

AMENDED IN ASSEMBLY JUNE 14, 2000

AMENDED IN SENATE MAY 30, 2000

AMENDED IN SENATE MAY 16, 2000

AMENDED IN SENATE APRIL 13, 2000

SENATE BILL

No. 1505

Introduced by Senator Alarcon

(Principal coauthor: Assembly Member Correa)

February 15, 2000

An act to amend Sections 24216.5, 44386, 44395, 44396, 69532, 69612, 69612.5, 69613, 69613.1, 69613.5, 69613.6, 69614, 69615.4, and 69615.6 of, to amend and renumber Section 44397 of, to add Chapter 3.36 (commencing with Section 44735) and Chapter 3.44 (commencing with Section 44751) to Part 25 of, to add Article 21 (commencing with Section 70000) to Chapter 2 of Part 42 of, and to repeal Sections 69613.3 and 69613.55 of, the Education Code, relating to teachers, and declaring the urgency thereof, to take effect immediately.

LEGISLATIVE COUNSEL'S DIGEST

SB 1505, as amended, Alarcon. Teachers: recruitment and incentives.

(1) Existing law exempts a member of the State Teachers' Retirement System who is retired for service from certain limitations on the amount of compensation the member may earn for performing certain creditable activities without suffering a reduction in his or her retirement allowance if the member is employed to mitigate the effects of teacher

shortages attributable to recent class size reduction legislation affecting kindergarten and grades 1 to 3, inclusive.

This bill would instead, commencing in the 2000–01 school year, exempt a member who retired for service effective January 1, 2000, and is employed to provide direct classroom instruction to pupils in kindergarten or any of grades 1 to 12, inclusive, or to provide support to new teachers, individuals completing student teaching assignments or participating in the ~~Preinternship~~ *Pre-Internship* Teaching Program, an alternative certification program, or the School Paraprofessional Teacher Training Program.

(2) Existing law provides incentive grant funding to school districts and county offices of education that operate or propose to operate an alternative certification program and limits the amount of a grant to \$1,500 per intern per year.

This bill would increase the maximum amount of a grant to \$2,500.

(3) Existing law establishes the National Board for Professional Teaching Standards Certification Incentive Program to provide one-time \$10,000 merit awards to teachers who are employed by school districts or charter schools, are assigned to teach in the public schools, and have attained certification from the National Board for Professional Teaching Standards.

This bill would provide an additional \$20,000 to the recipient if the teacher agrees to teaching for 4 years in a low-performing school and would define a low-performing school as one that is in the bottom half of all schools based on the Academic Performance Index.

(4) Existing law requires the establishment and operation of a resource center that collects and maintains information regarding programs that encourage or assist military personnel, upon retirement, to enter the teaching profession. Existing law establishes the California School Paraprofessional Teacher Training Program to recruit paraprofessionals to participate in a program designed to encourage them to enroll in teacher training programs and to provide instructional service as teachers in the public schools. Existing law establishes the Science, Mathematics, and Technology Teacher Pipeline Program to identify, support, and assist



elementary, secondary, and postsecondary students to become teachers of science, mathematics, or technology. Existing law establishes the California Center on Teaching Careers to recruit individuals into the teaching profession.

This bill would establish the ~~Teacher Recruitment and Retention~~ *Teaching as a Priority Block Grant Program*, to be administered by the State Department of Education, to award block grants to school districts to provide incentives to attract credentialed teachers to be employed and retained in low-performing schools.

This bill would also establish the Teacher Recruitment Initiative Program, to be administered by the Sacramento County Office of Education. The Sacramento County Office of Education would award, ~~by January 1, 2001, up to 6 grants on a competitive basis to consortia to operate regional recruitment centers that would focus on recruiting teachers to low-performing schools, especially those with a teaching staff that has more than 20% emergency permitholders. The bill would require the Sacramento County Office of Education to provide statewide oversight and technical assistance for regional recruitment centers.~~ *incentive grants, as specified, to qualifying school districts or county offices of education in amounts that total no more than \$700 multiplied by the number of teachers to be hired.*

(5) Existing law establishes an Assumption Program of Loans for Education under which an applicant enrolled in a participating institution of postsecondary education, or an applicant who agrees to participate in a teacher trainee or teacher internship program, and who further agrees to obtain a teaching credential in subject areas that are designated as current or projected shortage areas or to provide classroom instruction in schools that serve large populations of pupils from low-income families, serve rural areas, or have a high percentage of teachers holding emergency permits, is eligible to receive a conditional warrant for loan assumption, to be redeemed pursuant to a prescribed procedure upon becoming employed as a teacher. Existing law requires an applicant to enroll in at least 10 semester units or the equivalent. Existing law sets aside 40% of the warrants for applicants who agree to obtain teaching credentials in any



subject area and to teach in schools that serve large populations of pupils from low-income families and 60% of the warrants for applicants who agree to obtain a teaching credential in a subject area that is currently or is projected to be a shortage area.

