



General Assembly

January Session, 2025

Raised Bill No. 1513

LCO No. 6189



Referred to Committee on EDUCATION

Introduced by:
(ED)

AN ACT CONCERNING ASPIRING EDUCATORS.

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

1 Section 1. Section 10-156ii of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2025*):

3 (a) There is established an aspiring educators [diversity] scholarship
4 program administered by the Talent Office within the Department of
5 Education. The program shall provide an annual scholarship to [diverse
6 students] aspiring educators who (1) graduated from a public high
7 school in [an alliance district, as defined in section 10-262u] the state,
8 and (2) are enrolled in a teacher preparation program at any four-year
9 institution of higher education. [A diverse student] An aspiring
10 educator may receive an annual scholarship in an amount up to ten
11 thousand dollars for each year such [diverse student] aspiring educator
12 is enrolled and in good standing in a teacher preparation program. As
13 used in this section, ["diverse" has the same meaning as provided in
14 section 10-156bb] "aspiring educator" means an individual who is from
15 a subgroup of the population that is underrepresented in the teaching
16 profession in the state and has been identified as a teacher shortage area

17 pursuant to section 10-8b, as amended by this act.

18 (b) Not later than January 1, [2023] 2026, the [department] Talent
19 Office shall, in consultation with the chairpersons of the joint standing
20 committee of the General Assembly having cognizance of matters
21 relating to education, develop a policy concerning the administration of
22 the scholarship. Such policy shall include, but need not be limited to,
23 provisions regarding (1) any additional eligibility criteria, (2) payment
24 and distribution of the scholarships to [diverse students] aspiring
25 educators through the teacher preparation programs in which they are
26 enrolled, and (3) the notification of students in high school [in alliance
27 districts] of the scholarship program, including the opportunity to apply
28 for a scholarship under the program while enrolled in high school and
29 prior to graduation if such student will be enrolled in a teacher
30 preparation program during the following fall semester at a four-year
31 institution of higher education.

32 (c) For the fiscal years ending June 30, [2024] 2026, and each fiscal year
33 thereafter, the [department] Talent Office shall award scholarships in
34 accordance with the provisions of this section and the guidelines
35 developed pursuant to subsection (b) of this section.

36 (d) The [Commissioner of Education] Talent Office shall develop
37 scholarship repayment criteria for recipients who are not employed as a
38 certified teacher by a local or regional board of education in the state
39 following graduation from a teacher preparation program. Any
40 amounts repaid to the department shall be deposited in the General
41 Fund.

42 (e) The [department] Talent Office may accept gifts, grants and
43 donations, from any source, public or private, for the aspiring educators
44 [diversity] scholarship program.

45 (f) Not later than January 1, [2024] 2027, and annually thereafter, the
46 [department] Talent Office shall develop a report that includes annual
47 data on the [race and ethnicity of the diverse] population subgroups of

48 students who receive a scholarship under the program and the teacher
49 preparation program in which they are enrolled. The [department]
50 Talent Office shall submit such report to the joint standing committee of
51 the General Assembly having cognizance of matters relating to
52 education, in accordance with the provisions of section 11-4a.

53 Sec. 2. Section 10-8b of the general statutes is repealed and the
54 following is substituted in lieu thereof (*Effective July 1, 2025*):

55 (a) The Commissioner of Education shall annually, by December first,
56 determine subject areas, [and] geographic areas and population
57 subgroups in which a teacher shortage exists and shall certify such
58 shortages to the Connecticut Housing Finance Authority for purposes
59 of section 8-265pp. In determining teacher shortages, the commissioner
60 shall consider the following: (1) The number of teacher vacancies in a
61 particular subject or geographic area; (2) the number of new certificates
62 in such areas issued by the Department of Education during the
63 preceding year; [and] (3) the number and types of classes being taught
64 by persons whose training is not specific to the field in which they are
65 teaching; and (4) those subgroups of the population in the state that are
66 underrepresented in the teaching profession.

67 (b) The Department of Education shall annually, by March first,
68 electronically distribute to the president of every institution of higher
69 education in this state offering a teacher preparatory program
70 information concerning teacher shortage areas, determined pursuant to
71 subsection (a) of this section, for at least the prior five years.

72 Sec. 3. Subsection (i) of section 10-145a of the general statutes is
73 repealed and the following is substituted in lieu thereof (*Effective July 1,*
74 *2025*):

75 (i) On and after July 1, [2023] 2025, any program of teacher
76 preparation leading to professional certification shall require, as part of
77 the curriculum, clinical experience, field experience or student teaching
78 experience in a classroom during four semesters of such program of

79 teacher preparation. Such clinical experience, field experience or student
80 teaching experience may include a cooperating teacher serving as a
81 mentor to student teachers. Such clinical experience, field experience or
82 student teaching experience shall include a stipend to be paid to each
83 candidate for the hours spent in a classroom completing such clinical
84 experience, field experience or student teaching experience.

85 Sec. 4. Section 10-146j of the general statutes is repealed and the
86 following is substituted in lieu thereof (*Effective July 1, 2025*):

87 (a) For the fiscal year ending June 30, [2024] 2026, and each fiscal year
88 thereafter, the Talent Office within the Department of Education shall
89 [establish] administer an educator apprenticeship initiative that enables
90 students enrolled in an educator preparation program, residency
91 program or alternate route to certification program to gain classroom
92 teaching experience while working toward becoming full-time, certified
93 teachers upon successful completion of such programs under the
94 educator apprenticeship initiative. The [department] Talent Office shall
95 seek certification from the Labor Department for the educator
96 apprenticeship initiative for purposes of leveraging federal grants and
97 funding.

98 (b) The [Commissioner of Education] Talent Office shall develop (1)
99 participation guidelines for those educator preparation programs,
100 residency programs and alternate route to certification programs
101 included under the educator apprenticeship initiative, (2)
102 administration guidelines for the implementation of the educator
103 apprenticeship initiative that are consistent with federal laws and
104 regulations, and (3) compensation levels for students enrolled in such
105 educator preparation programs, residency programs and alternate route
106 to certification programs included under the educator apprenticeship
107 initiative.

