

A Comparison of Final Approved Legislation in 2019 Intended to Increase Teachers of Color with Proposed Provisions and Spending Included in the Increase Teachers of Color Act (HF824/SF1012) with Proposals in House and Senate Omnibus Bills

SUMMARY OF PROVISIONS	ITCA 2019 (HF824/SF1012)	HOUSE E12 & Higher Ed Omnibus Bills (HF2400 & HF2544)	SENATE Omnibus Bills (SF7 & SF2415)	FINAL APPROVED By House, Senate and Governor *Agreements made 5/22/19 before entering Special Session
<p>Proposed comprehensive set of programs and appropriations from the Increase Teachers of Color Act (HF824/SF1012) needed to “move the needle” in the biennium from 4% to 5% TOCAIT in MN. The three programs considered for the final Higher Education bill are listed on page 1; remaining provisions were considered for the E12 bill.</p>				
<p>Student Teacher Candidate Grants in Shortage Areas program amends statute 136A.1275 to clarify intent and targeting financial support to most needed licensure shortage areas in the state as well as diverse candidates.</p> <p>HF824/SF1012 appropriation would have supported 300 TOCAIT candidates in FY20, and 400 candidates in FY21.</p>	<p>FY20: \$2.32M FY21: \$3.1M</p> <p>Page 20, Sect. 18</p>	<p>\$2.7M/FY</p> <p>HF2544: Page 8, Subd 8 Page 30, Sec. 9</p> <p>* adopts amendments from HF824; directs \$2.2M appropriation increase to TOCAIT</p>	<p>\$500K/FY (base only; no increase)</p> <p>SF2415: Page 8, Subd 27</p> <p>* uses existing policy language from 2017</p>	<p>\$1,250K/FY (HIGHER ED)</p> <p>(increase of \$750K/FY over \$500K base will be directed to TOCAIT)</p> <p>No policy amended</p>
<p>Aspiring MN Teachers of Color Scholarship Program to be established for supporting candidates who have financial need and of color and are admitted to preparation programs with up to \$10,000 scholarships/year before student teaching up to \$25,000 total per candidate. (NEW, 136A.1274) HF824/SF1012 would have supported 1,000 TOCAIT candidates in FY20 and 1,600 in FY21.</p>	<p>FY20: \$10.15M FY21: \$16.15M</p> <p>Page 19, Sect. 17</p>	<p>FY20: \$1M FY21: \$1.5M</p> <p>HF2544: Page 10, Subd 37 Page 29, Sec. 8</p>	<p>Not Included</p>	<p>Not Included</p>
<p>Teacher Shortage Loan Forgiveness Program. Amends existing statute 136A.1791 to focus eligibility on licensure areas specific to economic development regions where teachers work along with demographic shortages, and increases support up to \$2,000/yr for up to 10 yrs for each shortage area eligibility met. Appropriation in HF824/SF1012 would have focused money on providing approximately 970 TOCAIT with retention incentives per FY.</p>	<p>\$2M/FY</p> <p>Page 21, Sect. 19-23</p>	<p>\$250K/FY</p> <p>HF2544: Page 8, Subd 9 Page 33, Sections 11-15</p> <p>* adopts amendments in HF824 but not focused appropriation</p>	<p>\$400K/FY Page 8, Subd 28</p>	<p>\$200K/FY (base only; no increase) (HIGHER ED)</p> <p>No policy amended</p>



