



General Assembly

## ***Substitute Bill No. 1513***

*January Session, 2025*



### ***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 Section 10-156ii of the general statutes is repealed and the  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 [and] areas, 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. Section 10-146j of the general statutes is repealed and the  
73 following is substituted in lieu thereof (*Effective July 1, 2025*):

74 (a) For the fiscal year ending June 30, [2024] 2026, and each fiscal year  
75 thereafter, the Talent Office within the Department of Education shall  
76 [establish] administer an educator apprenticeship initiative that enables  
77 students enrolled in an educator preparation program, residency  
78 program or alternate route to certification program to gain classroom  
79 teaching experience while working toward becoming full-time, certified  
80 teachers upon successful completion of such programs under the  
81 educator apprenticeship initiative. The [department] Talent Office shall  
82 seek certification from the Labor Department for the educator  
83 apprenticeship initiative for purposes of leveraging federal grants and

84 funding.

85 (b) The [Commissioner of Education] Talent Office shall develop (1)  
86 participation guidelines for those educator preparation programs,  
87 residency programs and alternate route to certification programs  
88 included under the educator apprenticeship initiative, (2)  
89 administration guidelines for the implementation of the educator  
90 apprenticeship initiative that are consistent with federal laws and  
91 regulations, and (3) compensation levels for students enrolled in such  
92 educator preparation programs, residency programs and alternate route  
93 to certification programs included under the educator apprenticeship  
94 initiative.

95 (c) The [Commissioner of Education] Talent Office may permit a  
96 person enrolled in a residency program to participate in the educator  
97 apprenticeship initiative upon the request of the superintendent in  
98 whose school district such person is employed or assigned as part of  
99 such residency program. Upon successful completion of such residency  
100 program and with the recommendation of such superintendent, the  
101 State Board of Education shall issue an initial educator certificate to such  
102 person and such person shall not be required to complete the  
103 examination requirements set forth in section 10-145f.

104 Sec. 4. Section 10-156aa of the general statutes is repealed and the  
105 following is substituted in lieu thereof (*Effective July 1, 2025*):

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

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

- 116 (1) One appointed by the speaker of the House of Representatives;
- 117 (2) One appointed by the president pro tempore of the Senate;
- 118 (3) One appointed by the majority leader of the House of  
119 Representatives, who is a member of the Black and Puerto Rican Caucus  
120 of the General Assembly;
- 121 (4) One appointed by the majority leader of the Senate;
- 122 (5) One appointed by the minority leader of the House of  
123 Representatives;
- 124 (6) One appointed by the minority leader of the Senate;
- 125 (7) The Commissioner of Education, or the commissioner's designee;
- 126 (8) The chancellor of the Connecticut State Colleges and Universities,  
127 or the chancellor's designee;
- 128 (9) The executive director of the Commission on Women, Children,  
129 Seniors, Equity and Opportunity, or the executive director's designee;
- 130 (10) Three appointed by the executive director of the Commission on  
131 Women, Children, Seniors, Equity and Opportunity, one of whom has  
132 expertise in African American affairs, one of whom has expertise in  
133 Latino and Puerto Rican affairs, and one of whom has expertise in Asian  
134 Pacific American affairs; and
- 135 (11) On and after July 1, 2018, one appointed by the chairpersons of  
136 the task force.
- 137 (c) Any member of the task force appointed under subdivision (1),  
138 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
139 of the General Assembly.
- 140 (d) All appointments to the task force shall be made not later than  
141 thirty days after June 22, 2015, except the member appointed pursuant  
142 to subdivision (11) of subsection (b) of this section shall be appointed

143 not later than thirty days after July 1, 2018. Any vacancy shall be filled  
144 by the appointing authority.

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

150 (2) On and after the appointment of the member described in  
151 subdivision (11) of subsection (b) of this section, such member shall  
152 serve as an additional chairperson of the task force with the same  
153 authority and responsibilities as the chairpersons selected pursuant to  
154 subdivision (1) of this subsection.

