Second Regular Session Sixty-ninth General Assembly STATE OF COLORADO

INTRODUCED

LLS NO. 14-0082.04 Julie Pelegrin x2700

HOUSE BILL 14-1262

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Education Appropriations

	A BILL FOR AN ACT
101	CONCERNING DISTRIBUTION OF GRANT MONEYS TO LOCAL EDUCATION
102	PROVIDERS TO FUND INCENTIVES FOR HIGHLY EFFECTIVE
103	TEACHERS TO TEACH IN LOW-PERFORMING SCHOOLS, AND, IN
104	CONNECTION THEREWITH, CREATING THE "GREATEST
105	RESOURCES FOR EDUCATION ARE TEACHERS ACT" AND
106	MAKING AN APPROPRIATION.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at http://www.leg.state.co.us/billsummaries.)

The bill creates the highly effective teacher incentives program (program) to enable school districts, boards of cooperative services that operate public schools, and charter schools (local education providers) to offer salary bonuses to attract highly effective teachers to teach in elementary, middle, or junior high schools that are implementing priority improvement or turnaround plans (low-performing schools).

The department of education (department) and the state board of education (state board) will implement the program by distributing grants in 2-year cycles. The amount of a grant is based on the number of highly effective teachers that meet the requirements for receiving salary bonuses and that the local education provider employs in low-performing schools. Each local education provider that applies and meets the requirements for a grant will receive a grant, subject to available appropriations. A local education provider may use the grant only to pay nonbase-building salary bonuses to eligible highly effective teachers. A local education provider that receives a grant and is already paying incentives to highly effective teachers who teach in low-performing schools must pay the bonuses funded by the grant moneys in addition to the other incentives.

A highly effective teacher must meet specified criteria to receive the salary bonus. The amount of the salary bonus depends on whether the teacher was working in a high-performing local education provider and changed employment to work in a low-performing school or is continuing to work in a low-performing school and whether the highly effective teacher works in a low-performing elementary, middle, or junior high school.

The bill creates the highly effective teacher incentives fund (fund), which consists of a one-time appropriation of \$4 million from the state education fund. The state board will disburse approximately one-half of the moneys in the fund in the first grant cycle and approximately one-half of the moneys in a second grant cycle.

By December 15, 2019, the department must submit to the education committees of the general assembly a report concerning the implementation and effectiveness of the program.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add article 95 to title

22 as follows:

ARTICLE 95

Highly Effective Teacher Incentives Program

22-95-101. Short title. This ARTICLE SHALL BE KNOWN AND MAY

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1	BE CITED AS THE "GREATEST RESOURCES FOR EDUCATION ARE TEACHERS
2	ACT".
3	$\textbf{22-95-102. Legislative declaration.} \ (1) \ The \ GENERALASSEMBLY$
4	FINDS THAT:
5	$(a) \ RESEARCH DEMONSTRATES THAT ONE OF THE MOST IMPORTANT$
6	FACTORS IN INCREASING STUDENT LEARNING IS THE PRESENCE OF AN
7	EFFECTIVE TEACHER IN THE CLASSROOM;
8	(b) ALTHOUGH THERE ARE EXCEPTIONS, LOW-PERFORMING
9	SCHOOLS ARE MORE LIKELY TO HAVE MORE INEFFECTIVE AND
10	INEXPERIENCED TEACHERS;
11	(c) THE STATE AND SCHOOL DISTRICTS HAVE ADOPTED A MORE
12	RIGOROUS PROCESS FOR EVALUATING TEACHER EFFECTIVENESS, WHICH,
13	WHEN FULLY IMPLEMENTED, WILL IDENTIFY TEACHERS WHO ARE HIGHLY
14	EFFECTIVE IN THE CLASSROOM AND MORE LIKELY TO BE SUCCESSFUL IN
15	INCREASING THE ACADEMIC ACHIEVEMENT OF THEIR STUDENTS;
16	(d) HIGHLY EFFECTIVE TEACHERS TEACHING IN LOW-PERFORMING
17	SCHOOLS ARE ESSENTIAL TO CLOSING THE ACHIEVEMENT GAP FOR
18	LOW-INCOME STUDENTS AND RACIAL MINORITY STUDENT GROUPS AND FOR
19	ENSURING THAT STUDENTS IN LOW-PERFORMING SCHOOLS ATTAIN
20	POSTSECONDARY AND WORKFORCE READINESS BY THE TIME THEY
21	GRADUATE FROM HIGH SCHOOL; AND
22	(e) PROVIDING RESOURCES TO SCHOOL DISTRICTS AND CHARTER
23	SCHOOLS TO ENABLE THEM TO OFFER MONETARY INCENTIVES FOR HIGHLY
24	EFFECTIVE TEACHERS WHO CHOOSE TO TEACH IN LOW-PERFORMING
25	SCHOOLS IS AN EFFECTIVE WAY TO INCREASE THE NUMBER OF HIGHLY
26	EFFECTIVE TEACHERS WHO TEACH IN LOW-PERFORMING SCHOOLS.
27	(2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS IN THE