108 (c) The [Commissioner of Education] Talent Office may permit a
109 person enrolled in a residency program to participate in the educator

110 apprenticeship initiative upon the request of the superintendent in
111 whose school district such person is employed or assigned as part of
112 such residency program. Upon successful completion of such residency
113 program and with the recommendation of such superintendent, the
114 State Board of Education shall issue an initial educator certificate to such
115 person and such person shall not be required to complete the
116 examination requirements set forth in section 10-145f.

117 Sec. 5. Section 10-156aa of the general statutes is repealed and the
118 following is substituted in lieu thereof (*Effective July 1, 2025*):

119 (a) There is established the [Task Force to Diversity the] Aspiring
120 Educator Workforce Task Force to study and develop strategies to
121 increase and improve the recruitment, preparation and retention of
122 [minority teachers, as defined in section 10-155/] aspiring educators, as
123 defined in section 10-156ii, as amended by this act, in public schools in
124 the state. Such study shall include, but need not be limited to, (1) an
125 analysis of the causes of [minority teacher] aspiring educator shortages
126 in the state, (2) an examination of current state-wide and school district
127 demographics, and (3) a review of best practices.

128 (b) The task force shall consist of the following members:

129 (1) One appointed by the speaker of the House of Representatives;

130 (2) One appointed by the president pro tempore of the Senate;

131 (3) One appointed by the majority leader of the House of
132 Representatives, who is a member of the Black and Puerto Rican Caucus
133 of the General Assembly;

134 (4) One appointed by the majority leader of the Senate;

135 (5) One appointed by the minority leader of the House of
136 Representatives;

137 (6) One appointed by the minority leader of the Senate;

138 (7) The Commissioner of Education, or the commissioner's designee;

139 (8) The chancellor of the Connecticut State Colleges and Universities,
140 or the chancellor's designee;

141 (9) The executive director of the Commission on Women, Children,
142 Seniors, Equity and Opportunity, or the executive director's designee;

143 (10) Three appointed by the executive director of the Commission on
144 Women, Children, Seniors, Equity and Opportunity, one of whom has
145 expertise in African American affairs, one of whom has expertise in
146 Latino and Puerto Rican affairs, and one of whom has expertise in Asian
147 Pacific American affairs; and

148 (11) On and after July 1, 2018, one appointed by the chairpersons of
149 the task force.

150 (c) Any member of the task force appointed under subdivision (1),
151 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
152 of the General Assembly.

153 (d) All appointments to the task force shall be made not later than
154 thirty days after June 22, 2015, except the member appointed pursuant
155 to subdivision (11) of subsection (b) of this section shall be appointed
156 not later than thirty days after July 1, 2018. Any vacancy shall be filled
157 by the appointing authority.

158 (e) (1) The speaker of the House of Representatives and the president
159 pro tempore of the Senate shall select the chairpersons of the task force
160 from among the members of the task force. Such chairpersons shall
161 schedule the first meeting of the task force, which shall be held not later
162 than sixty days after June 22, 2015.

163 (2) On and after the appointment of the member described in
164 subdivision (11) of subsection (b) of this section, such member shall
165 serve as an additional chairperson of the task force with the same
166 authority and responsibilities as the chairpersons selected pursuant to

167 subdivision (1) of this subsection.

168 (f) The administrative staff of the joint standing committee of the
169 General Assembly having cognizance of matters relating to education
170 shall serve as administrative staff of the task force.

171 (g) Not later than June 30, 2017, the task force shall submit a report
172 on its findings and recommendations to the joint standing committee of
173 the General Assembly having cognizance of matters relating to
174 education, in accordance with the provisions of section 11-4a.

175 (h) The task force shall terminate on ~~[January 1, 2026]~~ July 1, 2030.

176 Sec. 6. Section 10-156bb of the general statutes is repealed and the
177 following is substituted in lieu thereof (*Effective July 1, 2025*):

178 There is established an ~~[Increasing Educator Diversity]~~ Aspiring
179 Educator Policy Oversight Council within the Talent Office of the
180 Department of Education. The council shall consist of (1) the
181 Commissioner of Education, or the commissioner's designee, (2) two
182 representatives from the ~~[Task Force to Diversify the]~~ Aspiring Educator
183 Workforce Task Force, established pursuant to section 10-156aa, as
184 amended by this act, (3) one representative from each of the exclusive
185 bargaining units for certified employees, chosen pursuant to section 10-
186 153b, (4) the chancellor of the Connecticut State Colleges and
187 Universities, or the chancellor's designee, and (5) a representative from
188 an alternate route to certification program, appointed by the
189 Commissioner of Education. The council shall hold quarterly meetings
190 and advise, at least quarterly, the Commissioner of Education, or the
191 commissioner's designee, on ways to (A) encourage ~~[diverse students]~~
192 aspiring educators in middle and secondary school to attend institutions
193 of higher education and enter teacher preparation programs, (B) recruit
194 ~~[diverse students]~~ aspiring educators attending institutions of higher
195 education to enroll in teacher preparation programs and pursue
196 teaching careers, (C) recruit and retain ~~[diverse]~~ aspiring educators in
197 Connecticut schools, (D) recruit ~~[diverse]~~ aspiring educators from other

198 states to teach in Connecticut schools, and (E) recruit [diverse]
199 professionals in other fields to enter teaching as aspiring educators. The
200 council shall report, annually, in accordance with the provisions of
201 section 11-4a, on the recommendations given to the commissioner, or
202 the commissioner's designee, pursuant to the provisions of this section,
203 to the joint standing committee of the General Assembly having
204 cognizance of matters relating to education. For purposes of this section,
205 ["diverse" means individuals whose race is defined as other than white,
206 or whose ethnicity is defined as Hispanic or Latino by the federal Office
207 of Management and Budget for use by the Bureau of Census of the
208 United States Department of Commerce] "aspiring educator" has the
209 same meaning as provided in section 10-156ii, as amended by this act.