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

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

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

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

165 There is established an [Increasing Educator Diversity] Aspiring  
166 Educator Policy Oversight Council within the Talent Office of the  
167 Department of Education. The council shall consist of (1) the  
168 Commissioner of Education, or the commissioner's designee, (2) two  
169 representatives from the [Task Force to Diversify the] Aspiring Educator  
170 Workforce Task Force, established pursuant to section 10-156aa, as  
171 amended by this act, (3) one representative from each of the exclusive  
172 bargaining units for certified employees, chosen pursuant to section 10-

153b, (4) the chancellor of the Connecticut State Colleges and Universities, or the chancellor's designee, and (5) a representative from an alternate route to certification program, appointed by the Commissioner of Education. The council shall hold quarterly meetings and advise, at least quarterly, the Commissioner of Education, or the commissioner's designee, on ways to (A) encourage [diverse students] aspiring educators in middle and secondary school to attend institutions of higher education and enter teacher preparation programs, (B) recruit [diverse students] aspiring educators attending institutions of higher education to enroll in teacher preparation programs and pursue teaching careers, (C) recruit and retain [diverse] aspiring educators in Connecticut schools, (D) recruit [diverse] aspiring educators from other states to teach in Connecticut schools, and (E) recruit [diverse] professionals in other fields to enter teaching as aspiring educators. The council shall report, annually, in accordance with the provisions of section 11-4a, on the recommendations given to the commissioner, or the commissioner's designee, pursuant to the provisions of this section, to the joint standing committee of the General Assembly having cognizance of matters relating to education. For purposes of this section, ["diverse" means individuals whose race is defined 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 Bureau of Census of the United States Department of Commerce] "aspiring educator" has the same meaning as provided in section 10-156ii, as amended by this act.

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

Not later than July 1, [2017] 2026, and annually thereafter, the Talent Office within the Department of Education shall submit a report using results-based accountability measures to assess the effectiveness of [minority teacher] aspiring educator recruitment programs in the state to the joint standing committees of the General Assembly having cognizance of matters relating to education and appropriations, in accordance with the provisions of section 11-4a. Such [minority teacher] aspiring educator recruitment programs shall include, but not be

207 limited to, any program administered by a regional educational service  
 208 center pursuant to section 10-155l, as amended by this act, [and the  
 209 minority teacher] the aspiring educator incentive program administered  
 210 by the Office of Higher Education pursuant to section 10a-168a, as  
 211 amended by this act, and the maximizing Connecticut's certification,  
 212 recruitment or residency year program for aspiring educators pursuant  
 213 to section 10-156gg, as amended by this act. As used in this section,  
 214 "aspiring educator" has the same meaning as provided in section 10-  
 215 156ii, as amended by this act.

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

218 Not later than January 1, [2017] 2026, and annually thereafter, the  
 219 Talent Office within the Department of Education shall conduct a  
 220 survey of students participating in [minority teacher] aspiring educator  
 221 recruitment programs offered by local or regional boards of education,  
 222 regional educational service centers or at a public institution of higher  
 223 education in the state. Such survey shall include questions relating to  
 224 the components and effectiveness of the [minority teacher] aspiring  
 225 educator recruitment program. The department shall report, annually,  
 226 in accordance with the provisions of section 11-4a, on the results and  
 227 findings of the survey to the joint standing committee of the General  
 228 Assembly having cognizance of matters relating to education.

229 Sec. 8. Section 10-156ee 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, [2019] 2026, the Talent Office within the  
 232 Department of Education, in consultation with the [Increasing Educator  
 233 Diversity] Aspiring Educator Policy Oversight Council, established  
 234 pursuant to section 10-156bb, as amended by this act, shall (1) identify  
 235 relevant research and successful practices to enhance recruitment of  
 236 [diverse] aspiring educators throughout the state, (2) identify and  
 237 establish public, private and philanthropic partnerships to increase  
 238 recruitment of [diverse] aspiring educators, (3) utilize, monitor and



