

# SUMMARY OF PROVISIONS IN EDUCATION OMNIBUS BILLS ADDRESSING SHORTAGE OF TEACHERS OF COLOR and AMERICAN INDIAN TEACHERS

(Compiled by the [Coalition to Increase Teachers of Color and American Indian Teachers in MN](#), as of 4-6-17)

**Note:** Page #'s below may change with different versions or "engrossments" of the bills. Conference Committees with House and Senate members will be reconciling bill differences to create a single Higher Ed bill ([\\*SF2214\\*](#)) and one E12 bill ([\\*HF890\\*](#)).

<p><b>House Higher Ed Omnibus Bill <a href="#">HF2477</a></b></p> <ul style="list-style-type: none"> <li>pg 7 (Subd 29): Includes \$200k/FY to continue <b>Teacher Shortage Loan Forgiveness</b> program (\$1,000/yr, up to 5 yrs). NEEDS HF890 language to include teachers of color.</li> <li>pg 9 (Subd 37) &amp; pg 35 (Sec 6): Establishes new <b>Teacher Candidate of Color Scholarship</b> program (up to \$10k/year per candidate; total max \$25k) and appropriates \$200k/FY (this was exact language in bill <a href="#">HF1409</a> that the Coalition drafted with blank, TBD \$).</li> <li>NOTE: A Coalition amendment (A17-0282) supported by the Chair and promised by the Committee Admin to be included in conference committee bill will shift \$200k in loan forgiveness from FY18 to the Teacher Candidate of Color Scholarships over the biennium so that program would have at least \$300k in FY18 &amp; FY19</li> </ul>	<p><b>Senate Higher Ed Omnibus Bill <a href="#">*SF2214*</a></b></p> <ul style="list-style-type: none"> <li>pg 7 (Subd 27): Includes \$200k/FY to continue <b>Teacher Shortage Loan Forgiveness</b> program (\$1,000/yr, up to 5 yrs). NEEDS HF890 language to include teachers of color.</li> <li>pg 9 (Subd 32) &amp; pg 25 (Sec 6): Appropriates \$500k/FY and establishes <b>Grants to Teacher Candidates in shortage areas</b> (up to \$7,500 per candidate) with intention of support provided during student teaching, and including those from under-represented racial, ethnic groups. Language for this program includes some drafted by the Coalition in <a href="#">SF1585</a>, including an amendment made to the omnibus bill that ensures that minimum % of grants to teachers of color would be % of students of color in K12 schools (currently 31%)</li> </ul>
<p><b>House E12 Omnibus Bill <a href="#">*HF890*</a></b></p> <ul style="list-style-type: none"> <li>pg 55 (Subd 18): Continues funding for <b>American Indian Teacher Preparation</b> grants \$460k/FY</li> <li>pg 59 (Sec 1): Requires publicly reported summary data <b>disaggregated data by race</b> about teacher and administrator preparation programs</li> <li>pg 66 (Sec 11): Establishes <b>Alternative Teacher Preparation Grant Program</b>; appropriates \$1M in FY18</li> <li>pg 68 (Sec 12) and pg 74 (Subd 7): Expands <b>Teacher Shortage Loan Forgiveness</b> program to \$800k in FY18 and \$3.2M in FY19, including shortage of diverse teachers from economic development regions who reflect diversity of students in the region (advocated by the Coalition in <a href="#">HF2077</a>)</li> <li>pg 72 (Subd 2): Expands <b>paraprofessional to teacher Grow Your Own</b> program with extra \$500k/FY in any district with more than 40% "minority" students. Current \$1M funds programs in MPS &amp; SPPS.</li> <li>pg 73 (Subd 5): Expands <b>Collaborative Urban Educator</b> program with \$220k in competitive grants for programs other than four, current Twin Cities area private colleges. Makes all grants competitive in FY2020 (includes ideas drafted by Coalition in <a href="#">HF2077</a>)</li> </ul>	<p><b>Senate E12 Omnibus Bill <a href="#">SF718</a></b></p> <p>Chair Nelson was our strongest advocate, and she included almost all provisions of her <a href="#">SF1555</a> Increase Teachers of Color Act (drafted by the Coalition) and others, including:</p> <ul style="list-style-type: none"> <li>pg 46: Alternative teacher pay system may be used for <b>hiring bonuses</b> for teachers who close gaps and <b>Grow Your Own Programs</b> for teachers of color</li> <li>pg 48 (Sec. 17): <b>Teacher mentorship, induction and retention expanded with paid mentors</b></li> <li>pg 50 (Sec. 21) &amp; pg 73 (Subd 9): <b>Grants for "intro to teaching" college-in-the-schools courses</b> \$375K</li> <li>pg 76 (Subd 21): Expanded <b>paraprofessional to teacher Grow Your Own programs</b> with \$1.375M</li> <li>pg 78 (Subd 25): Expanded <b>Collaborative Urban and Greater MN educators of color</b> program \$1.03M with four existing CUE universities plus Metro State Univ.</li> <li>pg 80 (Subd 29): Continued funding for <b>American Indian teacher preparation grants</b> \$460K</li> <li>pg 81 (Subd 30): Grants for the <b>Teacher's Forum</b> online resource from the <b>African American Registry</b> \$132K</li> <li>pg 90 (Subd 3): <b>Assessment alternatives to the reading, writing and math skills examinations</b> after two attempts, including a portfolio of other evidence or teaching three years in a school with Tier 3 or 4 license showing satisfactory evidence of successful teaching</li> </ul>