210 Sec. 7. Section 10-156cc of the general statutes is repealed and the
211 following is substituted in lieu thereof (*Effective July 1, 2025*):

212 Not later than July 1, [2017] 2026, and annually thereafter, the Talent
213 Office within the Department of Education shall submit a report using
214 results-based accountability measures to assess the effectiveness of
215 [minority teacher] aspiring educator recruitment programs in the state
216 to the joint standing committees of the General Assembly having
217 cognizance of matters relating to education and appropriations, in
218 accordance with the provisions of section 11-4a. Such [minority teacher]
219 aspiring educator recruitment programs shall include, but not be
220 limited to, any program administered by a regional educational service
221 center pursuant to section 10-155l, as amended by this act, [and] the
222 [minority teacher] aspiring educator incentive program administered by
223 the Office of Higher Education pursuant to section 10a-168a, as
224 amended by this act, and the maximizing Connecticut's certification,
225 recruitment or residency year program for aspiring educators pursuant
226 to section 10-156gg, as amended by this act. As used in this section,
227 "aspiring educator" has the same meaning as provided in section 10-
228 156ii, as amended by this act.

229 Sec. 8. Section 10-156dd of the general statutes is repealed and the

230 following is substituted in lieu thereof (*Effective July 1, 2025*):

231 Not later than January 1, [2017] 2026, and annually thereafter, the
232 Talent Office within the Department of Education shall conduct a
233 survey of students participating in [minority teacher] aspiring educator
234 recruitment programs offered by local or regional boards of education,
235 regional educational service centers or at a public institution of higher
236 education in the state. Such survey shall include questions relating to
237 the components and effectiveness of the [minority teacher] aspiring
238 educator recruitment program. The department shall report, annually,
239 in accordance with the provisions of section 11-4a, on the results and
240 findings of the survey to the joint standing committee of the General
241 Assembly having cognizance of matters relating to education.

242 Sec. 9. Section 10-156ee of the general statutes is repealed and the
243 following is substituted in lieu thereof (*Effective July 1, 2025*):

244 Not later than January 1, [2019] 2026, the Talent Office within the
245 Department of Education, in consultation with the [Increasing Educator
246 Diversity] Aspiring Educator Policy Oversight Council, established
247 pursuant to section 10-156bb, as amended by this act, shall (1) identify
248 relevant research and successful practices to enhance recruitment of
249 [diverse] aspiring educators throughout the state, (2) identify and
250 establish public, private and philanthropic partnerships to increase
251 recruitment of [diverse] aspiring educators, (3) utilize, monitor and
252 evaluate innovative methods to attract [diverse] aspiring educator
253 candidates to the teaching profession, particularly in [subject] areas in
254 which a teacher shortage exists, as determined by the Commissioner of
255 Education pursuant to section 10-8b, as amended by this act, (4)
256 modernize the process for aspiring educators to obtain educator
257 certification under this chapter by eliminating obstacles to certification
258 to increase competitiveness with other states, (5) identify and utilize
259 high-quality, affordable and bias-free educator assessments, (6) adopt
260 cut scores for educator assessments, that do not exceed the multistate
261 cut scores, to increase competitiveness with surrounding states, (7)

262 support new and existing educator preparation programs that commit
 263 to enrolling greater numbers of [diverse] aspiring educator candidates
 264 in a manner that supports interstate reciprocity, (8) monitor, advise and
 265 support, and intervene in when necessary, local and regional boards of
 266 education's efforts to prioritize recruitment of [diverse] aspiring
 267 educators and develop innovative strategies to attract and retain
 268 [diverse] aspiring educators within their districts, (9) (A) [on and after
 269 July 1, 2019,] include a question regarding the demographic data of
 270 applicants for positions requiring educator certification in the
 271 department's annual hiring survey distributed to local and regional
 272 boards of education, and (B) not later than July 1, [2020] 2025, and
 273 annually thereafter, submit a report, in accordance with the provisions
 274 of section 11-4a, on the applicant demographic data collected pursuant
 275 to subparagraph (A) of this subdivision to the [Task Force to Diversify
 276 the] Aspiring Educator Workforce Task Force, established pursuant to
 277 section 10-156aa, as amended by this act, and to the joint standing
 278 committee of the General Assembly having cognizance of matters
 279 relating to education, and (10) not later than July 1, 2022, develop and
 280 make available, in consultation with the State Education Resource
 281 Center, a video training module for school district personnel involved
 282 in or responsible for hiring educators relating to implicit bias and anti-
 283 bias in the hiring process. For purposes of this section, ["diverse"]
 284 "aspiring educator" has the same meaning as provided in section [10-
 285 156bb] 10-156ii, as amended by this act.

286 Sec. 10. Section 10-156ff of the general statutes is repealed and the
 287 following is substituted in lieu thereof (*Effective July 1, 2025*):

288 For the school year commencing July 1, [2020] 2025, and each school
 289 year thereafter, the [Increasing Educator Diversity] Aspiring Educator
 290 Policy Oversight Council, established pursuant to section 10-156bb, as
 291 amended by this act, in consultation with the [Task Force to Diversify
 292 the] Aspiring Educator Workforce Task Force, established pursuant to
 293 section 10-156aa, as amended by this act, shall develop and implement
 294 strategies and utilize existing resources to ensure that at least two

295 hundred fifty new [diverse] aspiring educators seeking positions as
296 teachers and administrators, of which at least thirty per cent are men,
297 are hired and employed by local and regional boards of education each
298 year in the state. As used in this section, ["diverse"] "aspiring educator"
299 has the same meaning as provided in section [10-156bb] 10-156ii, as
300 amended by this act.