This bill would also make an applicant enrolled in a participating institution of postsecondary education or an applicant who agrees to participate in a teacher trainee or teacher internship program, and who further agrees to teach in a low-performing school, as defined, eligible for a warrant. The bill would require an applicant to be enrolled on at least a half-time basis rather than 10 semester units and would eliminate the set-asides. The bill would require the Student Aid Commission to reexamine its outreach and marketing strategies relative to the program.

(6) Existing law requires the annual distribution of 500 warrants under the Assumption Program of Loans for Education for the recruitment of out-of-state teachers.

This bill would instead authorize the distribution of warrants without reference to the number of warrants to be distributed.

(7) Existing law requires the annual distribution of a minimum of 2,000 of the warrants under the Assumption Program of Loans for Education to applicants who agree to obtain a teaching credential in mathematics or science and 50 warrants to project centers of the Science, Mathematics, and Technology Teacher Pipeline Program for participants in that program.

This bill would delete these provisions.

(8) Existing law requires the distribution for the 1999–2000 school year of a maximum 5,500 student loans for participants of the Assumption Program of Loans for Education. Notwithstanding this maximum, existing law requires the issuing of warrants in a quantity determined by the Legislature in the annual Budget Act for the assumption of student loans for applicants who agree to teach in rural schools and schools with a high percentage of teachers holding emergency permits.

This bill would increase the maximum number of student loans to 6,500 and would require the issuing of warrants in a

quantity determined by the Governor and Legislature in the annual Budget Act for the assumption of student loans regardless of the eligibility category of the applicant, but would allow a set-aside of 100 warrants for applicants who agree to teach in school districts serving rural areas.

(9) Existing law establishes Cal Grant T awards as a state educational opportunity grant program under which Cal Grant T awards are made to students who have completed a baccalaureate degree and are admitted to a program of professional teacher preparation for tuition and student fees for a maximum of one academic year of full-time attendance at a program of professional teacher preparation and the Assumption Program of Loans for Education described in paragraphs (6) to (9), inclusive, above.

This bill would require the California Student Aid Commission to report, as specified, on the number of Cal Grant T award recipients that become public school teachers.

The bill would also establish the Governor's Teaching Fellowship Program to be administered by the Chancellor's Office of the California State University and under which \$20,000 nonrenewable graduate teaching fellowships would be awarded to graduate students who agree to teach at a low-performing school for 4 years. The fellowships would be used to defer tuition and living expenses for a teacher certification program at any accredited postsecondary institution in California. The bill would establish an intersegmental review committee to review all fellowship applications.

(10) This bill would become operative only if SB 1330 is chaptered.

(11) This bill would declare that it is to take effect immediately as an urgency statute.

Vote: $\frac{2}{3}$. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. (a) The Legislature finds and declares
2 as follows:



1 (1) California is facing a teacher shortage for the
2 foreseeable future. It is estimated that in the next 10 years
3 300,000 new teachers will be needed to fill vacancies
4 caused by teacher attrition and pupil growth. The state
5 has increased its capacity to train teachers since 1997
6 when class size reduction exacerbated existing shortages.
7 Yet, even with the number of teachers being trained on
8 the rise, the number of individuals who immediately
9 enter the classroom after being prepared is estimated to
10 be as low as 50 percent. Left untapped, this pool of trained
11 teachers who are not teaching represents a wasted
12 investment of state resources. In addition, retired
13 teachers are discouraged from reentering the profession
14 due to postretirement earnings limitations.

15 (2) Low-performing schools with a history of having
16 high teacher turnover and inexperienced staff need more
17 qualified teachers to substantially improve pupil
18 achievement. While no one approach will likely meet the
19 challenge of attracting and retaining individuals into
20 hard to staff schools, financial incentives ought to be an
21 important element in any effective strategy.

22 (3) Attracting qualified teachers to low-performing
23 schools necessitates that these schools make the hiring of
24 fully credentialed staff a high priority.

25 (4) Ultimately, school districts are responsible for
26 setting the standard for the quality of teachers that they
27 employ.