239 evaluate innovative methods to attract [diverse] aspiring educator  
240 candidates to the teaching profession, particularly in [subject] areas in  
241 which a teacher shortage exists, as determined by the Commissioner of  
242 Education pursuant to section 10-8b, as amended by this act, (4)  
243 modernize the process for aspiring educators to obtain educator  
244 certification under this chapter by eliminating obstacles to certification  
245 to increase competitiveness with other states, (5) identify and utilize  
246 high-quality, affordable and bias-free educator assessments, (6) adopt  
247 cut scores for educator assessments, that do not exceed the multistate  
248 cut scores, to increase competitiveness with surrounding states, (7)  
249 support new and existing educator preparation programs that commit  
250 to enrolling greater numbers of [diverse] aspiring educator candidates  
251 in a manner that supports interstate reciprocity, (8) monitor, advise and  
252 support, and intervene in when necessary, local and regional boards of  
253 education's efforts to prioritize recruitment of [diverse] aspiring  
254 educators and develop innovative strategies to attract and retain  
255 [diverse] aspiring educators within their districts, (9) (A) [on and after  
256 July 1, 2019,] include a question regarding the demographic data of  
257 applicants for positions requiring educator certification in the  
258 department's annual hiring survey distributed to local and regional  
259 boards of education, and (B) not later than July 1, [2020] 2025, and  
260 annually thereafter, submit a report, in accordance with the provisions  
261 of section 11-4a, on the applicant demographic data collected pursuant  
262 to subparagraph (A) of this subdivision to the [Task Force to Diversify  
263 the] Aspiring Educator Workforce Task Force, established pursuant to  
264 section 10-156aa, as amended by this act, and to the joint standing  
265 committee of the General Assembly having cognizance of matters  
266 relating to education, and (10) not later than July 1, 2022, develop and  
267 make available, in consultation with the State Education Resource  
268 Center, a video training module for school district personnel involved  
269 in or responsible for hiring educators relating to implicit bias and anti-  
270 bias in the hiring process. For purposes of this section, ["diverse"]  
271 "aspiring educator" has the same meaning as provided in section [10-  
272 156bb] 10-156ii, as amended by this act.

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

275       For the school year commencing July 1, [2020] 2025, and each school  
276 year thereafter, the [Increasing Educator Diversity] Aspiring Educator  
277 Policy Oversight Council, established pursuant to section 10-156bb, as  
278 amended by this act, in consultation with the [Task Force to Diversify  
279 the] Aspiring Educator Workforce Task Force, established pursuant to  
280 section 10-156aa, as amended by this act, shall develop and implement  
281 strategies and utilize existing resources to ensure that at least two  
282 hundred fifty new [diverse] aspiring educators seeking positions as  
283 teachers and administrators, of which at least thirty per cent are men,  
284 are hired and employed by local and regional boards of education each  
285 year in the state. As used in this section, ["diverse"] "aspiring educator"  
286 has the same meaning as provided in section [10-156bb] 10-156ii, as  
287 amended by this act.

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

290       (a) As used in this section:

291       (1) ["Minority" has the same meaning as provided in section 10-  
292 156bb] "Aspiring educator" means an individual belonging to a  
293 subgroup of the population that is underrepresented in the teaching  
294 profession in the state and has been identified as a teacher shortage area  
295 pursuant to section 10-8b, as amended by this act;

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

299       [(3)] (2) "Residency program" means a certification program  
300 approved by the State Board of Education that requires participants to  
301 complete a residency in which such participants serve (A) in a position  
302 otherwise requiring professional certification, and (B) in a full-time  
303 position for ten school months at a local or regional board of education

304 in the state under the supervision of (i) a certified administrator or  
305 teacher, and (ii) a supervisor from the regional educational service  
306 center or private, nonprofit teacher or administrator operating such  
307 certification program; and

308     ~~[(4)]~~ (3) "Alliance district" has the same meaning as provided in  
309 section 10-262u.

310     (b) For the fiscal year ending June 30, ~~[2022]~~ 2026, and each fiscal year  
311 thereafter, the Talent Office within the Department of Education shall  
312 administer the ~~[minority candidate certification, retention or residency~~  
313 ~~year program]~~ maximizing Connecticut's certification, recruitment or  
314 residency year program for aspiring educators. Such program shall  
315 assist (1) ~~[minority candidates]~~ aspiring educators in enrolling in a  
316 residency program for purposes of becoming full-time, certified  
317 teachers upon successful completion of such residency program, and (2)  
318 local and regional boards of education in hiring and retaining such  
319 ~~[minority candidates]~~ aspiring educators.

320     (c) (1) For the fiscal year ending June 30, ~~[2023]~~ 2026, and each fiscal  
321 year thereafter, each local and regional board of education for an  
322 alliance district shall partner with the operator of a residency program  
323 for purposes of enrolling ~~[minority candidates]~~ aspiring educators and  
324 placing them in such school district as part of such residency program.  
325 Following the successful completion of the residency program by [a  
326 minority candidate] an aspiring educator, such board may hire such  
327 ~~[minority candidate]~~ aspiring educator. Such board may apply to the  
328 ~~[Commissioner of Education]~~ Talent Office, at such time and in such  
329 manner as the ~~[commissioner]~~ Talent Office prescribes, to receive a  
330 payment, as described in subdivision (2) of this subsection, for any of  
331 the costs described in subsection (e) of this section.