**LEGISLATIVE INVESTMENTS TO SUPPORT TEACHERS OF COLOR AND AMERICAN INDIAN TEACHERS (TOCAIT):**  
**An OVERVIEW OF 2017 OMNIBUS EDUCATION BILL APPROPRIATIONS and ESTIMATED IMPACTS with**  
**MENU of APPROPRIATIONS NEEDED to "MOVE THE NEEDLE" BEYOND 4% TEACHERS WHO ARE of COLOR or AMERICAN INDIAN**

<b>E-12 Education</b>	<b>HOUSE appropriation FY18</b>	Est. Impact of House Bill	<b>SENATE appropriation for each FY</b>	Est. Impact of Senate Bill	Estimated FY Appropriations needed to increase TOCAIT from 4% to 5%	<b>Estimated Impact</b>	Estimated FY Appropriations needed to increase TOCAIT from 4% to 6%
American Indian teacher preparation grants	\$ 460,000	30 candidates	\$ 460,000	30 candidates	\$ 600,000	40 candidates	\$ 1,200,000
Expanding paraprofessional pathways to teaching Grow Your Own programs <sup>1</sup>	\$ 1,500,000	65 resident TOCAIT	\$ 1,375,000	60 resident TOCAIT	\$ 6,875,000	300 resident TOCAIT	\$ 13,750,000
Expanding College in the Schools Options with "Intro to Teaching" courses	\$ -		\$ 375,000	75 classes	\$ 375,000	75 classes	\$ 375,000
Collaborative Urban (& Greater MN) Educators (of Color Recruitment and Retention) Programs <sup>2</sup>	\$ 1,000,000	100 TOCAIT candidates	\$ 1,030,000	103 TOCAIT candidates	\$ 4,000,000	400 TOCAIT candidates	\$ 8,000,000
Teacher Shortage Loan Forgiveness (FY18 \$800K, FY19 \$3.2M) <sup>3</sup>	\$ 800,000	800 teachers (incl 32 TOCAIT)	\$ -		\$ -		\$ -
Alternative Teacher Preparation Grant Program (FY18 only) <sup>4</sup>	\$ 1,000,000	?	\$ -		\$ 500,000	?	\$ 500,000
Grants to Student Teachers in Shortage Areas <sup>5</sup>	\$ -		\$ -		\$ 6,750,000	900 student teachers (incl 280 TOCAIT)	\$ 13,500,000
<b>E12 Subtotals <sup>6</sup></b>	<b>\$ 2,993,600</b>	195 TOCAIT candidates	<b>\$ 3,240,000</b>	193* TOCAIT candidates	<b>\$ 18,600,000</b>	440* TOCAIT candidates & 580 Resident or Student TOCAIT	<b>\$ 36,825,000</b>
	<b>FY19=\$3.094M</b>						
<b>Higher Education</b>							
Teacher Candidates of Color Scholarship Program <sup>7</sup>	\$ 200,000	20 TOCAIT candidates	\$ -		\$ 11,600,000	1160 TOCAIT candidates	\$ 23,200,000
Teacher Candidate Grants <sup>5</sup> (*renamed Grants to Student Teachers in Shortage Areas)	\$ -		\$ 500,000	66 candidates (incl 20 TOCAIT)	\$ 500,000	66 student teachers (incl 20 TOCAIT)	\$ 1,000,000
Teacher Shortage Loan Forgiveness <sup>3</sup>	\$ 200,000	200 teachers (incl 8 TOCAIT)	\$ 200,000	200 teachers (incl 8 TOCAIT)	\$ 200,000	200 teachers (incl 8 TOCAIT)	\$ 200,000
<b>Higher Ed Subtotals <sup>8</sup></b>	<b>\$ 208,000</b>	20 TOCAIT candidates	<b>\$ 163,000</b>	20 TOCAIT candidates	<b>\$ 11,763,400</b>	1210 TOCAIT candidates & 20 Student TOCAIT	<b>\$ 23,526,800</b>
<b>Total Education Investments to Support TOCAIT <sup>9</sup></b>	<b>\$ 3,201,600</b>	215 TOCAIT candidates	<b>\$ 3,403,000</b>	213* TOCAIT candidates	<b>\$ 30,363,400</b>	1600* TOCAIT candidates & 600 Resident or Student TOCAIT	<b>\$ 60,351,800</b>