28 (b) It is the intent of the Legislature in enacting this
29 act to accomplish the following:

30 (1) Provide financial incentives to attract fully
31 credentialed teachers to teach in low-performing schools,
32 to reduce school districts' reliance on emergency permits
33 by rewarding schools that hire credentialed teachers in
34 appropriate assignments. The incentives are designed
35 both to recruit qualified teachers to hard to staff schools
36 and to provide low-performing schools with some
37 additional discretionary moneys.

38 (2) Dissuade school districts, even under the most
39 difficult circumstances, from hiring teachers who hold
40 emergency permits by holding a district accountable

1 through a system of incentives and penalties that obliges
2 school districts to consistently reduce the number of
3 emergency permit teachers it employs.

4 (3) Provide incentives and support for individuals who
5 pursue traditional and alternative routes to teacher
6 certification through a teaching fellowship, more
7 accessible college loan assumption, and enhanced
8 teaching internships.

9 SEC. 2. Section 24216.5 of the Education Code is
10 amended to read:

11 24216.5. (a) The compensation earned by a member
12 who retired for service under this part shall be exempt
13 from subdivisions (d), (f), and (g) of Section 24214, if all
14 of the following conditions are met:

15 (1) The member retired for service with an effective
16 date on or before January 1, 2000.

17 (2) The member retired for service is employed by a
18 school district to provide any of the following:

19 (A) Direct classroom instruction to pupils enrolled in
20 kindergarten or any grades 1 to 12, inclusive.

21 (B) Support and assessment for new teachers through
22 the Beginning Teacher Support and Assessment program
23 authorized by Section 44279.1.

24 (C) Support to individuals completing student
25 teaching assignments.

26 (D) Support to individuals participating in the
27 following programs:

28 (i) Pre-Internship Teaching Program authorized
29 pursuant to Article 5.6 (commencing with Section 44305)
30 of Chapter 2 of Part 25.

31 (ii) Alternative certification programs authorized
32 pursuant to Article 11 (commencing with Section 44380)
33 of Chapter 2 of Part 25.

34 (iii) School Paraprofessional Teacher Training
35 Program established pursuant to Article 12 (commencing
36 with Section 44390) of Chapter 2 of Part 25.

37 (3) All members retired for service whose
38 employment with a school district meets the conditions
39 specified in this section shall be treated as a distinct class
40 of temporary employees within the existing bargaining

1 unit whose service shall not be included in computing the
2 service required as a prerequisite to attainment of or
3 eligibility for classification as a permanent employee of a
4 school district. The compensation for service performed
5 by this class of employees shall be established in
6 accordance with subdivision (b) of Section 24214 and
7 agreed to in the collective bargaining agreement
8 between the employing school district and the exclusive
9 representative for the existing bargaining unit within
10 which these temporary employees of the school district
11 are treated as a distinct class.

12 (4) The employing school district submits
13 documentation required by the system to substantiate
14 the eligibility of the temporary employment of a member
15 retired for service for the exemption under this
16 subdivision.

17 (b) A school district that employs a member retired
18 for service pursuant to this section shall maintain
19 accurate records of the retired member's compensation
20 earned and shall report that compensation monthly to the
21 system regardless of the method of payment or the source
22 of funds from which the compensation is paid.

23 (c) This section shall not apply to the compensation
24 earned for creditable service performed by a member
25 retired for service for a community college district.

26 (d) The amendments made to this section by an act
27 enacted in the second year of the 1999–2000 Regular
28 Session shall apply to the 2000–01 school year and all
29 subsequent school years.

30 (e) This section shall remain in effect only until July 1,
31 2005, and as of that date is repealed unless a later enacted
32 statute which is enacted before July 1, 2005, deletes or
33 extends that date.

34 SEC. 3. Section 44386 of the Education Code is
35 amended to read:

36 44386. (a) From funds appropriated for the purposes
37 of this article, the Commission on Teacher Credentialing
38 shall award incentive grants to qualifying school districts
39 or county offices of education. Each school district or
40 county office of education that receives a grant shall



1 provide matching funds from any available source in an
2 amount equal to 50 percent of the cost of the alternative
3 certification program. Grants shall be awarded by the
4 commission for the remaining 50 percent of the cost of the
5 alternative certification program, but in no event shall
6 the grant amount awarded to any school district or county
7 office of education exceed two thousand five hundred
8 dollars (\$2,500) per intern per year, except that the
9 commission may require a lesser local contribution, or
10 provide a larger grant per intern per year, in hardship
11 cases.

12 (b) As determined by the Commission on Teacher
13 Credentialing, funds appropriated in the annual Budget
14 Act for the alternative certification program may also be
15 made available for expenditure on the Pre-Internship
16 Teaching Program authorized pursuant to Article 5.6
17 (commencing with Section 44305) of Chapter 2 of Part 25.