332     (2) For the fiscal year ending June 30, ~~[2025]~~ 2026, the Commissioner  
333 of Education shall withhold from an alliance district, from the funds  
334 transferred by the Comptroller pursuant to subsection (c) of section 10-  
335 262u, an amount equal to ten per cent of any increase in such funds that

336 such alliance district received for the fiscal year ending June 30, 2021,  
337 over the amount of such funds that it received for the fiscal year ending  
338 June 30, 2020. The [department] Talent Office shall use such funds to  
339 make a payment to such alliance district and such alliance district shall  
340 expend such payment for any of the costs described in subsection (e) of  
341 this section.

342 (d) (1) For the fiscal year ending June 30, [2023] 2026, and each fiscal  
343 year thereafter, any local or regional board of education, other than a  
344 local or regional board of education for an alliance district, may partner  
345 with the operator of a residency program for purposes of enrolling  
346 [minority candidates] aspiring educators and placing them in such  
347 school district as part of such residency program. Following the  
348 successful completion of the residency program by [a minority  
349 candidate] an aspiring educator, such board may hire such [minority  
350 candidate] aspiring educator. Such board may apply to the  
351 [Commissioner of Education] Talent Office, at such time and in such  
352 manner as the [commissioner] Talent Office prescribes, to receive a  
353 grant for any of the costs described in subsection (e) of this section.

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

358 (e) Any payments made or grants awarded under this section may be  
359 used for costs associated with the (1) enrollment of such [minority  
360 candidates] aspiring educators in a residency program, (2) certification  
361 process for such [minority candidates] aspiring educators, (3) hiring of  
362 such [minority candidates] aspiring educators following the successful  
363 completion of a residency program, or (4) retention of such [minority  
364 candidates] aspiring educators as certified employees of the school  
365 district.

366 (f) Any unexpended funds paid or awarded to a local or regional  
367 board of education under this section shall not lapse at the end of the

368 fiscal year but shall be available for expenditure during the next fiscal  
369 year for purposes of implementing the provisions of this section.

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

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

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

381 (b) The [Commissioner of Education] Talent Office shall review each  
382 [increasing educator diversity] aspiring educator recruitment plan  
383 submitted pursuant to subsection (a) of this section. The [commissioner]  
384 Talent Office may approve such plan or may return such plan to the  
385 local or regional board of education that submitted such plan with  
386 instructions to revise such plan. Not later than May 15, [2024] 2026, any  
387 such board shall revise such plan in accordance with such instructions  
388 and submit such revised plan to the commissioner for approval.

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

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

398       Sec. 12. Subsection (a) of section 10-220 of the general statutes is  
399 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
400 *2025*):

401       (a) Each local or regional board of education shall maintain good  
402 public elementary and secondary schools, implement the educational  
403 interests of the state, as defined in section 10-4a, and provide such other  
404 educational activities as in its judgment will best serve the interests of  
405 the school district; provided any board of education may secure such  
406 opportunities in another school district in accordance with provisions of  
407 the general statutes and shall give all the children of the school district,  
408 including children receiving alternative education, as defined in section  
409 10-74j, as nearly equal advantages as may be practicable; shall provide  
410 an appropriate learning environment for all its students which includes  
411 (1) adequate instructional books, supplies, materials, equipment,  
412 staffing, facilities and technology, (2) equitable allocation of resources  
413 among its schools, (3) proper maintenance of facilities, and (4) a safe  
414 school setting; shall, in accordance with the provisions of subsection (f)  
415 of this section, maintain records of allegations, investigations and  
416 reports that a child has been abused or neglected by a school employee,  
417 as defined in section 53a-65, employed by the local or regional board of  
418 education; shall have charge of the schools of its respective school  
419 district; shall make a continuing study of the need for school facilities  
420 and of a long-term school building program and from time to time make  
421 recommendations based on such study to the town; shall adopt and  
422 implement an indoor air quality program that provides for ongoing  
423 maintenance and facility reviews necessary for the maintenance and  
424 improvement of the indoor air quality of its facilities; shall adopt and  
425 implement a green cleaning program, pursuant to section 10-231g, that  
426 provides for the procurement and use of environmentally preferable  
427 cleaning products in school buildings and facilities; on and after July 1,  
428 2021, and every five years thereafter, shall report to the Commissioner  
429 of Administrative Services on the condition of its facilities and the action  
430 taken to implement its long-term school building program, indoor air  
431 quality program and green cleaning program, which report the