301 Sec. 11. Section 10-156gg of the general statutes is repealed and the
302 following is substituted in lieu thereof (*Effective July 1, 2025*):

303 (a) As used in this section:

304 (1) ["Minority" has the same meaning as provided in section 10-
305 156bb] "Aspiring educator" means an individual belonging to a
306 subgroup of the population that is underrepresented in the teaching
307 profession in the state and has been identified as a teacher shortage area
308 pursuant to section 10-8b, as amended by this act;

309 [(2) "Minority candidate" means an individual who is a minority and
310 employed by a local or regional board of education as a paraeducator or
311 an associate instructor;]

312 [(3)] (2) "Residency program" means a certification program
313 approved by the State Board of Education that requires participants to
314 complete a residency in which such participants serve (A) in a position
315 otherwise requiring professional certification, and (B) in a full-time
316 position for ten school months at a local or regional board of education
317 in the state under the supervision of (i) a certified administrator or
318 teacher, and (ii) a supervisor from the regional educational service
319 center or private, nonprofit teacher or administrator operating such
320 certification program; and

321 [(4)] (3) "Alliance district" has the same meaning as provided in
322 section 10-262u.

323 (b) For the fiscal year ending June 30, [2022] 2026, and each fiscal year

324 thereafter, the Talent Office within the Department of Education shall
 325 administer the [minority candidate certification, retention or residency
 326 year program] maximizing Connecticut's certification, recruitment or
 327 residency year program for aspiring educators. Such program shall
 328 assist (1) [minority candidates] aspiring educators in enrolling in a
 329 residency program for purposes of becoming full-time, certified
 330 teachers upon successful completion of such residency program, and (2)
 331 local and regional boards of education in hiring and retaining such
 332 [minority candidates] aspiring educators.

333 (c) (1) For the fiscal year ending June 30, [2023] 2026, and each fiscal
 334 year thereafter, each local and regional board of education for an
 335 alliance district shall partner with the operator of a residency program
 336 for purposes of enrolling [minority candidates] aspiring educators and
 337 placing them in such school district as part of such residency program.
 338 Following the successful completion of the residency program by [a
 339 minority candidate] an aspiring educator, such board may hire such
 340 [minority candidate] aspiring educator. Such board may apply to the
 341 [Commissioner of Education] Talent Office, at such time and in such
 342 manner as the [commissioner] Talent Office prescribes, to receive a
 343 payment, as described in subdivision (2) of this subsection, for any of
 344 the costs described in subsection (e) of this section.

345 (2) For the fiscal year ending June 30, [2025] 2026, the Commissioner
 346 of Education shall withhold from an alliance district, from the funds
 347 transferred by the Comptroller pursuant to subsection (c) of section 10-
 348 262u, an amount equal to ten per cent of any increase in such funds that
 349 such alliance district received for the fiscal year ending June 30, 2021,
 350 over the amount of such funds that it received for the fiscal year ending
 351 June 30, 2020. The [department] Talent Office shall use such funds to
 352 make a payment to such alliance district and such alliance district shall
 353 expend such payment for any of the costs described in subsection (e) of
 354 this section.

355 (d) (1) For the fiscal year ending June 30, [2023] 2026, and each fiscal

356 year thereafter, any local or regional board of education, other than a
357 local or regional board of education for an alliance district, may partner
358 with the operator of a residency program for purposes of enrolling
359 [minority candidates] aspiring educators and placing them in such
360 school district as part of such residency program. Following the
361 successful completion of the residency program by [a minority
362 candidate] an aspiring educator, such board may hire such [minority
363 candidate] aspiring educator. Such board may apply to the
364 [Commissioner of Education] Talent Office, at such time and in such
365 manner as the [commissioner] Talent Office prescribes, to receive a
366 grant for any of the costs described in subsection (e) of this section.

367 (2) The [commissioner] Talent Office may, within available
368 appropriations, award a grant to a local or regional board of education
369 described in subdivision (1) of this subsection for any of the costs
370 described in subsection (e) of this section.

371 (e) Any payments made or grants awarded under this section may be
372 used for costs associated with the (1) enrollment of such [minority
373 candidates] aspiring educators in a residency program, (2) certification
374 process for such [minority candidates] aspiring educators, (3) hiring of
375 such [minority candidates] aspiring educators following the successful
376 completion of a residency program, or (4) retention of such [minority
377 candidates] aspiring educators as certified employees of the school
378 district.

379 (f) Any unexpended funds paid or awarded to a local or regional
380 board of education under this section shall not lapse at the end of the
381 fiscal year but shall be available for expenditure during the next fiscal
382 year for purposes of implementing the provisions of this section.

383 (g) The [department] Talent Office shall develop guidelines and
384 criteria for the implementation of the [minority candidate certification,
385 retention or residency year program] and administration of funds under
386 this section.

387 Sec. 12. Section 10-156jj of the general statutes is repealed and the
388 following is substituted in lieu thereof (*Effective July 1, 2025*):

389 (a) Not later than March 15, [2024] 2026, each local and regional board
390 of education shall submit the [increasing educator diversity] aspiring
391 educator recruitment plan described in subsection (a) of section 10-220,
392 as amended by this act, to the [Commissioner of Education] Talent
393 Office within the Department of Education for review and approval.

394 (b) The [Commissioner of Education] Talent Office shall review each
395 [increasing educator diversity] aspiring educator recruitment plan
396 submitted pursuant to subsection (a) of this section. The [commissioner]
397 Talent Office may approve such plan or may return such plan to the
398 local or regional board of education that submitted such plan with
399 instructions to revise such plan. Not later than May 15, [2024] 2026, any
400 such board shall revise such plan in accordance with such instructions
401 and submit such revised plan to the commissioner for approval.

402 (c) For the school year commencing July 1, [2024] 2026, and each
403 school year thereafter, each local and regional board of education shall
404 implement the [increasing educator diversity] aspiring educator
405 recruitment plan approved by the [commissioner] Talent Office
406 pursuant to subsection (b) of this section. Each such board shall make
407 such plan available on the Internet web site of such board.