18 SEC. 4. Section 44395 of the Education Code is
19 amended to read:

20 44395. (a) The National Board for Professional
21 Teaching Standards Certification Incentive Program is
22 hereby established to award grants to school districts for
23 the purpose of providing awards to teachers who are
24 employed by school districts or charter schools, are
25 assigned to teach in California public schools, and have
26 attained certification from the National Board for
27 Professional Teaching Standards. The following awards
28 shall be granted to the extent that funds have been
29 appropriated for this purpose in the annual Budget Act:

30 (1) A teacher attaining national board certification
31 shall be eligible for a one-time merit award of ten
32 thousand dollars (\$10,000), except as specified in
33 paragraph (2).

34 (2) In addition to the award specified in subdivision
35 (1), commencing July 1, 2000, any teacher who has
36 attained certification from the National Board for
37 Professional Teaching Standards is eligible to receive an
38 award of up to twenty thousand dollars (\$20,000) if he or
39 she agrees to teach at a low-performing school for at least
40 four years. Teaching service before July 1, 2000, may not

1 be counted towards satisfaction of this four-year
2 commitment. Awards granted pursuant to this
3 subdivision shall be disbursed in annual payments of five
4 thousand dollars (\$5,000) over a four-year period. The
5 annual payment shall be made upon completion of the
6 school year, and upon approval of a district-certified
7 application pursuant to the guidelines of subdivision (c)
8 of Section 44396.

9 (b) The State Department of Education shall
10 administer the awards authorized by subdivision (a), and
11 shall develop, in consultation with the Commission on
12 Teacher Credentialing, certification and award
13 information, criteria, procedures, and applications, all of
14 which shall be submitted to the State Board of Education
15 for approval. Amendments requested by the State Board
16 of Education to that information, criteria, procedures,
17 and applications shall be made before the dissemination
18 of the material and the granting of any award under this
19 article.

20 (c) The State Department of Education shall
21 distribute the materials described in subdivision (b) to
22 school districts. Each school district is strongly
23 encouraged to ensure that teachers employed by the
24 district or by charter schools affiliated with the district are
25 informed about the program and can acquire the
26 necessary application and information materials.

27 (d) School districts are encouraged to provide for
28 adequate release time and support for a teacher to
29 complete the certification process. As a condition to
30 providing that release time and support, a school district
31 may require that a teacher serve in a mentor teacher
32 capacity.

33 (e) The State Department of Education may provide
34 fee assistance from funds appropriated in the annual
35 Budget Act for the National Board for Professional
36 Teaching Standards Certification Program to defray the
37 fees of teachers seeking certification from the National
38 Board for Professional Teaching Standards. The State
39 Department of Education may provide fee assistance of

1 up to one thousand dollars (\$1,000) for each teacher, not
2 to exceed a total of two million dollars (\$2,000,000).

3 (f) For purposes of this article, the following
4 definitions apply:

5 (1) “School district” means school district, county
6 board of education, county superintendent of schools, a
7 state operated program, such as a special school, or an
8 education program providing instruction in kindergarten
9 or any of grades 1 to 12, inclusive, that is offered by a state
10 agency, including the California Youth Authority and the
11 State Department of Developmental Services.

12 (2) “Low-performing school” means a school in the
13 bottom half of all schools based on the Academic
14 Performance Index rankings established pursuant to
15 subdivision (a) of Section 52056. This designation shall be
16 determined as of the date of the agreement by the
17 teacher in paragraph (2) of subdivision (a) of this section.

18 SEC. 5. Section 44396 of the Education Code is
19 amended to read:

20 44396. (a) (1) To the extent that funds are available
21 for that purpose, a teacher who meets the criteria
22 approved by the State Board of Education pursuant to
23 subdivision (b) of Section 44395 is eligible and may apply
24 for an award by following the procedures and instructions
25 developed pursuant to that subdivision.

26 (2) A teacher who attained certification from the
27 National Board for Professional Teaching Standards
28 before the effective date of the act adding this section and
29 who was employed by a school district or charter school
30 and assigned to teach in a California public school on the
31 date of certification may apply for an award authorized
32 pursuant to this article if he or she meets all the other
33 requirements for that award specified by this article. For
34 awards pursuant to this subdivision, teaching service
35 before July 1, 2000, may not be counted toward
36 satisfaction of the teacher’s four-year agreement to teach
37 in a low-performing school.

38 (b) Teachers shall submit their applications for an
39 award authorized by this article to the school district
40 employing them. Teachers employed by a charter school

1 shall submit their application through the school district
2 granting the school's charter.