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

467 schedule interscholastic football games on Thanksgiving Day to any  
468 nonprofit organization or other entity that is otherwise responsible for  
469 governing interscholastic athletics in this state and shall not adopt a  
470 policy or prohibition against the scheduling of an interscholastic football  
471 game on Thanksgiving Day; and shall perform all acts required of it by  
472 the town or necessary to carry into effect the powers and duties imposed  
473 by law.

474       Sec. 13. Section 10-145p of the general statutes is repealed and the  
475 following is substituted in lieu thereof (*Effective July 1, 2025*):

476       (a) The Talent Office within the Department of Education shall  
477 review and approve proposals for alternate route to certification  
478 programs for school administrators. In order to be approved, a proposal  
479 shall provide that the alternate route to certification program (1) be  
480 provided by a public or independent institution of higher education, a  
481 local or regional board of education, a regional educational service  
482 center or a private, nonprofit teacher or administrator training  
483 organization approved by the State Board of Education; (2) accept only  
484 those participants who (A) hold a bachelor's degree from an institution  
485 of higher education accredited by the Board of Regents for Higher  
486 Education or Office of Higher Education or regionally accredited, (B) (i)  
487 have at least forty school months teaching experience, of which at least  
488 ten school months are in a position requiring certification at a public  
489 school, in this state or another state, or (ii) have less than ten months  
490 teaching experience in a public school in another state while holding  
491 professional certification, provided (I) such participant provides a  
492 statement of justification for participation in such alternate route to  
493 certification program and receives approval from the department for  
494 such participant's participation in such alternate route to certification  
495 program, and (II) the number of such participants shall not be greater  
496 than ten per cent of the total number of participants in such alternate  
497 route to certification program for a school year, and (C) are  
498 recommended by the immediate supervisor or district administrator of  
499 such person on the basis of such person's performance; (3) require each  
500 participant to (A) complete a one-year residency that requires such



501 person to serve (i) in a position requiring an intermediate administrator  
502 or supervisor endorsement, and (ii) in a full-time position for ten school  
503 months at a local or regional board of education in the state under the  
504 supervision of (I) a certified administrator, and (II) a supervisor from an  
505 institution or organization described in subdivision (1) of this  
506 subsection, or (B) have ten school months experience in a full-time  
507 position as an administrator in a public or nonpublic school in another  
508 state that is approved by the appropriate state board of education in  
509 such other state; and (4) meet such other criteria as the [department]  
510 Talent Office requires.

511 (b) Notwithstanding the provisions of subsection (d) of section 10-  
512 145b, on and after July 1, 2010, the State Board of Education, upon  
513 receipt of a proper application, shall issue an initial educator certificate  
514 in the certification endorsement area of administration and supervision,  
515 which shall be valid for three years, to any person who (1) successfully  
516 completed the alternate route to certification program for  
517 administrators and superintendents pursuant to this section, and (2)  
518 meets the requirements established in subsection (b) of section 10-145f.

519 (c) Notwithstanding any regulation adopted by the State Board of  
520 Education pursuant to section 10-145b, any person who successfully  
521 completed the alternate route to certification program for  
522 administrators pursuant to this section and was issued an initial  
523 educator certificate in the endorsement area of administration and  
524 supervision shall obtain a master's degree not later than five years after  
525 such person was issued such initial educator certificate. If such person  
526 does not obtain a master's degree in such time period, such person shall  
527 not be eligible for a professional educator certificate.

528 (d) Notwithstanding the provisions of subparagraph (B) of  
529 subdivision (2) of subsection (a) of this section, any entity described in  
530 subdivision (1) of subsection (a) of this section that administers an  
531 alternate route to certification program for school administrators,  
532 approved by the [Department of Education] Talent Office under this  
533 section, shall permit any person who has provided service to a local or

534 regional board of education in a supervisory or managerial role for at  
535 least forty school months and held a professional educator certificate for  
536 at least ten school months during such forty school months, to  
537 participate in such alternate route to certification program for school  
538 administrators, provided such person holds a bachelor's degree from an  
539 institution of higher education accredited by the Board of Regents for  
540 Higher Education or Office of Higher Education or regionally accredited  
541 and is recommended by the immediate supervisor or district  
542 administrator of such person on the basis of such person's performance.