408 (d) The Department of Education shall make each [increasing
409 educator diversity] aspiring educator recruitment plan available on the
410 Internet web site of the department.

411 Sec. 13. Subsection (a) of section 10-220 of the general statutes is
412 repealed and the following is substituted in lieu thereof (*Effective July 1,*
413 *2025*):

414 (a) Each local or regional board of education shall maintain good
415 public elementary and secondary schools, implement the educational
416 interests of the state, as defined in section 10-4a, and provide such other

417 educational activities as in its judgment will best serve the interests of
418 the school district; provided any board of education may secure such
419 opportunities in another school district in accordance with provisions of
420 the general statutes and shall give all the children of the school district,
421 including children receiving alternative education, as defined in section
422 10-74j, as nearly equal advantages as may be practicable; shall provide
423 an appropriate learning environment for all its students which includes
424 (1) adequate instructional books, supplies, materials, equipment,
425 staffing, facilities and technology, (2) equitable allocation of resources
426 among its schools, (3) proper maintenance of facilities, and (4) a safe
427 school setting; shall, in accordance with the provisions of subsection (f)
428 of this section, maintain records of allegations, investigations and
429 reports that a child has been abused or neglected by a school employee,
430 as defined in section 53a-65, employed by the local or regional board of
431 education; shall have charge of the schools of its respective school
432 district; shall make a continuing study of the need for school facilities
433 and of a long-term school building program and from time to time make
434 recommendations based on such study to the town; shall adopt and
435 implement an indoor air quality program that provides for ongoing
436 maintenance and facility reviews necessary for the maintenance and
437 improvement of the indoor air quality of its facilities; shall adopt and
438 implement a green cleaning program, pursuant to section 10-231g, that
439 provides for the procurement and use of environmentally preferable
440 cleaning products in school buildings and facilities; on and after July 1,
441 2021, and every five years thereafter, shall report to the Commissioner
442 of Administrative Services on the condition of its facilities and the action
443 taken to implement its long-term school building program, indoor air
444 quality program and green cleaning program, which report the
445 Commissioner of Administrative Services shall use to prepare a report
446 every five years that said commissioner shall submit in accordance with
447 section 11-4a to the joint standing committee of the General Assembly
448 having cognizance of matters relating to education; shall advise the
449 Commissioner of Administrative Services of the relationship between
450 any individual school building project pursuant to chapter 173 and such

451 long-term school building program; shall have the care, maintenance
452 and operation of buildings, lands, apparatus and other property used
453 for school purposes and at all times shall insure all such buildings and
454 all capital equipment contained therein against loss in an amount not
455 less than eighty per cent of replacement cost; shall determine the
456 number, age and qualifications of the pupils to be admitted into each
457 school; shall develop and implement a written [increasing educator
458 diversity] aspiring educator recruitment plan for purposes of
459 subdivision (3) of section 10-4a; shall employ and dismiss the teachers
460 of the schools of such district subject to the provisions of sections 10-151
461 and 10-158a; shall designate the schools which shall be attended by the
462 various children within the school district; shall make such provisions
463 as will enable each child of school age residing in the district to attend
464 some public day school for the period required by law and provide for
465 the transportation of children wherever transportation is reasonable and
466 desirable, and for such purpose may make contracts covering periods of
467 not more than (A) five years, or (B) ten years if such contract includes
468 transportation provided by at least one zero-emission school bus, as
469 defined in 42 USC 16091(a)(8), as amended from time to time; may
470 provide alternative education, in accordance with the provisions of
471 section 10-74j, or place in another suitable educational program a pupil
472 enrolling in school who is nineteen years of age or older and cannot
473 acquire a sufficient number of credits for graduation by age twenty-one;
474 may arrange with the board of education of an adjacent town for the
475 instruction therein of such children as can attend school in such adjacent
476 town more conveniently; shall cause each child five years of age and
477 over and under eighteen years of age who is not a high school graduate
478 and is living in the school district to attend school in accordance with
479 the provisions of section 10-184; shall not delegate the authority to
480 schedule interscholastic football games on Thanksgiving Day to any
481 nonprofit organization or other entity that is otherwise responsible for
482 governing interscholastic athletics in this state and shall not adopt a
483 policy or prohibition against the scheduling of an interscholastic football
484 game on Thanksgiving Day; and shall perform all acts required of it by

485 the town or necessary to carry into effect the powers and duties imposed
486 by law.

487 Sec. 14. Section 10-145p of the general statutes is repealed and the
488 following is substituted in lieu thereof (*Effective July 1, 2025*):

489 (a) The Talent Office within the Department of Education shall
490 review and approve proposals for alternate route to certification
491 programs for school administrators. In order to be approved, a proposal
492 shall provide that the alternate route to certification program (1) be
493 provided by a public or independent institution of higher education, a
494 local or regional board of education, a regional educational service
495 center or a private, nonprofit teacher or administrator training
496 organization approved by the State Board of Education; (2) accept only
497 those participants who (A) hold a bachelor's degree from an institution
498 of higher education accredited by the Board of Regents for Higher
499 Education or Office of Higher Education or regionally accredited, (B) (i)
500 have at least forty school months teaching experience, of which at least
501 ten school months are in a position requiring certification at a public
502 school, in this state or another state, or (ii) have less than ten months
503 teaching experience in a public school in another state while holding
504 professional certification, provided (I) such participant provides a
505 statement of justification for participation in such alternate route to
506 certification program and receives approval from the department for
507 such participant's participation in such alternate route to certification
508 program, and (II) the number of such participants shall not be greater
509 than ten per cent of the total number of participants in such alternate
510 route to certification program for a school year, and (C) are
511 recommended by the immediate supervisor or district administrator of
512 such person on the basis of such person's performance; (3) require each
513 participant to (A) complete a one-year residency that requires such
514 person to serve (i) in a position requiring an intermediate administrator
515 or supervisor endorsement, and (ii) in a full-time position for ten school
516 months at a local or regional board of education in the state under the
517 supervision of (I) a certified administrator, and (II) a supervisor from an

518 institution or organization described in subdivision (1) of this
519 subsection, or (B) have ten school months experience in a full-time
520 position as an administrator in a public or nonpublic school in another
521 state that is approved by the appropriate state board of education in
522 such other state; and (4) meet such other criteria as the [department]
523 Talent Office requires.