3 (c) When a school district receives an application for
4 an award authorized by this article, it shall certify that the
5 applicant is employed by the district or a charter school
6 operating under a charter granted by the school district
7 and that the applicant has met all the criteria established
8 pursuant to subdivision (b) of Section 44395. The school
9 district shall then submit the application to the State
10 Department of Education for its review and approval.

11 (d) The State Department of Education shall approve
12 applications that meet the criteria established pursuant to
13 subdivision (b) of Section 44395. To the extent funds are
14 available, the State Department of Education shall
15 apportion funds to the appropriate school districts in the
16 amount of the award authorized by Section 44395 for each
17 approved application. The school district shall use funds
18 apportioned to it pursuant to this subdivision to provide
19 the amount of the award authorized by subdivision (a) of
20 Section 44395 to each teacher whose application is
21 approved.

22 SEC. 6. Section 44397 of the Education Code is
23 amended and renumbered to read:

24 44398. Notwithstanding any provision of law except
25 Sections 44332.6, 44340, 44346.1, and 44830.1, a teacher
26 who is licensed to teach in a state other than California
27 and who is certified by the National Board for
28 Professional Teaching Standards shall be issued a clear
29 teaching credential authorizing the teacher to teach in
30 the subject area in which the teacher has received
31 national certification.

32 SEC. 7. Chapter 3.36 (commencing with Section
33 44735) is added to Part 25 of the Education Code, to read:

34

35 CHAPTER 3.36. ~~TEACHER RECRUITMENT AND~~
36 ~~RETENTION BLOCK GRANT~~
37 *TEACHING AS A PRIORITY BLOCK GRANT*



PROGRAM

44735. The ~~Teacher Recruitment and Retention~~
~~Teaching as a Priority~~ Block Grant Program is hereby
~~created~~ established to be administered by the State
Department of Education with the approval of the State
Board of Education. The State Department of Education
shall award block grants to school districts on a
competitive basis to provide incentives to attract
credentialed teachers to be employed and retained in
low-performing schools.

(a) Block grant funds may be used at the discretion of
a school district for teacher recruitment and retention
incentives with the target of reducing the number of
teachers on emergency permits. Incentives shall only be
used to hire and retain credentialed teachers. Teacher
recruitment and retention incentives may include, but
are not limited to, all of the following:

(1) Signing bonuses.

(2) Improved work conditions.

(3) Teacher compensation.

(4) Housing subsidies.

(5) A longer school year.

(b) Funding shall be allocated to school districts on a
per pupil basis for pupils enrolled in schools ranked in the
bottom half of the academic performance index pursuant
to Article 2 (commencing with Section 52051) of Chapter
6.1. Within the bottom half of the academic performance
index, schools ranked in deciles 1, 2, and 3 shall receive
 $1\frac{1}{2}$ times the funding per pupil of schools ranked in
deciles 4 and 5. No less than the amount of funding
generated by pupils in schools ranked in deciles 1, 2, and
3 shall be expended in those schools.

(c) School districts shall apply to the Department of
Education on behalf of ~~their schools~~ schools under their
jurisdiction. The district application shall contain
information that is specific to each school. Applications
shall contain baseline information on the number of
teachers with waivers or emergency credentials at each
school in accordance with subdivision (a).

(d) School districts that participate in the program established in this section shall be encouraged to participate in consortia operated regional recruitment centers pursuant to Section 44751.

(e) Funds appropriated for the purposes of this chapter shall supplement, and not supplant, existing efforts to recruit and retain fully credentialed teachers in the school district.

(f) The State Board of Education shall submit ~~and an~~ *an* evaluation of the program ~~created~~ *established* by this chapter to the Legislature by January 1, 2004.

SEC. 8. Chapter 3.44 (commencing with Section 44751) is added to Part 25 of the Education Code, to read:

CHAPTER 3.44. TEACHER RECRUITMENT INCENTIVE
PROGRAM

44751. (a) The Teacher Recruitment Incentive Program is hereby created, to be administered by the Sacramento County Office of Education. The Superintendent of Public Instruction shall allocate funds appropriated for the purpose of this program to the Sacramento County Office of Education, which shall allocate those funds as specified in Section 44751.5. The Superintendent of Public Instruction may allocate up to 6 percent of the program funds to the Sacramento County Office of Education for the costs of administering the program.

