

**FINAL
FISCAL NOTE**

Drafting Number: LLS 13-0837
Prime Sponsor(s): Rep. Hamner
 Sen. Todd

Date: June 25, 2013
Bill Status: Signed into Law
Fiscal Analyst: Josh Abram (303-866-3561)

TITLE: CONCERNING WORKING COLLABORATIVELY WITH EDUCATORS TO DEVELOP A DISTINCTIVE LOCAL-LEVEL PERSONNEL EVALUATION SYSTEM FOR EDUCATORS, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

Fiscal Impact Summary	FY 2013-2014	FY 2014-2015
State Revenue		
State Expenditures		
State Education Fund	\$120,093	\$115,390
FTE Position Change	1.0 FTE	1.0 FTE
Effective Date: The bill was signed into law by the Governor and took effect on May 17, 2013.		
Appropriation Summary for FY 2013-2014: See State Appropriations section.		
Local Government Impact: None		

Summary of Legislation

Under current law, both local boards of education and Boards of Cooperative Educational Services (BOCES) must have a performance evaluation system for licensed personnel, adopted in consultation with administrators, principals, teachers, parents, and a district's personnel performance evaluation council. Local boards and BOCES may adopt the state model performance evaluation system, or develop and adopt one internally that aligns with the state system.

Under this bill, if a school district or a BOCES develops its own evaluation system for licensed personnel, the local board of education, the BOCES, or any interested party may submit data concerning the proposed local evaluation system for review by the Colorado Department of Education (CDE).

The bill requires that the CDE:

- determine whether a school districts' or a BOCES' licensed personnel evaluation system is in compliance with statutory requirements and approve the system;
- monitor the implementation of licensed personnel evaluation systems; and
- conduct thorough reviews of districts or BOCES that appear to be unable to implement a compliant licensed personnel evaluation system.

When the CDE determines that an evaluation system is not in compliance with state law, the department must:

- notify the school board or BOCES and allow 90 days for program improvement;
- work with the local entity to bring the evaluation system into compliance; and
- establish additional remedies and interventions for any system still found to be out of compliance after 90 days.

If the CDE determines that the noncompliance is substantial enough to call into question the validity of the educator evaluation ratings, the department may take appropriate action, including invalidating the school district's or BOCES' educator ratings for the evaluation cycles in question.

State Expenditures

This bill increases expenditures in the Colorado Department of Education by \$120,093 and 1.0 FTE in FY 2013-14. For FY 2014-15, increased costs are \$115,390 and 1.0 FTE. Total expenditures are described below and displayed in Table 1.

The CDE requires additional staff beginning FY 2013-14 to monitor implementation of local educator evaluation systems, conduct performance reviews, communicate departmental expectations to districts and BOCES, provide technical assistance, and compile reports. New staff will also work collaboratively with districts and BOCES to identify areas of non compliance and correct those elements of their evaluation systems. Fulfilling these duties will require staff travel statewide, and increased printing and postage costs to update publications and distribute technical assistance and other guidance documents.

Table 1. Expenditures Under HB 13-1257		
Cost Components	FY 2013-14	FY 2014-15
Personal Services	\$100,440	\$100,440
FTE	1.0	1.0
Operating Expenses and Capital Outlay	5,653	950
Printing & Postage	8,000	8,000
Travel	6,000	6,000
TOTAL	\$120,093	\$115,390

Expenditures Not Included

Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. The centrally appropriated costs subject to this policy are summarized in Table 2.

Table 2. Expenditures Not Included Under HB 13-1257*		
Cost Components	FY 2013-14	FY 2014-15
Employee Insurance (Health, Life, Dental, and Short-term Disability)	\$6,795	\$6,795
Supplemental Employee Retirement Payments	\$6,165	\$6,975
TOTAL	\$12,960	\$13,770

**More information is available at: <http://colorado.gov/fiscalnotes>*

State Appropriations

For FY 2013-14, this bill requires a State Education Fund appropriation of \$120,093 and 1.0 FTE to the Colorado Department of Education.

Departments Contacted

Education