SUMMARY OF PROVISIONS	ITCA 2019	HOUSE	SENATE	FINAL APPROVED
<p>Increasing Teachers of Color and American Indian Teachers in Minnesota Goal and Report. Establishes a state goal to increase overall percent of TOCAIT at least 2 percentage points per year, and directs PELSB to publish an accountability report in collaboration with state agencies administering various state grant programs that intend to increase TOCAIT in light of state goal. (NEW, 120B.117)</p>	<p>FY20: \$15K Page 4, Sect. 4</p>	<p>FY20: \$15K HF2400: Page 97, Sec. 2</p>	<p>Not Included</p>	<p>Not Included</p>
<p>Paraprofessionals to Teachers Pathways. Amends session law and makes program a new statute 122A.685 with a more accurate title “Expanded Grow Your Own Pathways” and broader, more accurate definition of GYO programs. Creates funds for two different GYO grants: nonconventional residencies and the other for all other types of GYO programs to assure all types of programs and geographic regions have equitable access to state funding. Eliminates minimum district student diversity thresholds for eligibility but requires racially diverse participants.</p>	<p>\$8.5M/FY Page 11, Sect. 13</p>	<p>\$5M/FY HF2400: Page 129, Sect. 50 * adopts amendments from HF824</p>	<p>\$1.5M/FY (base only; no increase) * SF 7 (Page 67, Subd 5) uses existing policy language from 2017</p>	<p>\$1.5M/FY (base only; no increase) (E12) No policy amended</p>
<p>Collaborative Urban and Greater Minnesota Educators of Color Program Grants. Amends session law and makes program a new statute 122A.635 to clarify all aspects of the program because it must now be all competitive grants starting in FY20 according to 2017 law. Increases funding and establishes a base appropriation with increased accountability for institutions receiving grants.</p>	<p>\$6M/FY Page 9, Sect. 12</p>	<p>\$3M/FY (FY22 begins \$6M/FY base) HF2400: Page 127, Sect. 49 * adopts amendments proposed in HF824</p>	<p>\$1M/FY (base only; no increase) * SF 7 (Page 68, Subd 7) policy language varies significantly with HF2400 and will limit or eliminate programs</p>	<p>\$1.099M in FY20 \$1M base in FY21 (base plus one-time \$99K increase for FY20 only) (E12) * adopted amendments proposed in HF824/SF1012</p>
<p>American Indian Teacher Preparation Programs. Amends existing statute 122A.63 to allow more programs to be supported, clarifies eligible grantees and programming, and provides additional appropriation to base in order to support expanded programs beyond the four collaborative programs that have been named.</p>	<p>\$600K/FY Page 7, Sect. 7-11</p>	<p>\$1.06M/FY HF2400: Page 125, Sect. 44-48 * adopts amendments proposed in HF824</p>	<p>\$460K/FY (base only; no increase) * SF 7 (page 63) some amendments vary with SF1012</p>	<p>\$460K/FY (base only; no increase) (E12) * adopts most amendments proposed in HF824/SF1012</p>
<p>“Intro to Teaching” Concurrent Enrollment Courses. Amends statute 124D.09 to allow districts and schools to be eligible grant recipients to implement these courses, not just higher education institutions, and requires grant recipients to report number of diverse students earning post-secondary credit ensuring efforts made to enroll a majority students of color.</p>	<p>\$500K/FY Page 16, Sect. 15</p>	<p>\$375K/FY (base only; no increase) HF2400: Page 134, Sect. 52 * adopts amendments proposed in HF824</p>	<p>\$375K/FY (base only; no increase) * SF 7 (Page 8, Sect. 12) adopts amendments proposed in SF1012</p>	<p>\$375K/FY (base only; no increase) (E12) * adopted amendments proposed in HF824/SF1012</p>



SUMMARY OF PROVISIONS	ITCA 2019	HOUSE	SENATE	FINAL APPROVED
<p>Come Teach in Minnesota Bonuses program. Established to support districts and schools recruiting out-state teachers of color and providing \$2,500 hiring and \$2,500 retention bonuses each FY to teachers prepared in other states who would qualify for a Tier 3 license to come teach in MN. Added bonus for those who teach in economic development regions with a specific licensure area experiencing a shortage. Estimated TOCAIT incentivized = 400. (NEW, 122A.59)</p>	<p>\$1.05M/FY Page 6, Sect. 6</p>	<p>\$1.05M/FY HF2400: Page 124, Sect. 43</p>	<p>Not Included</p>	<p>Not Included</p>
<p>Teacher Mentorship and Retention of Effective Teachers. Amends existing statute 122A.70 to allow existing funds and new programs that focus efforts to help retain effective teachers, including:</p> <ul style="list-style-type: none"> • paying stipends to mentor teachers, including incentives for racially diverse mentors • assisting teachers from underrepresented racial and ethnic groups to gather and support each other throughout the school year in professional learning community affinity groups across schools within and between districts • grants supporting licensed and non-licensed educator participation in professional development (workshops and graduate courses) related to closing opportunity and achievement gaps • Also affirms that districts may negotiate for diverse teachers to be protected from layoffs in the beginning years of employment and provided financial incentives for teaching at least 5 years. 	<p>\$2M/FY Page 14, Sect. 14</p>	<p>\$1.5M/FY (FY22 begins \$2M/FY base) HF2400: Page 132, Sect. 51 * adopts amendments proposed in HF824</p>	<p>Not Included</p>	<p>\$750K/FY (increase from \$0; new) (E12) * adopts policy amendments proposed in HF824/SF1012</p>
<p>Achievement and Integration program. Amends existing statute 124D.861 to specify that plans must include strategies to make schools' curriculum and learning and work environments more inclusive and respectful of students' racial and ethnic diversity, and to address structural inequities that create opportunity and achievement gaps. Provides several possible activities for plans. Could be seen as proactive state action in light of Cruz-Guzman lawsuit.</p>	<p>Page 17, Sect. 16</p>	<p>HF2400: Page 135, Sect. 53 * adopts amendments proposed in HF824</p>	<p>Not Included</p>	<p>Not Included</p>
<p>World's Best Workforce. Amends existing statute 120B.11, subd 2 and subd 3 so district strategic plans and advisory committee recommendations include strategies to ensure the curriculum and learning and work environments are inclusive and respectful toward all racial and ethnic groups.</p>	<p>Page 1, Sect. 1 & 2</p>	<p>HF2400: Page 37, Sect. 6 & 7 * adopts amendments proposed in HF824</p>	<p>Not Included</p>	<p>Not Included</p>