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1	BEST INTERESTS OF THE STATE TO CREATE A GRANT PROGRAM TO PROVIDE
2	MONEYS TO SCHOOL DISTRICTS AND CHARTER SCHOOLS TO ENABLE THEM
3	TO ATTRACT AND RETAIN GREATER NUMBERS OF HIGHLY EFFECTIVE
4	TEACHERS IN LOW-PERFORMING SCHOOLS, THEREBY RAISING THE
5	ACADEMIC ACHIEVEMENT OF THE STUDENTS ENROLLED IN THOSE SCHOOLS.
6	22-95-103. Definitions. As used in this article, unless the
7	CONTEXT OTHERWISE REQUIRES:
8	(1) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
9	CREATED AND EXISTING PURSUANT TO SECTION 24-1-115, C.R.S.
10	(2) "FUND" MEANS THE HIGHLY EFFECTIVE TEACHER INCENTIVES
11	FUND CREATED IN SECTION 22-95-106.
12	(3) "HIGHLY EFFECTIVE TEACHER" MEANS A TEACHER WHO, IN HIS
13	OR HER MOST RECENT PERFORMANCE EVALUATION, RECEIVED A RATING
14	OF HIGHLY EFFECTIVE, AS DESCRIBED IN RULES ADOPTED BY THE STATE
15	BOARD PURSUANT TO SECTION 22-9-104.
16	(4) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT, A
17	BOARD OF COOPERATIVE SERVICES CREATED PURSUANT TO ARTICLE 5 OF
18	THIS TITLE THAT OPERATES A PUBLIC SCHOOL, A CHARTER SCHOOL
19	AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5
20	OF THIS TITLE, OR AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE
21	STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5
22	OF THIS TITLE.
23	(5) "LOW-PERFORMING" MEANS THAT A PUBLIC SCHOOL, AS A
24	RESULT OF THE MOST RECENT PERFORMANCE EVALUATION BY THE
25	DEPARTMENT, IS REQUIRED PURSUANT TO SECTION 22-11-210 TO
26	IMPLEMENT A SCHOOL PRIORITY IMPROVEMENT PLAN, AS DESCRIBED IN
27	SECTION 22-11-405 OF A SCHOOL THEN ADOLIND BLANLAS DESCRIBED IN

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1	SECTION 22-11-406.
2	(6) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
3	CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.
4	(7) "Transfer teacher" means a highly effective teacher
5	WHO, IN THE FIRST YEAR OF A GRANT CYCLE:
6	(a) Is newly employed by the local education provider
7	THAT RECEIVES A GRANT PURSUANT TO THIS ARTICLE, HAVING BEEN MOST
8	RECENTLY EMPLOYED BY:
9	(I) A SCHOOL DISTRICT OR BOARD OF COOPERATIVE SERVICES THAT
10	HELD THE STATUS OF ACCREDITED WITH DISTINCTION, AS DESCRIBED IN
11	SECTION 22-11-207, FOR THE PRECEDING SCHOOL YEAR; OR
12	(II) A CHARTER SCHOOL OR INSTITUTE CHARTER SCHOOL THAT
13	IMPLEMENTED A PERFORMANCE PLAN, AS DESCRIBED IN SECTION
14	22-11-403, FOR THE PRECEDING SCHOOL YEAR; OR
15	(b) IS A RETURNING EMPLOYEE OF A LOCAL EDUCATION PROVIDER
16	THAT RECEIVES A GRANT PURSUANT TO THIS ARTICLE BUT HAS
17	TRANSFERRED FROM A PUBLIC SCHOOL THAT IMPLEMENTED A
18	PERFORMANCE PLAN, AS DESCRIBED IN SECTION 22-11-403, FOR THE
19	PRECEDING SCHOOL YEAR.
20	22-95-104. Highly effective teacher incentives program -
21	created - grant awards - rules. (1) (a) There is created in the
22	DEPARTMENT THE HIGHLY EFFECTIVE TEACHER INCENTIVES PROGRAM TO
23	ENABLE LOCAL EDUCATION PROVIDERS TO OFFER MONETARY INCENTIVES
24	TO ATTRACT HIGHLY EFFECTIVE TEACHERS TO WORK IN LOW-PERFORMING
25	SCHOOLS. LOCAL EDUCATION PROVIDERS MAY USE THE GRANT MONEYS
26	ONLY TO PROVIDE NONBASE-BUILDING SALARY BONUSES TO HIGHLY
27	EFFECTIVE TEACHERS WHO CHOOSE TO WORK IN LOW-PERFORMING