524 (b) Notwithstanding the provisions of subsection (d) of section 10-
525 145b, on and after July 1, 2010, the State Board of Education, upon
526 receipt of a proper application, shall issue an initial educator certificate
527 in the certification endorsement area of administration and supervision,
528 which shall be valid for three years, to any person who (1) successfully
529 completed the alternate route to certification program for
530 administrators and superintendents pursuant to this section, and (2)
531 meets the requirements established in subsection (b) of section 10-145f.

532 (c) Notwithstanding any regulation adopted by the State Board of
533 Education pursuant to section 10-145b, any person who successfully
534 completed the alternate route to certification program for
535 administrators pursuant to this section and was issued an initial
536 educator certificate in the endorsement area of administration and
537 supervision shall obtain a master's degree not later than five years after
538 such person was issued such initial educator certificate. If such person
539 does not obtain a master's degree in such time period, such person shall
540 not be eligible for a professional educator certificate.

541 (d) Notwithstanding the provisions of subparagraph (B) of
542 subdivision (2) of subsection (a) of this section, any entity described in
543 subdivision (1) of subsection (a) of this section that administers an
544 alternate route to certification program for school administrators,
545 approved by the [Department of Education] Talent Office under this
546 section, shall permit any person who has provided service to a local or
547 regional board of education in a supervisory or managerial role for at
548 least forty school months and held a professional educator certificate for
549 at least ten school months during such forty school months, to

550 participate in such alternate route to certification program for school
551 administrators, provided such person holds a bachelor's degree from an
552 institution of higher education accredited by the Board of Regents for
553 Higher Education or Office of Higher Education or regionally accredited
554 and is recommended by the immediate supervisor or district
555 administrator of such person on the basis of such person's performance.

556 Sec. 15. Section 10-145t of the general statutes is repealed and the
557 following is substituted in lieu thereof (*Effective July 1, 2025*):

558 (a) For purposes of this section, "school support staff" means any
559 person employed by a local or regional board of education as a behavior
560 analyst or an assistant behavior analyst, as such terms are defined in
561 section 20-185i, an athletic coach, as defined in section 10-149d, or a
562 paraeducator.

563 (b) (1) The Talent Office within the Department of Education shall
564 review and approve proposals for alternate route to certification
565 programs for persons employed as school support staff. In order to be
566 approved, a proposal shall provide that the alternate route to
567 certification program (A) be provided by a public or independent
568 institution of higher education, a local or regional board of education, a
569 regional educational service center or a private, nonprofit teacher or
570 administrator training organization approved by the State Board of
571 Education; (B) accept only those participants who (i) have been
572 employed as school support staff by a local or regional board of
573 education for at least forty school months, and (ii) are recommended by
574 the immediate supervisor or district administrator of such person on the
575 basis of such person's performance; (C) require each participant to
576 complete a one-year residency that requires such person to serve (i) in a
577 position requiring professional certification, and (ii) in a full-time
578 position for ten school months at a local or regional board of education
579 in the state under the supervision of (I) a certified administrator or
580 teacher, and (II) a supervisor from an institution or organization
581 described in subparagraph (A) of this subdivision; and (D) meet such

582 other criteria as the [department] Talent Office requires.

583 (2) The [department] Talent Office may approve any program that
584 (A) accepts participants who hold a bachelor's degree from an
585 institution of higher education accredited by the Board of Regents for
586 Higher Education or the Office of Higher Education or regionally
587 accredited, or (B) partners with an institution of higher education that is
588 regionally accredited, or has received an equivalent accreditation, to
589 provide a dual degree-plus-certification program for participants who
590 hold an associate degree. The [department] Talent Office shall give
591 priority to those programs that provide participants flexibility in
592 remaining in their positions as a school support staff while pursuing an
593 initial educator certificate, other than the period when such participants
594 are completing the one-year residency requirement described in
595 subparagraph (C) of subdivision (1) of this subsection.

596 (c) Notwithstanding the provisions of subsection (d) of section 10-
597 145b, on and after July 1, 2016, the State Board of Education, upon
598 receipt of a proper application, shall issue an initial educator certificate,
599 which shall be valid for three years, to any person who (1) successfully
600 completed the alternate route to certification program under this
601 section, and (2) meets the requirements established in subsection (b) of
602 section 10-145f.

603 (d) Notwithstanding any regulation adopted by the State Board of
604 Education pursuant to section 10-145b, any person who successfully
605 completed the alternate route to certification program under this section
606 and was issued an initial educator certificate in the endorsement area of
607 administration and supervision shall obtain a master's degree not later
608 than five years after such person was issued such initial educator
609 certificate. If such person does not obtain a master's degree in such time
610 period, such person shall not be eligible for a professional educator
611 certificate.

612 Sec. 16. Section 10-145w of the general statutes is repealed and the

613 following is substituted in lieu thereof (*Effective July 1, 2025*):

614 (a) As used in this section, "person from an alternate profession"
 615 means a person who (1) holds at least a bachelor's degree from an
 616 institution of higher education accredited by the Board of Regents for
 617 Higher Education or Office of Higher Education or that is regionally
 618 accredited, and (A) is a paraeducator, (B) is a veteran, as defined in
 619 section 27-103, (C) holds a charter school educator permit, issued by the
 620 State Board of Education pursuant to section 10-145q, (D) is employed
 621 or was previously employed as a professor at an accredited institution
 622 of higher education, as defined in section 10a-34, or (E) has completed
 623 at least five years of work experience requiring consistent exercise of
 624 discretion and independent judgment in the field related to the relevant
 625 endorsement area, or (2) holds a master's degree from a social work
 626 program accredited by the Council on Social Work Education or, for any
 627 person educated outside the United States or its territories, an
 628 educational program deemed equivalent by the council.