(b) For purposes of this chapter, the following terms have the following meanings:

(1) “Low-performing school” means a school in the bottom half of the Academic Performance Index rankings established pursuant to subdivision (a) of Section 52052 *that has applied for participation in the Immediate Intervention/Underperforming Schools Program established pursuant to subdivision (a) of Section 52053.*

(2) “Regional teacher recruitment center” means an entity operated by a consortium of school districts that may also include county offices of education, colleges, universities, or other community-based organizations.

1 44751.5. The Sacramento County Office of Education
2 shall award, by January 1, 2001, six grants on a competitive
3 basis to establish regional teacher recruitment centers.
4 One region shall serve northern California. Two regions
5 shall serve the Los Angeles area. One region shall serve
6 the Central Valley. One region shall serve the Inland
7 Empire. One region shall serve San Diego and Imperial
8 Counties.

9 44752. Criteria for awarding the grants shall be
10 established by the Sacramento County Office of
11 Education, but shall include, at a minimum, all of the
12 following:

13 (a) A plan for collaboration among the consortium
14 members.

15 (b) A recruitment plan of highly effective recruitment
16 strategies.

17 (c) A focus on recruiting teachers to low-performing
18 schools, especially those with a teaching staff that has
19 more than 20-percent emergency permit teachers.

20 (d) Active participation in planning and
21 implementation by school district administrators
22 responsible for certificated personnel.

23 ~~44752.5. (a) The amount of an award shall be based~~
24 ~~on the number of teachers a regional teacher recruitment~~
25 ~~center commits to recruit and shall be no more than~~
26 ~~seven hundred dollars (\$700) per recruited teacher. The~~
27 ~~Sacramento County Office of Education shall determine~~
28 ~~the allocation of grants awards and whether funds should~~
29 ~~be provided with a startup grant and then a~~
30 ~~reimbursement for teachers recruited, or some other~~
31 ~~manner.~~

32 ~~(b) If the number of teachers needed to be recruited~~
33 ~~would result in allocation of funds in excess of available~~
34 ~~funding, the regional teacher recruitment centers shall~~
35 ~~be allocated funds based on a proration of the number of~~
36 ~~teachers needed so as not to exceed available funding.~~

37 ~~(e) The demonstrated need.~~

38 ~~(f) The number of teachers to be hired through~~
39 ~~recruitment efforts.~~

1 44752.5. *The Sacramento County Office of Education*
2 *shall award incentive grants from funds appropriated for*
3 *the purposes of this chapter to qualifying school districts*
4 *or county offices of education for the cost of the*
5 *recruitment program. Grant amounts shall be no more*
6 *than the total of seven hundred dollars (\$700) multiplied*
7 *by the number of teachers to be hired through the*
8 *recruitment efforts of regional centers, as identified in*
9 *the grant application. Funding provided to a recruitment*
10 *center in a subsequent year shall be adjusted by any*
11 *amount received in the current year that is in excess of*
12 *the total of seven hundred dollars (\$700) multiplied by*
13 *the actual number of teachers hired as a result of the*
14 *recruitment efforts of the regional center.*

15 44753. The Sacramento County Office of Education
16 shall provide statewide oversight and technical assistance
17 for the regional teacher recruitment centers and perform
18 the following responsibilities:

19 (a) Provide advice to the CalTeach program within
20 the California State University system regarding the
21 regional media campaign for recruiting teachers.

22 (b) Consult with the Commission on Teacher
23 Credentialing on delivering technical assistance in
24 credentials counseling through the regional teacher
25 recruitment centers.

26 (c) Develop, publish, and distribute a guide of all
27 available state-level incentives to attract and retain
28 teachers.

29 (d) Report teacher placement data to the appropriate
30 fiscal and policy committees of the Legislature, the Office
31 of the Secretary for Education, the Department of
32 Finance, the Legislative Analyst's Office, and the
33 Commission on Teacher Credentialing.

34 (e) *Ensure that school districts in consortia funded*
35 *pursuant to this article receive first priority for a*
36 *personnel hiring practices review by the County Office*
37 *Fiscal Crisis and Management Assistance Team*
38 *established pursuant to Section 42127.8. The personnel*
39 *hiring practices review shall be conducted with funds*
40 *provided for this purpose in the annual Budget Act.*

1 44753.5. Regional teacher recruitment centers shall
2 perform the following duties:

3 (a) Employ full-time recruiters to recruit teachers and
4 provide credential and career counseling to prospective
5 teachers.

6 (b) Make available information on available
7 state-funded incentives to potential teachers.

8 (c) Conduct college campus and community-based
9 information sessions on job opportunities in teaching.

10 (d) Provide outreach to potential teachers using
11 electronic, print, radio, and other forms of advertising.

12 (e) Screen and distribute applications of prospective
13 teachers to participating schools.