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1	SCHOOLS AND MEET THE QUALIFICATIONS SPECIFIED IN SECTION 22-95-105
2	(2).
3	(b) During the $2014\text{-}15$ budget year, the department shall
4	PUBLICIZE TO LOCAL EDUCATION PROVIDERS AND TEACHERS THE
5	EXISTENCE AND GOALS OF THE PROGRAM, INCLUDING THE ELIGIBILITY
6	REQUIREMENTS AND QUALIFICATIONS FOR LOCAL EDUCATION PROVIDERS
7	AND HIGHLY EFFECTIVE TEACHERS.
8	(2) SUBJECT TO AVAILABLE APPROPRIATIONS AND TO THE
9	LIMITATIONS SPECIFIED IN SECTION 22-95-106 (2), THE STATE BOARD
10	SHALL AWARD GRANTS PURSUANT TO THIS ARTICLE IN TWO-YEAR CYCLES
11	BEGINNING WITH THE 2015-16 BUDGET YEAR. THE STATE BOARD SHALL
12	AWARD THE GRANTS FROM THE MONEYS APPROPRIATED TO THE HIGHLY
13	EFFECTIVE TEACHER INCENTIVES FUND CREATED IN SECTION 22-95-106.
14	A LOCAL EDUCATION PROVIDER MAY APPLY FOR A GRANT AT THE
15	BEGINNING OF EACH CYCLE. THE AMOUNT OF EACH GRANT IS BASED ON
16	THE NUMBER OF ELIGIBLE HIGHLY EFFECTIVE TEACHERS THAT THE LOCAL
17	EDUCATION PROVIDER EMPLOYS AND THE BONUS AMOUNTS THAT THE
18	ELIGIBLE HIGHLY EFFECTIVE TEACHERS MAY RECEIVE AS DESCRIBED IN
19	SECTION 22-95-105.
20	(3) THE DEPARTMENT SHALL REVIEW THE GRANT APPLICATIONS
21	RECEIVED PURSUANT TO THIS SECTION TO ENSURE THAT THE LOCAL
22	EDUCATION PROVIDER AND EACH OF THE HIGHLY EFFECTIVE TEACHERS
23	THAT THE LOCAL EDUCATION PROVIDER EMPLOYS OR EXPECTS TO EMPLOY
24	MEETS THE QUALIFICATIONS SPECIFIED IN THIS ARTICLE. BASED ON THE
25	DEPARTMENT'S REVIEW, THE STATE BOARD SHALL AWARD GRANTS TO
26	EACH LOCAL EDUCATION PROVIDER THAT QUALIFIES, SUBJECT TO
27	AVAILABLE APPROPRIATIONS AND THE LIMITATIONS SPECIFIED IN SECTION