629 (b) (1) The Talent Office within the Department of Education, in
 630 consultation with the Office of Higher Education, shall develop or
 631 review and approve proposals for alternate route to certification
 632 programs for persons from an alternate profession. Any alternate route
 633 to certification program developed or approved under this section shall
 634 (A) include instruction in classroom management and culturally
 635 responsive pedagogy and practice, (B) align with the standards of
 636 teaching competencies adopted by the State Board of Education, and (C)
 637 meet such other criteria as the department requires.

638 (2) Any alternate route to certification program developed or
 639 approved under this section shall reserve ten per cent of available seats
 640 for persons from an alternate profession described in subparagraph (B)
 641 of subdivision (1) of subsection (a) of this section. If such seats are not
 642 filled by such persons from an alternate profession, such seats shall be
 643 made available for all persons from an alternate profession described in
 644 subsection (a) of this section.

645 (c) Notwithstanding the provisions of subsection (d) of section 10-
646 145b, on and after July 1, 2019, the State Board of Education, upon
647 receipt of a proper application, shall issue an initial educator certificate,
648 which shall be valid for three years, to any person who (1) successfully
649 completed an alternate route to certification program developed or
650 approved under this section, and (2) meets the requirements established
651 in subsection (b) of section 10-145f.

652 (d) The [department] Talent Office shall include on its Internet web
653 site a description of, and the requirements for, each alternate route to
654 certification program for persons from an alternate profession
655 developed or approved by the [department] Talent Office.

656 Sec. 17. Section 10-155d of the general statutes is repealed and the
657 following is substituted in lieu thereof (*Effective July 1, 2025*):

658 (a) The Office of Higher Education shall encourage and support
659 experimentation and research in the preparation of teachers for public
660 elementary and secondary schools. To help fulfill the purposes of this
661 section, the Office of Higher Education shall appoint an advisory
662 council composed of qualified professionals which shall render
663 assistance and advice to the office. In carrying out its activities pursuant
664 to this section, the office shall consult with the [State Board of
665 Education] Talent Office within the Department of Education and such
666 other agencies as it deems appropriate to assure coordination of all
667 activities of the state relating to the preparation of teachers for public
668 elementary and secondary schools.

669 (b) The Office of Higher Education, with the approval of the
670 Commissioner of Education, shall expand, within available
671 appropriations, participation in its summer alternate route to
672 certification program and its weekend and evening alternate route to
673 certification program. The office shall expand the weekend and evening
674 program for participants seeking certification in a subject shortage area
675 pursuant to section 10-8b, as amended by this act. The office, in

676 collaboration with the Department of Education, shall develop (1) a
677 regional alternate route to certification program targeted to the subject
678 shortage areas, (2) an alternate route to certification program for former
679 teachers whose certificates have expired and who are interested in
680 resuming their teaching careers, and (3) an alternate route to
681 certification program targeted for computer science teachers.

682 (c) The Office of Higher Education, in consultation with the Talent
683 Office within the Department of Education, shall develop alternate
684 route to certification programs for (1) school administrators and
685 superintendents, (2) early childhood education teachers, and (3)
686 computer science teachers. The programs shall include mentored
687 apprenticeships and criteria for admission to the programs.

688 Sec. 18. Section 10-155l of the general statutes is repealed and the
689 following is substituted in lieu thereof (*Effective July 1, 2025*):

690 (a) For purposes of this section, ["minority" means individuals whose
691 race is defined as other than white, or whose ethnicity is defined as
692 Hispanic or Latino by the federal Office of Management and Budget for
693 use by the Bureau of Census of the United States Department of
694 Commerce] "aspiring educator" means an individual belonging to a
695 subgroup of the population that is underrepresented in the teaching
696 profession in the state and has been identified as a teacher shortage area
697 pursuant to section 10-8b, as amended by this act.

698 (b) The Regional Educational Service Center Minority Recruiting
699 Alliance, in consultation with the Talent Office within the Department
700 of Education, the Board of Regents for Higher Education, the constituent
701 units of the state system of higher education and the Connecticut
702 Conference of Independent Colleges, shall study methods to (1)
703 encourage [minority] middle and secondary school students who may
704 be aspiring educators to attend institutions of higher education and
705 enter teacher preparation programs, (2) recruit [minority students]
706 aspiring educators attending institutions of higher education to enroll

707 in teacher preparation programs and pursue teaching careers, and (3)
708 recruit and maintain [minority teachers] aspiring educators in
709 Connecticut schools.

710 (c) Not later than October 1, 2007, the Regional Educational Service
711 Center [Minority] Aspiring Educator Recruiting Alliance, in
712 consultation with the Department of Education, the Board of Regents
713 for Higher Education, the constituent units of the state system of higher
714 education and the Connecticut Conference of Independent Colleges,
715 shall propose guidelines to the Commissioner of Education and the
716 chancellor of the Connecticut State Colleges and Universities for pilot
717 programs to recruit and retain minority teachers and may consider, but
718 such consideration need not be limited to, the establishment and
719 operation of the following pilot programs:

720 (1) A fellows program leading to the eligibility for an educator
721 certificate for [minority individuals] aspiring educators who have (A)
722 completed an intensive summer session focusing on classroom
723 management and methodology, (B) received a bachelor's degree from
724 an institution of higher education accredited by the Board of Regents for
725 Higher Education or Office of Higher Education or regionally
726 accredited, (C) achieved a satisfactory score on the examination
727 required pursuant to section 10-145f or have had such requirement
728 waived pursuant to said section, and (D) have such other qualifications
729 for the issuance of an educator certificate as are required for individuals
730 participating in the alternate route to certification program under
731 section 10-155d, as amended by this act;

732 (2) A competitive grant program to assist local and regional boards
733 of education to form and operate future teachers' clubs as part of the
734 extracurricular activities at middle and high schools under their
735 jurisdiction; and

736 (3) A program to allow [minority college seniors] aspiring educators
737 who are in their senior year of college and who are majoring in subject

738 shortage areas pursuant to section 10-8b, as amended by this act, but
739 who are not enrolled in a teacher preparation program to receive up to
740 three credits for working as cadet teachers in a public school and, upon
741 graduation and recommendation by school officials, to allow such cadet
742 teachers to enter a fellows program pursuant to subdivision (1) of this
743 subsection if such a program is in operation.