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

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

550 (b) (1) The Talent Office within the Department of Education shall  
551 review and approve proposals for alternate route to certification  
552 programs for persons employed as school support staff. In order to be  
553 approved, a proposal shall provide that the alternate route to  
554 certification program (A) be provided by a public or independent  
555 institution of higher education, a local or regional board of education, a  
556 regional educational service center or a private, nonprofit teacher or  
557 administrator training organization approved by the State Board of  
558 Education; (B) accept only those participants who (i) have been  
559 employed as school support staff by a local or regional board of  
560 education for at least forty school months, and (ii) are recommended by  
561 the immediate supervisor or district administrator of such person on the  
562 basis of such person's performance; (C) require each participant to  
563 complete a one-year residency that requires such person to serve (i) in a  
564 position requiring professional certification, and (ii) in a full-time  
565 position for ten school months at a local or regional board of education  
566 in the state under the supervision of (I) a certified administrator or

567 teacher, and (II) a supervisor from an institution or organization  
568 described in subparagraph (A) of this subdivision; and (D) meet such  
569 other criteria as the [department] Talent Office requires.

570 (2) The [department] Talent Office may approve any program that  
571 (A) accepts participants who hold a bachelor's degree from an  
572 institution of higher education accredited by the Board of Regents for  
573 Higher Education or the Office of Higher Education or regionally  
574 accredited, or (B) partners with an institution of higher education that is  
575 regionally accredited, or has received an equivalent accreditation, to  
576 provide a dual degree-plus-certification program for participants who  
577 hold an associate degree. The [department] Talent Office shall give  
578 priority to those programs that provide participants flexibility in  
579 remaining in their positions as a school support staff while pursuing an  
580 initial educator certificate, other than the period when such participants  
581 are completing the one-year residency requirement described in  
582 subparagraph (C) of subdivision (1) of this subsection.

583 (c) Notwithstanding the provisions of subsection (d) of section 10-  
584 145b, on and after July 1, 2016, the State Board of Education, upon  
585 receipt of a proper application, shall issue an initial educator certificate,  
586 which shall be valid for three years, to any person who (1) successfully  
587 completed the alternate route to certification program under this  
588 section, and (2) meets the requirements established in subsection (b) of  
589 section 10-145f.

590 (d) Notwithstanding any regulation adopted by the State Board of  
591 Education pursuant to section 10-145b, any person who successfully  
592 completed the alternate route to certification program under this section  
593 and was issued an initial educator certificate in the endorsement area of  
594 administration and supervision shall obtain a master's degree not later  
595 than five years after such person was issued such initial educator  
596 certificate. If such person does not obtain a master's degree in such time  
597 period, such person shall not be eligible for a professional educator  
598 certificate.

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

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

616       (b) (1) The Talent Office within the Department of Education, in  
617 consultation with the Office of Higher Education, shall develop or  
618 review and approve proposals for alternate route to certification  
619 programs for persons from an alternate profession. Any alternate route  
620 to certification program developed or approved under this section shall  
621 (A) include instruction in classroom management and culturally  
622 responsive pedagogy and practice, (B) align with the standards of  
623 teaching competencies adopted by the State Board of Education, and (C)  
624 meet such other criteria as the department requires.

625       (2) Any alternate route to certification program developed or  
626 approved under this section shall reserve ten per cent of available seats  
627 for persons from an alternate profession described in subparagraph (B)  
628 of subdivision (1) of subsection (a) of this section. If such seats are not  
629 filled by such persons from an alternate profession, such seats shall be  
630 made available for all persons from an alternate profession described in  
631 subsection (a) of this section.

632 (c) Notwithstanding the provisions of subsection (d) of section 10-  
633 145b, on and after July 1, 2019, the State Board of Education, upon  
634 receipt of a proper application, shall issue an initial educator certificate,  
635 which shall be valid for three years, to any person who (1) successfully  
636 completed an alternate route to certification program developed or  
637 approved under this section, and (2) meets the requirements established  
638 in subsection (b) of section 10-145f.