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1	22-95-106 (2).
2	(4) THE STATE BOARD SHALL PROMULGATE RULES PURSUANT TO
3	THE "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24,
4	C.R.S., AS NECESSARY TO IMPLEMENT THIS ARTICLE.
5	22-95-105. Highly effective teacher incentives program -
6	qualifications - bonus amounts. (1) A LOCAL EDUCATION PROVIDER
7	MAY APPLY FOR A GRANT PURSUANT TO THIS ARTICLE IF IT OPERATES OR
8	IS A LOW-PERFORMING ELEMENTARY, MIDDLE, OR JUNIOR HIGH SCHOOL.
9	A LOCAL EDUCATION PROVIDER THAT APPLIES FOR A GRANT PURSUANT TO
10	THIS ARTICLE MUST SPECIFY IN THE APPLICATION THE NUMBER OF ELIGIBLE
11	HIGHLY EFFECTIVE TEACHERS THAT IT EMPLOYS OR THAT IT EXPECTS TO
12	EMPLOY IN LOW-PERFORMING ELEMENTARY, MIDDLE, OR JUNIOR HIGH
13	SCHOOLS AS OF THE BEGINNING OF THE GRANT CYCLE FOR WHICH THE
14	LOCAL EDUCATION PROVIDER IS APPLYING. THE DEPARTMENT SHALL
15	ADJUST THE AMOUNT OF THE LOCAL EDUCATION PROVIDER'S GRANT IF THE
16	LOCAL EDUCATION PROVIDER EMPLOYS FEWER ELIGIBLE HIGHLY
17	EFFECTIVE TEACHERS DURING THE GRANT CYCLE THAN ARE INCLUDED IN
18	THE GRANT APPLICATION.
19	(2) TO BE ELIGIBLE TO RECEIVE A SALARY BONUS PURSUANT TO
20	THIS SECTION, A TEACHER MUST:
21	(a) BE A HIGHLY EFFECTIVE TEACHER;
22	(b) IN EACH SCHOOL YEAR IN WHICH THE TEACHER RECEIVES THE
23	SALARY BONUS, BE EMPLOYED IN A LOW-PERFORMING ELEMENTARY,
24	MIDDLE, OR JUNIOR HIGH SCHOOL; AND
25	(c) MAINTAIN A PERFORMANCE EVALUATION RATING OF EFFECTIVE
26	OR HIGHER, AS DESCRIBED IN STATE BOARD RULES ADOPTED PURSUANT TO
27	SECTION 22-9-104, FOR THE PERIOD DURING WHICH THE TEACHER

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1	RECEIVES THE SALARY BONUS.
2	(3) IN EACH SCHOOL YEAR IN WHICH A HIGHLY EFFECTIVE TEACHER
3	MEETS THE QUALIFICATIONS SPECIFIED IN SUBSECTION (2) OF THIS SECTION
4	AND IS EMPLOYED BY A LOCAL EDUCATION PROVIDER THAT RECEIVES A
5	GRANT PURSUANT TO THIS ARTICLE, THE HIGHLY EFFECTIVE TEACHER
6	RECEIVES A NONBASE-BUILDING SALARY BONUS IN ONE OF THE FOLLOWING
7	AMOUNTS:
8	(a) TWELVE THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE
9	TEACHER IS A TRANSFER TEACHER WHO IS TEACHING IN A
10	LOW-PERFORMING ELEMENTARY SCHOOL;
11	(b) EIGHT THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE TEACHER
12	IS A TRANSFER TEACHER WHO IS TEACHING IN A LOW-PERFORMING MIDDLE
13	OR JUNIOR HIGH SCHOOL;
14	(c) SIX THOUSAND DOLLARS IF THE HIGHLY EFFECTIVE TEACHER IS
15	NOT A TRANSFER TEACHER BUT IS TEACHING IN A LOW-PERFORMING
16	ELEMENTARY SCHOOL FOR THE SECOND OR SUBSEQUENT CONSECUTIVE
17	SCHOOL YEAR; OR
18	(d) Three thousand dollars if the highly effective
19	TEACHER IS NOT A TRANSFER TEACHER BUT IS TEACHING IN A
20	LOW-PERFORMING MIDDLE OR JUNIOR HIGH SCHOOL FOR THE SECOND OR
21	SUBSEQUENT CONSECUTIVE SCHOOL YEAR.
22	(4) NOTWITHSTANDING ANY PROVISION OF SUBSECTION (3) OF THIS
23	SECTION TO THE CONTRARY, IF A LOCAL EDUCATION PROVIDER RECEIVES
24	A GRANT FOR A SECOND GRANT CYCLE, A HIGHLY EFFECTIVE TEACHER
25	WHO RECEIVED A SALARY BONUS AS A TRANSFER TEACHER IN THE FIRST
26	GRANT CYCLE WILL CONTINUE TO RECEIVE THE SALARY BONUS AMOUNT
27	FOR A TRANSFER TEACHER IN THE SECOND GRANT CYCLE SO LONG AS THE