744 (d) Not later than January 1, 2008, the Regional Educational Service
745 Center [Minority] Aspiring Educator Recruiting Alliance shall report, in
746 accordance with section 11-4a, on (1) the results of the study pursuant
747 to subsection (b) of this section, (2) the guidelines for pilot programs
748 developed pursuant to subsection (c) of this section, and (3) the
749 establishment and operation of any pilot program pursuant to
750 subsection (c) of this section to the Department of Education, the Board
751 of Regents for Higher Education and the joint standing committees of
752 the General Assembly having cognizance of matters relating to
753 education and higher education.

754 Sec. 19. Section 10a-168a of the general statutes is repealed and the
755 following is substituted in lieu thereof (*Effective July 1, 2025*):

756 (a) There is established a Connecticut [minority teacher] aspiring
757 educator incentive program administered by the Office of Higher
758 Education, of which the [minority] aspiring educator loan
759 reimbursement grant program established pursuant to section 10a-168b,
760 as amended by this act, shall be a component part. As used in this
761 section, "aspiring educator" has the same meaning as provided in
762 section 10-155l, as amended by this act.

763 (b) Within available appropriations, the program shall provide grants
764 to [minority students] aspiring educators (1) in teacher [education]
765 preparation programs for their junior or senior year, or both such years,
766 at any four-year institution of higher education, (2) completing the
767 requirements of such a teacher [education] preparation program as a
768 graduate student, provided such student received a grant pursuant to

769 this section for one year at the undergraduate level, or (3) enrolled in the
770 alternate route to certification program administered through the Office
771 of Higher Education or the Talent Office within the Department of
772 Education. No student shall receive a grant under the program for more
773 than two years. Maximum grants shall not exceed five thousand dollars
774 per year. The office shall ensure that at least ten per cent of the grant
775 recipients are minority students who transfer from a Connecticut
776 regional community-technical college.

777 (c) The Office of Higher Education may accept gifts, grants and
778 donations, from any source, public or private, for the Connecticut
779 minority teacher incentive program.

780 Sec. 20. Section 10a-168b of the general statutes is repealed and the
781 following is substituted in lieu thereof (*Effective July 1, 2025*):

782 (a) For the fiscal year ending June 30, [2020] 2026, and each fiscal year
783 thereafter, the Office of Higher Education, in collaboration with the
784 [Minority Teacher Recruitment] Aspiring Educator Policy Oversight
785 Council, established pursuant to section 10-156bb, as amended by this
786 act, and the [Task Force to Diversify the] Aspiring Educator Workforce
787 Task Force, established pursuant to section 10-156aa, as amended by this
788 act, shall, within available appropriations, administer [a minority] the
789 aspiring educator loan reimbursement grant program for persons who
790 meet the eligibility requirements described in subsection (b) of this
791 section. As used in this section, "aspiring educator" has the same
792 meaning as provided in section 10-155l, as amended by this act.

793 (b) The program shall provide student loan reimbursement grants to
794 any person who (1) is [defined as a minority pursuant to section 10-155l,]
795 an aspiring educator, (2) holds professional certification pursuant to
796 chapter 166, and (3) is employed as an administrator or a teacher by a
797 local or regional board of education.

798 (c) Any person who satisfies the eligibility requirements prescribed
799 in subsection (b) of this section may receive an annual grant for

800 reimbursement of federal or state educational loans (1) in an amount up
801 to ten per cent of such person's federal or state educational loans but
802 that does not exceed five thousand dollars in any year, and (2) for a
803 period not to exceed ten years. Such person shall only be reimbursed for
804 loan payments made while such person is employed by a local or
805 regional board of education.

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

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

812 (f) The Office of Higher Education may accept gifts, grants and
813 donations, from any source, public or private, for the [minority] aspiring
814 educator loan reimbursement grant program.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2025</i>	10-156ii
Sec. 2	<i>July 1, 2025</i>	10-8b
Sec. 3	<i>July 1, 2025</i>	10-145a(i)
Sec. 4	<i>July 1, 2025</i>	10-146j
Sec. 5	<i>July 1, 2025</i>	10-156aa
Sec. 6	<i>July 1, 2025</i>	10-156bb
Sec. 7	<i>July 1, 2025</i>	10-156cc
Sec. 8	<i>July 1, 2025</i>	10-156dd
Sec. 9	<i>July 1, 2025</i>	10-156ee
Sec. 10	<i>July 1, 2025</i>	10-156ff
Sec. 11	<i>July 1, 2025</i>	10-156gg
Sec. 12	<i>July 1, 2025</i>	10-156jj
Sec. 13	<i>July 1, 2025</i>	10-220(a)
Sec. 14	<i>July 1, 2025</i>	10-145p
Sec. 15	<i>July 1, 2025</i>	10-145t
Sec. 16	<i>July 1, 2025</i>	10-145w

Sec. 17	<i>July 1, 2025</i>	10-155d
Sec. 18	<i>July 1, 2025</i>	10-155l
Sec. 19	<i>July 1, 2025</i>	10a-168a
Sec. 20	<i>July 1, 2025</i>	10a-168b

Statement of Purpose:

To make revisions to the laws governing the recruitment of aspiring educators.

[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.]