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

643 Sec. 16. Section 10-155d of the general statutes is repealed and the  
644 following is substituted in lieu thereof (*Effective July 1, 2025*):

645 (a) The Office of Higher Education shall encourage and support  
646 experimentation and research in the preparation of teachers for public  
647 elementary and secondary schools. To help fulfill the purposes of this  
648 section, the Office of Higher Education shall appoint an advisory  
649 council composed of qualified professionals which shall render  
650 assistance and advice to the office. In carrying out its activities pursuant  
651 to this section, the office shall consult with the [State Board of  
652 Education] Talent Office within the Department of Education and such  
653 other agencies as it deems appropriate to assure coordination of all  
654 activities of the state relating to the preparation of teachers for public  
655 elementary and secondary schools.

656 (b) The Office of Higher Education, with the approval of the  
657 Commissioner of Education, shall expand, within available  
658 appropriations, participation in its summer alternate route to  
659 certification program and its weekend and evening alternate route to  
660 certification program. The office shall expand the weekend and evening  
661 program for participants seeking certification in a subject shortage area  
662 pursuant to section 10-8b, as amended by this act. The office, in  
663 collaboration with the Department of Education, shall develop (1) a

664 regional alternate route to certification program targeted to the subject  
665 shortage areas, (2) an alternate route to certification program for former  
666 teachers whose certificates have expired and who are interested in  
667 resuming their teaching careers, and (3) an alternate route to  
668 certification program targeted for computer science teachers.

669 (c) The Office of Higher Education, in consultation with the Talent  
670 Office within the Department of Education, shall develop alternate  
671 route to certification programs for (1) school administrators and  
672 superintendents, (2) early childhood education teachers, and (3)  
673 computer science teachers. The programs shall include mentored  
674 apprenticeships and criteria for admission to the programs.

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

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

685 (b) The Regional Educational Service Center Minority Recruiting  
686 Alliance, in consultation with the Talent Office within the Department  
687 of Education, the Board of Regents for Higher Education, the constituent  
688 units of the state system of higher education and the Connecticut  
689 Conference of Independent Colleges, shall study methods to (1)  
690 encourage [minority] middle and secondary school students who may  
691 be aspiring educators to attend institutions of higher education and  
692 enter teacher preparation programs, (2) recruit [minority students]  
693 aspiring educators attending institutions of higher education to enroll  
694 in teacher preparation programs and pursue teaching careers, and (3)  
695 recruit and maintain [minority teachers] aspiring educators in

696 Connecticut schools.

697 (c) Not later than October 1, 2007, the Regional Educational Service  
698 Center [Minority] Aspiring Educator Recruiting Alliance, in  
699 consultation with the Department of Education, the Board of Regents  
700 for Higher Education, the constituent units of the state system of higher  
701 education and the Connecticut Conference of Independent Colleges,  
702 shall propose guidelines to the Commissioner of Education and the  
703 chancellor of the Connecticut State Colleges and Universities for pilot  
704 programs to recruit and retain minority teachers and may consider, but  
705 such consideration need not be limited to, the establishment and  
706 operation of the following pilot programs:

707 (1) A fellows program leading to the eligibility for an educator  
708 certificate for [minority individuals] aspiring educators who have (A)  
709 completed an intensive summer session focusing on classroom  
710 management and methodology, (B) received a bachelor's degree from  
711 an institution of higher education accredited by the Board of Regents for  
712 Higher Education or Office of Higher Education or regionally  
713 accredited, (C) achieved a satisfactory score on the examination  
714 required pursuant to section 10-145f or have had such requirement  
715 waived pursuant to said section, and (D) have such other qualifications  
716 for the issuance of an educator certificate as are required for individuals  
717 participating in the alternate route to certification program under  
718 section 10-155d, as amended by this act;

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

723 (3) A program to allow [minority college seniors] aspiring educators  
724 who are in their senior year of college and who are majoring in subject  
725 shortage areas pursuant to section 10-8b, as amended by this act, but  
726 who are not enrolled in a teacher preparation program to receive up to  
727 three credits for working as cadet teachers in a public school and, upon

728 graduation and recommendation by school officials, to allow such cadet  
729 teachers to enter a fellows program pursuant to subdivision (1) of this  
730 subsection if such a program is in operation.

