A BILL FOR AN ACT

Relating to the education workforce; and declaring an emergency.

Whereas Oregon is becoming an increasingly culturally and linguistically diverse state; and
Whereas culturally and linguistically diverse students make up more than a third of our current
students, and demographic trends show this percentage increasing significantly over time; and
Whereas the academic and social benefits of a culturally and linguistically diverse education
workforce benefit all students; and
Whereas Oregon’s current education workforce is not reflective of the cultural and linguistic
diversity of students in this state; and
Whereas there are significant education workforce shortages in key academic concentrations,
school positions and geographic areas across Oregon; and
Whereas almost 28 percent of the Oregon kindergarten through grade 12 education workforce
is eligible to retire today, and there is not a sufficient statewide plan to increase the number of li-
censed prekindergarten through grade 12 educators; and
Whereas consortiums of school districts and post-secondary institutions of education across the
state have already developed successful “Grow Your Own” educator pipeline programs to fill the
needs of local communities; and
Whereas the State of Oregon needs to invest in “Grow Your Own” educator pipeline develop-
ment programs and expand existing programs to help grow and diversify Oregon’s prekindergarten
through grade 12 education workforce; now, therefore,

Be It Enacted by the People of the State of Oregon:

SECTION 1. Sections 2 to 4 of this 2019 Act are added to and made a part of ORS chapter
342.

SECTION 2. (1) The Department of Education shall use the moneys in the Next Gener-
ation Educator Recruitment and Development Account established under section 4 of this
2019 Act for the purpose of developing and diversifying the education workforce for
prekindergarten through grade 12.

(2) The department shall use moneys in the account as follows:

(a) To distribute grants to school districts, education service districts or any combination
of school districts and education service districts as provided by section 3 of this 2019 Act.

Grants distributed under section 3 of this 2019 Act shall be based on the number of partic-

ipants in a program that is funded as provided by section 3 of this 2019 Act and may not

exceed $5,000 per participant.

(b) To distribute planning grants to potential applicants for a grant described in section

3 of this 2019 Act. Planning grants distributed under this paragraph may not exceed $25,000

per recipient. If more requests for a planning grant are submitted than moneys are available,

priority shall be given to requests that will be used to establish a new partnership with an

erly childhood education program, a public or private post-secondary institution of educa-

tion, a community-based organization or a nonprofit organization for the purpose of a grant
distributed under section 3 of this 2019 Act.

(c) To distribute grants for programs in middle or high schools that encourage students

who are interested in a career in education. Grants distributed under this section may not

exceed $500 per participating student per biennium and may not be used for any college

credit courses.

(d) To pay for administrative expenses incurred by the Department of Education, the

Teacher Standards and Practices Commission and the Educator Advancement Council. Pay-

ments for administrative expenses shall comply with rules adopted by the State Board of

Education.

(3) For the purpose of distributing grants under subsection (2)(a) to (c) of this section

and coordinating implementation of the grants programs with the Educator Advancement

Council, the department shall convene an advisory group that meets at least once each

quarter. The advisory group shall consist of 13 members who represent the following:

(a) The Educator Advancement Council;

(b) The Teacher Standards and Practices Commission;

(c) A public post-secondary institution of education;

(d) The State Advisory Council for Special Education;

(e) The Department of Education;

(f) A community-based, culturally specific African-American organization;

(g) A community-based, culturally specific Latino organization;

(h) A community-based, culturally specific Asian and Pacific Islander organization;

(i) A federally recognized tribe in this state;

(j) Public education employees, including teachers;

(k) School administrators;

(L) School districts or education service districts that sponsor a program to recruit po-

tential educators from the community to join the profession and be an educator in the

community; and

(m) Students enrolled in a program to recruit potential educators from the community

to join the profession and be an educator in the community.

(4) The State Board of Education shall adopt any rules necessary for the administration

of this section and section 3 of this 2019 Act.

SECTION 3. (1) For the purpose of developing and diversifying the education workforce

for prekindergarten through grade 12, the Department of Education shall distribute grants

from the Next Generation Educator Recruitment and Development Account established un-
der section 4 of this 2019 Act to school districts, education service districts or any combi-
nation of school districts and education service districts.

(2) A school district, education service district or combination of school districts and education service districts must use moneys received under this section to fund a program that recruits potential educators to join the profession and be an educator in the community.

(3) A recipient of a grant distributed under this section is encouraged to form and build partnerships with early childhood education programs, public and private post-secondary institutions of education, community-based organizations and nonprofit organizations.