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1	HIGHLY EFFECTIVE TEACHER IS EMPLOYED BY THE LOCAL EDUCATION
2	PROVIDER AND CONTINUES TO MEET THE QUALIFICATIONS FOR RECEIVING
3	A SALARY BONUS SPECIFIED IN SUBSECTION (2) OF THIS SECTION.
4	(5) A TEACHER WHO CHANGES EMPLOYMENT TO ANOTHER LOCAL
5	EDUCATION PROVIDER TO QUALIFY FOR A SALARY BONUS PURSUANT TO
6	THIS ARTICLE RETAINS THE YEARS OF SERVICE THE TEACHER
7	ACCUMULATED AS AN EMPLOYEE OF THE PREVIOUS LOCAL EDUCATION
8	PROVIDER FOR PURPOSES OF PLACEMENT ON THE SALARY SCHEDULE OF
9	WITHIN THE SALARY POLICY OF THE HIRING LOCAL EDUCATION PROVIDER
10	(6) A LOCAL EDUCATION PROVIDER THAT RECEIVES A GRANT
11	PURSUANT TO THIS ARTICLE AND THAT WAS PAYING INCENTIVES TO
12	HIGHLY EFFECTIVE TEACHERS WHO TEACH IN LOW-PERFORMING SCHOOLS
13	BEFORE RECEIVING THE GRANT MUST PAY THE BONUS AMOUNTS SPECIFIED
14	IN THIS SECTION IN ADDITION TO THE OTHER INCENTIVES IT PROVIDES.
15	22-95-106. Highly effective teacher incentives fund - created
16	- legislative declaration. (1) (a) There is created in the state
17	TREASURY THE HIGHLY EFFECTIVE TEACHER INCENTIVES FUND, WHICH
18	CONSISTS OF A ONE-TIME APPROPRIATION OF FOUR MILLION DOLLARS IN
19	THE 2014-15 BUDGET YEAR FROM THE STATE EDUCATION FUND CREATER
20	IN SECTION 17(4) OF ARTICLE IX OF THE STATE CONSTITUTION. THE
21	MONEYS IN THE FUND ARE CONTINUOUSLY APPROPRIATED TO THE
22	DEPARTMENT FOR THE DIRECT AND INDIRECT COSTS ASSOCIATED WITH
23	IMPLEMENTING THIS ARTICLE. THE DEPARTMENT MAY EXPEND UP TO TWO
24	PERCENT OF THE MONEYS APPROPRIATED TO THE FUND TO OFFSET THE
25	COSTS INCURRED IN IMPLEMENTING THIS ARTICLE.
26	(b) THE STATE TREASURER MAY INVEST ANY MONEYS IN THE FUNI

NOT EXPENDED FOR THE PURPOSE OF THIS ARTICLE AS PROVIDED BY LAW.