\* Note: Not accounting for teachers leaving the profession and assuming the total number of teachers in MN remains approximately 60,000, at least 600 student TOCAIT and residents TOCAIT need to enter the workforce to increase the state's percentage from just 4% to 5%. Further, at least 1600 teacher candidates need to be in preparation programs given that an average of 38% of total enrolled candidates per year (all races) are program completers while others are still completing program requirements before they student teach.



## NOTES for Legislative Investment Overview of Omnibus Education Bills' Provisions Supporting Teachers of Color

<sup>1</sup> Currently \$1M funds pilot programs in Minneapolis and St. Paul serving 40-45 teacher residents of color or American Indian.

<sup>2</sup> House allocates \$195K for each of four existing programs and \$220K/FY for competitive grants; Senate allocates \$206K to existing programs and additional fifth program (Metro State)

<sup>3</sup> Existing Teacher Shortage Loan Forgiveness program provides \$1,000/yr up to five years per applicant. House E12 & Senate Higher Ed omnibus bills included language for teachers from underrepresented racial groups to be included as a shortage area along with license area and geographic region but no specific allocation for TOCAIT so assumption is 4.2% of recipients will be TOCAIT. The Coalition proposed (HF2077/SF1555) increasing amount per teacher/yr from \$1000/yr to \$2000/yr to have a more of a positive impact on retention.

<sup>4</sup> Grant program appropriation is not included in subtotal because a) money is for initial program planning/development, and b) there is no defined % of candidates of color that alternative programs must include.

<sup>5</sup> Program established under statute 136A.1275 with one-time \$2.8M appropriation in 2016 Law for license area and geographic area shortages to begin being disbursed by Sept. 1, 2017. Teacher Shortage Act HF1663 (Erickson) proposed an additional \$5M/FY18 & FY19. Coalition proposed up to \$7,500 for candidates in license shortage area, geographic shortage region, OR underrepresented racial groups, with preference for student teaching assistance to subsidize tuition and living expenses during unpaid, required student teaching internship of 12-16 weeks. SF2214 states percent of grants to candidates of color = percent of diverse K12 students (i.e., 31%). Amounts needed to increase from 4% to 5% (i.e. increase of 600) assume 1/3 of total appropriation to student teachers of color and funded by both E12 and Higher Ed budgets.

<sup>6</sup> Only includes 4.2% of line-item appropriation for teacher shortage loan forgiveness assuming the current % of TOCAIT is the % to receive loan forgiveness.

<sup>7</sup> Up to \$10,000 per year based on need (up to \$25k total/teacher candidate) once admitted to a program. Amount needed to increase from 4%-5% based on average 38% of total enrolled candidates per year (all races) are program completers while others are still completing program requirements.

<sup>8</sup> Subtotal only includes 4.2% of line-item appropriation for teacher shortage loan forgiveness assuming the current % of TOCAIT is the % to receive loan forgiveness. However, because of language in SF1585 that stipulates the % to TOCAIT candidates should be the % of students of color and American Indian students in the state, the subtotal also assumes 31% of Teacher Candidate Grants would be made to TOCAIT candidates.

<sup>9</sup> Totals for Estimated Impact do NOT account for additional amounts that are needed for MDE and OHE Administration fees to implement programs (2-5%)

**NOTE:** Currently, there are 2,541 teachers of color and American Indian teachers in MN (4.2% of 60,090 total teachers). There are fewer than 250 people of color and American Indians per year who complete teacher preparation programs and earn licensure. In order to double the percentage of MN teachers who are of color and American Indian by 2020 from 4% to 8%, approximately 850 teacher candidates of color and American Indian candidates per year would need to complete preparation programs and earn licensure for each of the next three years (2017-18, 2018-19, 2019-20).