14 (f) Schedule interviews between prospective teachers
15 and school administrators.

16 (g) Refer candidates to teacher preparation and
17 alternative certification programs.

18 (h) Coordinate with the County Office Fiscal Crisis
19 and Management Assistance Team established pursuant
20 to Section 42127.8 on the provision of technical assistance
21 to school districts in methods to streamline the hiring
22 process.

23 (i) Report regional recruitment data to the
24 Sacramento County Office of Education as specified in
25 the grant award.

26 44754. School districts, county offices of education,
27 colleges, universities, and community-based
28 organizations participating in the Teacher Recruitment
29 Incentive Program are encouraged to include in their
30 submitted plans a financial commitment to teacher
31 recruitment.

32 44754.5. The Sacramento County Office of Education
33 shall enter into a contract for an evaluation of the Teacher
34 Recruitment Incentive Program created pursuant to this
35 chapter and report the findings of this outside evaluation
36 to the Legislature by January 1, 2004.

37 SEC. 9. Section 69532 of the Education Code is
38 amended to read:

39 69532. Cal Grant Program awards shall be known as
40 “Cal Grant A awards,” “Cal Grant B awards,” “Cal Grant

1 C awards,” and Cal Grant T awards.” The maximum
2 award in each category shall be determined in the annual
3 Budget Act.

4 (a) Cal Grant A awards shall be used only for tuition
5 and student fees in an instructional program of no less
6 than two academic years. Commencing as soon as
7 feasible, but no later than the award cycle that provides
8 awards for the 1999–2000 academic year, the eligibility
9 criteria for first-time Cal Grant award recipients who are
10 community college students and transfer to a four-year
11 college or university shall be no more stringent than the
12 eligibility criteria for other first-time Cal Grant award
13 recipients attending a four-year college or university.

14 (b) Cal Grant B awards shall be used only for tuition,
15 student fees, and subsistence costs in an instructional
16 program of no less than one academic year. Subsistence
17 costs are living expenses, transportation, supplies, and
18 books. Commencing as soon as feasible, but no later than
19 the award cycle that provides awards for the 1999–2000
20 academic year, the eligibility criteria for first-time Cal
21 Grant award recipients who are community college
22 students and transfer to a four-year college or university
23 shall be no more stringent than the eligibility criteria for
24 other first-time Cal Grant award recipients attending a
25 four-year college or university.

26 (c) Cal Grant C awards shall be used only for
27 occupational or technical training in a course of no less
28 than four months. There shall be a minimum of 1,570 new
29 Cal Grant C awards each year.

30 (d) Cal Grant T awards shall be used only for tuition
31 and student fees for a maximum of one academic year of
32 full-time attendance in a program of professional
33 preparation that has been approved by the Commission
34 on Teacher Credentialing. There shall be a minimum of
35 3,000 new Cal Grant T awards each year. As a condition
36 of receiving a Cal Grant T award, a recipient shall teach
37 for one year in a low-performing school as defined in
38 subdivision (c) of Section 44765 for each two thousand
39 dollar (\$2,000) incentive provided pursuant to Section
40 69532 through the Cal Grant T Program, for a period not

1 to exceed four years. Any recipient who fails to meet his
2 or her teaching obligation shall repay the Cal Grant T
3 award.

4 (e) The California Student Aid Commission shall
5 evaluate the Cal Grant T Award program from its
6 inception to determine, of the total number of recipients,
7 the number of recipients who become employed as
8 public school teachers. This evaluation shall be reported
9 on an annual basis to the Governor and the Legislature
10 beginning July 1, 2001.

11 SEC. 10. Section 69612 of the Education Code is
12 amended to read:

13 69612. (a) (1) The Legislature hereby recognizes
14 that there is a growing shortage of high-quality classroom
15 teachers, and that there is a need for qualified teachers
16 throughout California. The Legislature finds one of the
17 most important elements in a pupil's success at learning
18 is the quality of the teacher. The teacher shortage is most
19 serious in particular subject areas, partly due to the
20 shortage of students in these fields who enter the teaching
21 profession. The Legislature also recognizes that many
22 school districts have difficulty recruiting and retaining
23 high-quality teachers for low-performing schools, for
24 pupils with special needs, for schools serving rural areas
25 or large populations of pupils from low-income and
26 linguistic minority families, and schools with a high
27 percentage of teachers holding emergency permits.

28 (2) The Legislature finds that the rising costs of higher
29 education, coupled with a shift in available financial aid
30 from scholarships and grants to loans, make loan
31 repayment options an important consideration in a
32 student's decision to pursue a postsecondary education.
33 The availability of financial aid and loan repayment
34 assistance are important considerations for many
35 students, especially economically disadvantaged
36 students, in making their educational decisions.