(4) To receive a distribution under this section, the school district, education service district or combination of school districts and education service districts must submit an application on the form and within the timelines prescribed by the department. An application must demonstrate that:

(a) The applicant is able to match every $3 of the grant amount with $1 of local matching funding, which may include moneys or the cost of staff salary and benefits, management services, tuition, scholarships, fellowships, books, academic supplies, travel stipends, technology stipends, paid internships, loan forgiveness, paid practicums, paid residencies, mentoring programs or professional development; and

(b) The program to be funded with the grant moneys has the following elements:

(A) Intentionally recruits racially and linguistically diverse candidates to be educators;

(B) Ensures that all participants in the program receive at least two years of culturally responsive mentoring;

(C) Provides all participants in the program with cultural competency training and training to prepare the participants to meet the social and emotional learning needs of students;

(D) Ensures that all academic credits earned through the program at a post-secondary institution of education are transferable between all post-secondary institutions of education participating in the program;

(E) Ensures that the hiring practices in each participating consortium focus on training to recruit a diverse workforce, including training to overcome biases; and

(F) Requires participants in the program to agree to work in a sponsoring school district for at least two years.

(5) If more applicants apply for a grant under this section than moneys are available for the grant, priority shall be given to applicants that will use grant moneys to fund a program that has the following elements:

(a) Develops recruitment and retention partnerships with community organizations or federally recognized tribes and provides a comprehensive retention plan that includes community outreach;

(b) Creates a plan to develop and engage mentors for all participants in the program beyond the first two years;

(c) Exposes all participants in the program to training that is culturally relevant for this state and that specifically includes Oregon's ethnic studies requirements, including plans for students who are black or African-American, English language learner or American Indian or Alaskan Native;

(d) Provides expanded or universal transferability of all academic credit earned through the program at a post-secondary institution of education to other post-secondary institutions of education in this state;
(e) Demonstrates progress toward the development of a workforce that is reflective of the students that the workforce serves; and

(f) Requires participants in the program to agree to work in a sponsoring school district for at least four years.

(6) A school district, education service district or combination of school districts and education service districts that receives distributions of moneys under this section may use the moneys for:

(a) Expenses incurred in providing a program described in this section, including staff salary and benefits, management services, tuition, scholarships, fellowships, books, academic supplies, travel stipends, technology stipends, paid internships, loan forgiveness, paid practicums, paid residencies, mentoring programs and professional development.

(b) Stipends for participants in a program described in this section for a maximum of $5,000 from the account per participant per school year or academic year and a maximum of four school or academic years. Participants must be enrolled at a public high school, community college, undergraduate program or graduate program and must be pursuing or intending to pursue a career as a prekindergarten educator or as a licensed kindergarten through grade 12 educator in a field identified by the Teacher Standards and Practices Commission by rule. If the participant is enrolled in a post-secondary institution of education, the participant must demonstrate that the participant has used all available financial aid sources before receiving any moneys under this paragraph. Nothing in this paragraph limits the amount of local matching funding that may be used for a stipend.

(7) A school district, education service district or combination of school districts and education service districts that receives a distribution of moneys under this section must provide annual reports to the department regarding:

(a) The demographics of the participants in the program;

(b) The retention rates of participants in the program as compared to other school district or education service district educators;

(c) The average length of employment in a sponsoring school district or education service district for a person who participated in a program described in this section; and

(d) Progress toward diversification of the education workforce as a result of the program.

SECTION 4. (1) The Next Generation Educator Recruitment and Development Account is established in the State Treasury, separate and distinct from the General Fund.

(2) Moneys in the account are continuously appropriated to the Department of Education for the purpose of section 2 of this 2019 Act.

SECTION 5. For the 2019-2021 biennium only, moneys in the Next Generation Educator Recruitment and Development Account established under section 4 of this 2019 Act shall be used as follows:

(1) No more than $15,000,000 of the account shall be used for grants to school districts, education service districts or any combination of school districts and education service districts as provided by section 3 of this 2019 Act;

(2) No more than $500,000 of the account shall be used for planning grants as described in section 2 (2)(b) of this 2019 Act;

(3) No more than $250,000 of the account shall be used for programs in middle or high schools as described in section 2 (2)(c) of this 2019 Act;

(4) No more than $350,000 of the account shall be used for administrative expenses in-
curred by the Department of Education as described in section 2 (2)(d) of this 2019 Act;

(5) No more than $300,000 of the account shall be used for administrative expenses in-
curred by the Teacher Standards and Practices Commission to support local efforts and re-
duce licensing barriers as described in section 2 (2)(d) of this 2019 Act; and

(6) No more than $300,000 of the account shall be used for administrative expenses in-
curred by the Educator Advancement Council to support local efforts and coordinate related
work as described in section 2 (2)(d) of this 2019 Act.

SECTION 6. In addition to and not in lieu of any other appropriation, there is appropri-
ated to the Department of Education, for the biennium beginning July 1, 2019, out of the
General Fund, the amount of $16,700,000, which shall be deposited into the Next Generation
Educator Recruitment and Development Account established under section 4 of this 2019 Act.

SECTION 7. This 2019 Act being necessary for the immediate preservation of the public
peace, health and safety, an emergency is declared to exist, and this 2019 Act takes effect
July 1, 2019.