

# House Bill 2742

Sponsored by Representative SOLLMAN, Senators ROBLAN, WAGNER; Representative DOHERTY (at the request of Confederation of Oregon School Administrators)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Directs Department of Education to distribute grants for purpose of developing and diversifying education workforce for prekindergarten through grade 12.

Establishes Next Generation Educator Recruitment and Development Account. Appropriates moneys from General Fund to account.

Declares emergency, effective July 1, 2019.

## A BILL FOR AN ACT

1  
2 Relating to the education workforce; and declaring an emergency.

3       Whereas Oregon is becoming an increasingly culturally and linguistically diverse state; and

4       Whereas culturally and linguistically diverse students make up more than a third of our current  
5 students, and demographic trends show this percentage increasing significantly over time; and

6       Whereas the academic and social benefits of a culturally and linguistically diverse education  
7 workforce benefit all students; and

8       Whereas Oregon's current education workforce is not reflective of the cultural and linguistic  
9 diversity of students in this state; and

10       Whereas there are significant education workforce shortages in key academic concentrations,  
11 school positions and geographic areas across Oregon; and

12       Whereas almost 28 percent of the Oregon kindergarten through grade 12 education workforce  
13 is eligible to retire today, and there is not a sufficient statewide plan to increase the number of li-  
14 censed prekindergarten through grade 12 educators; and

15       Whereas consortiums of school districts and post-secondary institutions of education across the  
16 state have already developed successful "Grow Your Own" educator pipeline programs to fill the  
17 needs of local communities; and

18       Whereas the State of Oregon needs to invest in "Grow Your Own" educator pipeline develop-  
19 ment programs and expand existing programs to help grow and diversify Oregon's prekindergarten  
20 through grade 12 education workforce; now, therefore,

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

22       **SECTION 1.** Sections 2 to 4 of this 2019 Act are added to and made a part of ORS chapter  
23 **342.**

24       **SECTION 2.** (1) **The Department of Education shall use the moneys in the Next Gener-**  
25 **ation Educator Recruitment and Development Account established under section 4 of this**  
26 **2019 Act for the purpose of developing and diversifying the education workforce for**  
27 **prekindergarten through grade 12.**

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

29       **(a) To distribute grants to school districts, education service districts or any combination**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 of school districts and education service districts as provided by section 3 of this 2019 Act.  
 2 Grants distributed under section 3 of this 2019 Act shall be based on the number of partic-  
 3 ipants in a program that is funded as provided by section 3 of this 2019 Act and may not  
 4 exceed \$5,000 per participant.

5 (b) To distribute planning grants to potential applicants for a grant described in section  
 6 3 of this 2019 Act. Planning grants distributed under this paragraph may not exceed \$25,000  
 7 per recipient. If more requests for a planning grant are submitted than moneys are available,  
 8 priority shall be given to requests that will be used to establish a new partnership with an  
 9 early childhood education program, a public or private post-secondary institution of educa-  
 10 tion, a community-based organization or a nonprofit organization for the purpose of a grant  
 11 distributed under section 3 of this 2019 Act.

12 (c) To distribute grants for programs in middle or high schools that encourage students  
 13 who are interested in a career in education. Grants distributed under this section may not  
 14 exceed \$500 per participating student per biennium and may not be used for any college  
 15 credit courses.

16 (d) To pay for administrative expenses incurred by the Department of Education, the  
 17 Teacher Standards and Practices Commission and the Educator Advancement Council. Pay-  
 18 ments for administrative expenses shall comply with rules adopted by the State Board of  
 19 Education.

20 (3) For the purpose of distributing grants under subsection (2)(a) to (c) of this section  
 21 and coordinating implementation of the grants programs with the Educator Advancement  
 22 Council, the department shall convene an advisory group that meets at least once each  
 23 quarter. The advisory group shall consist of 13 members who represent the following:

- 24 (a) The Educator Advancement Council;
- 25 (b) The Teacher Standards and Practices Commission;
- 26 (c) A public post-secondary institution of education;
- 27 (d) The State Advisory Council for Special Education;
- 28 (e) The Department of Education;
- 29 (f) A community-based, culturally specific African-American organization;
- 30 (g) A community-based, culturally specific Latino organization;
- 31 (h) A community-based, culturally specific Asian and Pacific Islander organization;
- 32 (i) A federally recognized tribe in this state;
- 33 (j) Public education employees, including teachers;
- 34 (k) School administrators;
- 35 (L) School districts or education service districts that sponsor a program to recruit po-  
 36 tential educators from the community to join the profession and be an educator in the  
 37 community; and

38 (m) Students enrolled in a program to recruit potential educators from the community  
 39 to join the profession and be an educator in the community.

40 (4) The State Board of Education shall adopt any rules necessary for the administration  
 41 of this section and section 3 of this 2019 Act.

42 **SECTION 3.** (1) For the purpose of developing and diversifying the education workforce  
 43 for prekindergarten through grade 12, the Department of Education shall distribute grants  
 44 from the Next Generation Educator Recruitment and Development Account established un-  
 45 der section 4 of this 2019 Act to school districts, education service districts or any combi-

1 nation of school districts and education service districts.

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

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

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

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

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

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

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

21 (C) Provides all participants in the program with cultural competency training and  
22 training to prepare the participants to meet the social and emotional learning needs of stu-  
23 dents;

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

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

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

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

34 (a) Develops recruitment and retention partnerships with community organizations or  
35 federally recognized tribes and provides a comprehensive retention plan that includes com-  
36 munity outreach;

37 (b) Creates a plan to develop and engage mentors for all participants in the program be-  
38 yond the first two years;

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

43 (d) Provides expanded or universal transferability of all academic credit earned through  
44 the program at a post-secondary institution of education to other post-secondary institutions  
45 of education in this state;

1 (e) Demonstrates progress toward the development of a workforce that is reflective of  
2 the students that the workforce serves; and

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

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

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

12 (b) Stipends for participants in a program described in this section for a maximum of  
13 \$5,000 from the account per participant per school year or academic year and a maximum  
14 of four school or academic years. Participants must be enrolled at a public high school,  
15 community college, undergraduate program or graduate program and must be pursuing or  
16 intending to pursue a career as a prekindergarten educator or as a licensed kindergarten  
17 through grade 12 educator in a field identified by the Teacher Standards and Practices  
18 Commission by rule. If the participant is enrolled in a post-secondary institution of educa-  
19 tion, the participant must demonstrate that the participant has used all available financial  
20 aid sources before receiving any moneys under this paragraph. Nothing in this paragraph  
21 limits the amount of local matching funding that may be used for a stipend.

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

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

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

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

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

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

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

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

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

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

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

45 (4) No more than \$350,000 of the account shall be used for administrative expenses in-

1 curred by the Department of Education as described in section 2 (2)(d) of this 2019 Act;

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

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

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

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