SUMMARY OF PROVISIONS	ITCA 2019	HOUSE	SENATE	FINAL APPROVED
Inclusive School Enhancement Grants. Program established to support districts and schools planning and implementing WBWF efforts to make school climate and curriculum more inclusive and respectful toward all students, families and employees, especially those of diverse racial and ethnic backgrounds. (NEW, 120B.113)	\$3M/FY Page 3, Sect. 3	\$2.5M/FY (FY22 begins \$3M/FY base) HF2400: Page 96, Sec. 1 * adopts language in HF824	Not Included	Not Included
Exams Required for Licensure (122A.185) amended so that an employing school or district may verify through job performance a Tier 3 teacher's satisfactory skills in reading, writing, and mathematics for teaching in the licensure field so the teacher may obtain a Tier 4 license; and requires monthly untimed exam opportunities.	Page 5, Sect. 5	HF2400: Page 111, Sect. 31 * adopts amendments proposed in HF824	Not Included	Not Included
Teacher Recruitment Marketing Campaign. Awards two grants to develop and implement an outreach and marketing campaign to recruit teachers, especially teachers in identified shortage areas and teachers of color. (NEW)	\$500K/FY Page 27, Sect. 24	Not Included	Not Included	Not Included

The Budget Bottom Line:

Current vs What was Proposed vs What was Finally Decided for Next Biennium (FY20-FY21)

CURRENT Biennium E12+Higher Ed FY18 & FY19	Increase Teachers of Color Act E12+Higher Ed (HF824/SF1012)	Governor's Proposal for E12+Higher Ed (2/19/19)	House Education (HF2400)	House Higher Ed (HF2544)	Senate Education (SF7)	Senate Higher Ed (SF2415)	FINAL Education 5/24/19	FINAL Higher Ed 5/24/19
\$ 10,870,000	\$ 80,032,500	\$16,070,000	\$29,000,000	\$8,400,000	\$6,670,000	\$ 1,800,000	\$8,269,000	\$2,900,000
							Total: \$11,169,000	

Coalition Reaction to Final 2019 Legislative Decisions:

- **MPR Story (5/23/19):** <https://www.mprnews.org/story/2019/05/23/as-budget-details-emerge-so-do-complaints>
- **MinnPost Story (5/29/19):** <https://www.minnpost.com/education/2019/05/incremental-change-lackluster-year-compromises-all-around-in-final-minnesota-education-budget/>
- **StarTribune Story (6/10/19):** <http://www.startribune.com/bipartisan-bill-to-build-minnesota-s-ranks-of-teachers-of-color-sputtered/511053531>
- **See Video of Full Coalition Testimony of Disappointment on 5/22/19 at Senate Hearing on Final E12 Bill** (go to minute 47:10) http://mnsenate.granicus.com/player/clip/4361?view_id=1



Comparing Actual vs Proposed Biennium Investments for FY20-21 to Current State Efforts intended to Increase Teachers Color and American Indian Teachers (TOCAIT)

THE FACTS: Currently, there are 2,745 TOCAIT (4% of all teachers) in Minnesota. To increase TOCAIT from 4% to 5%, a net increase of 630 TOCAIT is needed in the workforce. Such an **increase can only be accomplished by a comprehensive set of interconnected policy provisions and significant increases in strategic investments for systems change.** This didn't happen and the percentage of TOCAIT should not be expected to increase over the coming biennium.