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1	The state treasurer shall credit all interest and income derived
2	FROM THE INVESTMENT AND DEPOSIT OF MONEYS IN THE FUND TO THE
3	FUND. ANY UNEXPENDED AND UNENCUMBERED MONEYS REMAINING IN
4	THE FUND AT THE END OF A FISCAL YEAR REMAIN IN THE FUND AND SHALL
5	NOT BE CREDITED OR TRANSFERRED TO THE GENERAL FUND OR ANOTHER
6	FUND.
7	(2) Subject to receiving applications from local education
8	PROVIDERS THAT MEET THE REQUIREMENTS OF THIS ARTICLE, THE STATE
9	BOARD SHALL AWARD UP TO TWO MILLION DOLLARS IN GRANTS TO LOCAL
10	EDUCATION PROVIDERS PURSUANT TO THIS ARTICLE IN THE FIRST GRANT
11	CYCLE, WHICH BEGINS IN THE 2015-16 BUDGET YEAR. SUBJECT TO
12	RECEIVING APPLICATIONS FROM LOCAL EDUCATION PROVIDERS THAT MEET
13	THE REQUIREMENTS OF THIS ARTICLE, THE STATE BOARD SHALL AWARD
14	The amount remaining in the fund as of June 30, 2017, as grants to
15	LOCAL EDUCATION PROVIDERS PURSUANT TO THIS ARTICLE IN THE SECOND
16	Grant cycle, which begins in the $2017-18$ budget year.
17	(3) THE GENERAL ASSEMBLY DECLARES THAT, FOR PURPOSES OF
18	SECTION 17 OF ARTICLE IX OF THE STATE CONSTITUTION, THE HIGHLY
19	EFFECTIVE TEACHER INCENTIVES PROGRAM IS AN IMPORTANT ELEMENT IN
20	IMPLEMENTING ACCOUNTABLE EDUCATION REFORM AND FOR
21	ACCOUNTABLE PROGRAMS TO MEET STATE ACADEMIC STANDARDS AND
22	MAY THEREFORE RECEIVE FUNDING FROM THE STATE EDUCATION FUND
23	CREATED IN SECTION 17 (4) OF ARTICLE IX OF THE STATE CONSTITUTION.
24	22-95-107. Report. (1) Nolater than December 15, 2019, the
25	DEPARTMENT SHALL PREPARE AND SUBMIT TO THE EDUCATION
26	COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR
27	ANY SUCCESSOR COMMITTEES, A REPORT ON THE IMPLEMENTATION OF

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1	THIS ARTICLE. AT A MINIMUM, THE REPORT MUST INCLUDE:
2	(a) A LIST OF THE LOCAL EDUCATION PROVIDERS THAT RECEIVED
3	GRANTS PURSUANT TO THIS ARTICLE, THE AMOUNT OF THE BONUSES PAID
4	BY EACH LOCAL EDUCATION PROVIDER, AND THE PUBLIC SCHOOLS IN
5	WHICH THE HIGHLY EFFECTIVE TEACHERS TAUGHT;
6	(b) THE NUMBER OF HIGHLY EFFECTIVE TEACHERS THAT RECEIVED
7	BONUSES PURSUANT TO THIS ARTICLE, THE SUBJECT AREAS IN WHICH THE
8	HIGHLY EFFECTIVE TEACHERS TAUGHT, THE NUMBER OF STUDENTS WHO
9	WERE TAUGHT BY HIGHLY EFFECTIVE TEACHERS THAT RECEIVED BONUSES,
10	AND THE ACADEMIC GROWTH OF THE STUDENTS WHO WERE TAUGHT BY
11	HIGHLY EFFECTIVE TEACHERS THAT RECEIVED BONUSES;
12	(c) THE NUMBER OF HIGHLY EFFECTIVE TEACHERS THAT RECEIVED
13	BONUSES PURSUANT TO THIS ARTICLE IN BOTH OF THE GRANT CYCLES AND
14	TAUGHT AT THE SAME LOW-PERFORMING SCHOOL FOR THE DURATION OF
15	BOTH GRANT CYCLES; AND
16	(d) FOR EACH PUBLIC SCHOOL IN WHICH A HIGHLY EFFECTIVE
17	TEACHER WHO RECEIVED BONUSES TAUGHT, THE TYPE OF PERFORMANCE
18	PLAN THAT THE PUBLIC SCHOOL IMPLEMENTED IN EACH SCHOOL YEAR
19	BEGINNING WITH THE SCHOOL YEAR BEFORE A HIGHLY EFFECTIVE TEACHER
20	TEACHING IN THE SCHOOL RECEIVED A BONUS AND CONTINUING THROUGH
21	EACH YEAR IN WHICH THE HIGHLY EFFECTIVE TEACHER RECEIVED A
22	BONUS.
23	SECTION 2. Appropriation. In addition to any other
24	appropriation, there is hereby appropriated, out of any moneys in the state
25	education fund created in section 17 (4) of article IX of the state
26	constitution not otherwise appropriated, to the highly effective teacher
27	incentives fund created in section 22-95-106, Colorado Revised Statutes,

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for the fiscal year beginning July 1, 2014, the sum of \$4,000,000, or so much thereof as may be necessary, for implementation of article 95 of title 22, Colorado Revised Statutes.

section 3. Act subject to petition - effective date. This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 6, 2014, if adjournment sine die is on May 7, 2014); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2014 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

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