731 (d) Not later than January 1, 2008, the Regional Educational Service  
732 Center [Minority] Aspiring Educator Recruiting Alliance shall report, in  
733 accordance with section 11-4a, on (1) the results of the study pursuant  
734 to subsection (b) of this section, (2) the guidelines for pilot programs  
735 developed pursuant to subsection (c) of this section, and (3) the  
736 establishment and operation of any pilot program pursuant to  
737 subsection (c) of this section to the Department of Education, the Board  
738 of Regents for Higher Education and the joint standing committees of  
739 the General Assembly having cognizance of matters relating to  
740 education and higher education.

741 Sec. 18. Section 10a-168a of the general statutes is repealed and the  
742 following is substituted in lieu thereof (*Effective July 1, 2025*):

743 (a) There is established a Connecticut [minority teacher] aspiring  
744 educator incentive program administered by the Office of Higher  
745 Education, of which the [minority] aspiring educator loan  
746 reimbursement grant program established pursuant to section 10a-168b,  
747 as amended by this act, shall be a component part. As used in this  
748 section, "aspiring educator" has the same meaning as provided in  
749 section 10-155l, as amended by this act.

750 (b) Within available appropriations, the program shall provide grants  
751 to [minority students] aspiring educators (1) in teacher [education]  
752 preparation programs for their junior or senior year, or both such years,  
753 at any four-year institution of higher education, (2) completing the  
754 requirements of such a teacher [education] preparation program as a  
755 graduate student, provided such student received a grant pursuant to  
756 this section for one year at the undergraduate level, or (3) enrolled in the  
757 alternate route to certification program administered through the Office  
758 of Higher Education or the Talent Office within the Department of  
759 Education. No student shall receive a grant under the program for more



760 than two years. Maximum grants shall not exceed five thousand dollars  
761 per year. The office shall ensure that at least ten per cent of the grant  
762 recipients are minority students who transfer from a Connecticut  
763 regional community-technical college.

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

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

769 (a) For the fiscal year ending June 30, [2020] 2026, and each fiscal year  
770 thereafter, the Office of Higher Education, in collaboration with the  
771 [Minority Teacher Recruitment] Aspiring Educator Policy Oversight  
772 Council, established pursuant to section 10-156bb, as amended by this  
773 act, and the [Task Force to Diversify the] Aspiring Educator Workforce  
774 Task Force, established pursuant to section 10-156aa, as amended by this  
775 act, shall, within available appropriations, administer [a minority] the  
776 aspiring educator loan reimbursement grant program for persons who  
777 meet the eligibility requirements described in subsection (b) of this  
778 section. As used in this section, "aspiring educator" has the same  
779 meaning as provided in section 10-155l, as amended by this act.

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

785 (c) Any person who satisfies the eligibility requirements prescribed  
786 in subsection (b) of this section may receive an annual grant for  
787 reimbursement of federal or state educational loans (1) in an amount up  
788 to ten per cent of such person's federal or state educational loans but  
789 that does not exceed five thousand dollars in any year, and (2) for a  
790 period not to exceed ten years. Such person shall only be reimbursed for  
791 loan payments made while such person is employed by a local or

792 regional board of education.

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

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

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

This act shall take effect as follows and shall amend the following sections:

Section 1	July 1, 2025	10-156ii
Sec. 2	July 1, 2025	10-8b
Sec. 3	July 1, 2025	10-146j
Sec. 4	July 1, 2025	10-156aa
Sec. 5	July 1, 2025	10-156bb
Sec. 6	July 1, 2025	10-156cc
Sec. 7	July 1, 2025	10-156dd
Sec. 8	July 1, 2025	10-156ee
Sec. 9	July 1, 2025	10-156ff
Sec. 10	July 1, 2025	10-156gg
Sec. 11	July 1, 2025	10-156jj
Sec. 12	July 1, 2025	10-220(a)
Sec. 13	July 1, 2025	10-145p
Sec. 14	July 1, 2025	10-145t
Sec. 15	July 1, 2025	10-145w
Sec. 16	July 1, 2025	10-155d
Sec. 17	July 1, 2025	10-155l
Sec. 18	July 1, 2025	10a-168a
Sec. 19	July 1, 2025	10a-168b

**ED**

**Joint Favorable C/R**

**APP**

***APP***      *Joint Favorable Subst.*