Categories of Investments to Address Most Significant Barriers	Program Names	Current Biennium FY 18 & FY19	PASSED for Next Biennium FY20 & FY21	ITCA (HF824/SF1012)	House Education (HF2400)	House Higher Ed (HF2544)	Senate Education (SF7)	Senate Higher Ed (SF2415)
Proposed Investments Needed to Increase Program Completion of TOCAIT	Student Teacher candidate grants <small>* FY20-21 increase of \$1.5M will all be directed to TOCAIT candidates. FY18 included \$2.3M carryover from FY17; currently 34% of grants to TOCAIT</small>	3,300,000	2,500,000	5,417,500		5,400,000		\$ 1,000,000
	Aspiring MN Teachers of Color scholarships			26,300,000		2,500,000		
	TOTAL Direct Support for Program Completion =	\$ 3,300,000	\$ 2,500,000	\$ 31,717,500		\$ 7,900,000		\$ 1,000,000
Proposed Investments Needed to Attract and Prepare More TOCAIT	Expanded Grow Your Own pathways grants <small>(currently called Paraprofessional to Teacher Program; grants not exclusively for TOCAIT)</small>	3,000,000	3,000,000	17,000,000	10,000,000		3,000,000	
	Collaborative urban and greater Minnesota educators of color program grants	2,000,000	2,099,000	12,000,000	6,000,000		2,000,000	
	American Indian teacher preparation grants	920,000	920,000	1,200,000	2,120,000		920,000	
	Come Teach in Minnesota bonuses (NEW)			2,100,000	2,100,000			
	Expanded concurrent enrollment grants	750,000	750,000	1,000,000	750,000		750,000	
	Teacher recruitment marketing campaign (NEW)			1,000,000	-----			
TOTAL for Attracting & Preparing =	\$ 6,670,000	\$ 6,769,000	\$ 34,300,000	\$ 20,970,000		\$ 6,670,000		
Proposed Investments Needed to Increase Retention of TOCAIT	Mentoring and retention grants (NEW)		1,500,000	4,000,000	3,000,000			
	Teacher shortage loan forgiveness program <small>(Note: TOCAIT are eligible but are only 4% of all teachers)</small>	900,000	400,000	4,000,000	-----	500,000		800,000
	Inclusive School Enhancement Grants (NEW)			6,000,000	5,000,000			
	Biennial Teachers of Color State Programs Report			15,000	15,000			
	TOTAL for Retaining =	\$ 900,000	\$ 1,900,000	\$ 14,015,000	\$ 8,030,000	\$ 500,000		\$ 800,000
Totals =				\$ 29,000,000	\$ 8,400,000	\$ 6,670,000	\$ 1,800,000	
Combined Education + Higher Ed Totals =		\$ 10,870,000	\$ 11,169,000	\$ 80,032,500	\$37,400,000	\$8,470,000		
Combined Base = \$8.07M. Investment increase over the base =		\$2,800,000	\$3,099,000	\$71,962,500	\$29,330,000	\$400,000		

The 2019 Increase Teachers of Color Act Received Rare Bipartisan Support in the Current Political Environment...

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...and Unprecedented United Advocacy as the Top Joint Priority in Education of the following Councils with the statutory role to advise state elected officials:



...and endorsements from nearly 50 organizations that united in support of HF824/SF1012 while many were divided about the impact a tiered licensure bill would have on teachers of color

(see next page for list)



State Councils and Organizations Endorsing the 2019 Increase Teachers of Color Act

(as of 4-6-19)

- MN Council on Latino Affairs
- MN Indian Affairs Council
- Council on Asian-Pacific Minnesotans
- Council for Minnesotans of African Heritage
- Education Minnesota
- Association of Metropolitan School Districts
- MN School Board Association
- MN Association of School Administrators
- MN Association of Elementary School Principals
- MN Association of Secondary School Principals
- MN Professional Educator Licensing and Standards Board
- MN Association of Colleges for Teacher Education
- MN Head Start Association
- MN Youth Council
- MN Parent Teacher Association
- MN Education Equity Partnership
- Voices for Racial Justice
- Children’s Defense Fund Minnesota
- Educators 4 Excellence
- Equity Alliance MN
- Ed Allies
- Education Evolving
- MN Private College Council
- MN Literacy Council
- University of MN, Twin Cities
- University of Northwestern – St. Paul
- Muslim & Jewish Women of Minnesota
- NCJW Minnesota
- RISE
- Coalition of Asian American Leaders
- Zinkalaluta
- Native STAND—Gwayakochigewin
- Black Men Teach
- 180 Degrees
- People of Color Union Members
- Growth & Justice
- Tiwahe Foundation
- Sanneh Foundation
- SEIU Local 284
- NAVIGATE MN
- St. Catherine’s University
- University of St. Thomas
- El Colegio School
- CLUES – Comunidades Latinas Unidas en Servicio
- Academia Cesar Chavez
- Centro Tyrone Guzman
- Comunidades Organizando el Poder y la Acción Latina (COPAL)

