 service and experience of American veterans, (H) civics and 355 citizenship, including instruction in digital citizenship and media 356 literacy that provides students with the knowledge and skills necessary to safely, ethically, responsibly and effectively use digital 357 358 technologies to create and consume digital content, communicate with 359 others and participate in social and civic activities, (I) the principles of 360 social-emotional learning, [and] (J) racism, (K) cursive writing, and (L) 361 world languages beginning in kindergarten.

Sec. 11. Subsection (g) of section 10-221a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July* 1, 2023):

(g) Only courses taken in grades nine to twelve, inclusive, and that are in accordance with the state-wide subject matter content standards, adopted by the State Board of Education pursuant to section 10-4, shall satisfy the graduation requirements set forth in this section, except that a local or regional board of education may grant a student credit (1) toward meeting the high school graduation requirements upon the successful demonstration of mastery of the subject matter content described in this section achieved through educational experiences and opportunities that provide flexible and multiple pathways to learning, including cross-curricular graduation requirements, career and technical education, virtual learning, work-based learning, service learning, dual enrollment and early college, courses taken in middle school, internships and student-designed independent studies,

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provided such demonstration of mastery is in accordance with such state-wide subject matter content standards; (2) toward meeting a specified course requirement upon the successful completion in grade seven or eight of any course, the primary focus of which corresponds directly to the subject matter of a specified course requirement in grades nine to twelve, inclusive; (3) toward meeting the high school graduation requirement upon the successful completion of a world language course (A) in grade six, seven or eight, (B) through on-line coursework, or (C) offered privately through a nonprofit provider, provided such student achieves a passing grade on an examination prescribed, within available appropriations, by the Commissioner of Education and such credits do not exceed four; (4) toward meeting the high school graduation requirement upon achievement of a passing grade on a subject area proficiency examination identified and approved, within available appropriations, by the Commissioner of Education, regardless of the number of hours the student spent in a public school classroom learning such subject matter; (5) toward meeting the high school graduation requirement upon the successful completion of coursework during the school year or summer months at an institution accredited by the Board of Regents for Higher Education or Office of Higher Education or regionally accredited. One three-credit semester course, or its equivalent, at such an institution shall equal one-half credit for purposes of this section; [or] (6) toward meeting the high school graduation requirement upon the successful completion of on-line coursework, provided the local or regional board of education has adopted a policy in accordance with this subdivision for the granting of credit for on-line coursework. Such a policy shall ensure, at a minimum, that (A) the workload required by the on-line course is equivalent to that of a similar course taught in a traditional classroom setting, (B) the content is rigorous and aligned with curriculum guidelines approved by the State Board of Education, where appropriate, (C) the course engages students and has interactive components, which may include, but are not limited to, required interactions between students and their teachers, participation in online demonstrations, discussion boards or virtual labs, (D) the program

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413 of instruction for such on-line coursework is planned, ongoing and 414 systematic, and (E) the courses are (i) taught by teachers who are 415 certified in the state or another state and have received training on 416 teaching in an on-line environment, or (ii) offered by institutions of 417 higher education that are accredited by the Board of Regents for Higher Education or Office of Higher Education or regionally 418 419 accredited; or (7) toward meeting the high school graduation 420 requirement upon the successful completion of a learner engagement 421 and attendance program or other credit recovery program approved 422 by the Commissioner of Education.

- 423 Sec. 12. (Effective July 1, 2023) For the fiscal year ending June 30, 424 2024, the Secretary of the Office of Policy and Management, in 425 consultation with the Commissioner of Education, shall reclassify not 426 less than four authorized positions at the Department of Education 427 that remain unfilled for the purpose of administering the Aspiring 428 Educators Diversity Scholarship Program, established pursuant to 429 section 10-156ii of the general statutes, as amended by this act, and 430 implementing programs related to recruitment and retention of 431 diverse educators, provided one such reclassified position shall require 432 experience in communications and be in the Talent Office and 433 responsible for marketing the Aspiring Educators Diversity 434 Scholarship Program and such recruitment and retention programs. 435 The department shall use funds appropriated to the department's 436 personal services account for the purpose of filling the four staff 437 positions reclassified pursuant to this section.
- Sec. 13. Subsection (k) of section 10-266aa of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July* 1, 2023):
 - (k) On or before March first of each year, the Commissioner of Education shall determine if the enrollment in the program pursuant to subsection (c) of this section for the fiscal year is below the number of students for which funds were appropriated. If the commissioner determines that the enrollment is below such number, the additional

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- funds shall [not lapse but shall] be used by the commissioner in accordance with this subsection.
- (1) Any amount up to five hundred thousand dollars of such [nonlapsing] <u>additional</u> funds shall be used for supplemental grants to receiving districts on a pro rata basis for each out-of-district student in the program pursuant to subsection (c) of this section who attends the same school in the receiving district as at least nine other such out-of-district students, not to exceed one thousand dollars per student.
 - (2) Any amount up to and including five hundred thousand dollars of such [nonlapsing] <u>additional</u> funds available after payment is made pursuant to subdivision (1) of this subsection shall be paid to the State Education Resource Center, established pursuant to section 10-357a, to provide professional development to certified employees, in accordance with the provisions of section 10-148a, and training for other school personnel in receiving districts.
 - (3) Any [such nonlapsing] amount up to and including two million dollars of such additional funds remaining after payment is made pursuant to subdivisions (1) and (2) of this subsection shall be used for the provision of wrap-around services to students participating in the program, including, but not limited to, academic tutoring, family support and experiential learning opportunities.

This act shall take effect as follows and shall amend the following sections:			
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Section 1	July 1, 2023	New section	
Sec. 2	July 1, 2023	10-220(a)	
Sec. 3	July 1, 2023	New section	
Sec. 4	July 1, 2023	10-156ii	
Sec. 5	July 1, 2023	10-156bb	
Sec. 6	July 1, 2023	10-156ee	
Sec. 7	July 1, 2023	10-156ff	
Sec. 8	July 1, 2023	10-145a(i)	
Sec. 9	July 1, 2023	New section	
Sec. 10	July 1, 2023	10-25b(a) and (b)	

Sec. 11	July 1, 2023	10-221a(g)
Sec. 12	July 1, 2023	New section
Sec. 13	July 1, 2023	10-266aa(k)

Statement of Legislative Commissioners:

In Section 9(a), "in college and career readiness" was changed to "as part of college and career readiness programming offered by such board", for clarity.

ED Joint Favorable Subst. C/R APP

APP Joint Favorable Subst.