37 (b) It is the intent of the Legislature that the
38 Assumption Program of Loans for Education be designed
39 to encourage persons to enter into the teaching
40 profession in designated subject matter shortage areas

1 and in schools serving large populations of pupils from
2 low-income families, schools serving rural areas, schools
3 with a high percentage of teachers holding emergency
4 permits, or schools with any or all of these characteristics.
5 It is further the intent of the Legislature in enacting this
6 article to do all of the following:

7 (1) Provide outstanding postsecondary students,
8 particularly economically disadvantaged students, with
9 the assurance of financial assistance to encourage them to
10 complete postsecondary education programs leading to
11 teaching credentials, and to seek employment as
12 teachers.

13 (2) Provide persons who agree to become teacher
14 trainees or teacher interns in a subject matter shortage
15 area with the assurance of financial assistance to
16 encourage them to complete the additional coursework
17 necessary to obtain a teaching credential.

18 (3) Identify subject matter areas or schools in which
19 there are shortages of fully credentialed teachers and
20 provide incentives for persons to obtain teaching
21 credentials and seek teaching positions in those areas.

22 (4) Identify schools serving rural areas, schools serving
23 large populations of students from low-income families,
24 or both, and schools with a high percentage of teachers
25 holding emergency permits, and provide incentives for
26 persons to obtain teaching credentials and seek teaching
27 positions in those schools.

28 (5) Identify low-performing schools and provide
29 incentives for persons to obtain teaching credentials and
30 seek teaching positions in those schools. For the purpose
31 of this article, “low-performing school” means a school in
32 the bottom half of the Academic Performance Index
33 rankings established pursuant to subdivision (a) of
34 Section 52056 at the time that a teacher is hired.

35 SEC. 11. Section 69612.5 of the Education Code is
36 amended to read:

37 69612.5. Commencing with the 2000–01 school year,
38 all persons eligible to receive conditional warrants for
39 loan assumptions pursuant to this article shall be persons
40 who need to complete training or coursework in order to

1 be fully credentialed and who agree to obtain a credential
2 and teach in a designated subject matter shortage area or
3 in a school that, at the time that the teacher is hired, meets
4 any of the following criteria:

5 (a) Serves a large population of pupils from
6 low-income families.

7 (b) Has a high percentage of teachers holding
8 emergency permits.

9 (c) Is a low-performing school.

10 SEC. 12. Section 69613 of the Education Code is
11 amended to read:

12 69613. (a) Any person enrolled in an institution of
13 postsecondary education participating in the loan
14 assumption program set forth in this article, or any person
15 who agrees to participate in a teacher trainee or teacher
16 internship program, may be eligible to receive a
17 conditional warrant for loan assumption, to be redeemed
18 pursuant to Section 69613.2 upon becoming employed as
19 a teacher. In order to be eligible to receive a loan
20 assumption warrant, an applicant shall satisfy all of the
21 conditions specified in either subdivision (b) or (c).

22 (b) (1) The applicant has completed at least 60
23 semester units, or the equivalent, and is enrolled in an
24 academic program leading to a baccalaureate degree at
25 a participating institution, or has been admitted to a
26 program of professional preparation that has been
27 approved by the Commission on Teacher Credentialing.

28 (2) The applicant is currently enrolled, or has been
29 admitted to a program in which he or she will be enrolled,
30 on at least a half-time basis, as determined by the
31 participating institution. The applicant shall agree to
32 maintain at least half-time enrollment and to maintain
33 satisfactory academic progress.

34 (3) The applicant has been judged by his or her
35 postsecondary institution to have outstanding ability on
36 the basis of criteria that may include, but need not be
37 limited to, any of the following:

38 (A) Grade point average.

39 (B) Test scores.

40 (C) Faculty evaluations.

1 (D) Interviews.

2 (E) Other recommendations.

3 (4) In order to meet the costs associated with
4 obtaining a baccalaureate degree, or a California
5 teaching credential, the applicant has received, or is
6 approved to receive, a loan under one or more of the
7 following designated loan programs:

8 (A) The Federal Family Education Loan Program (20
9 U.S.C. Sec. 1071 et seq.).

10 (B) Any loan program approved by the Student Aid
11 Commission.

12 (5) The applicant has agreed to teach in a public school
13 in this state for at least four consecutive academic years
14 after obtaining a teaching credential.

15 (c) (1) The applicant holds a baccalaureate degree
16 and agrees to participate in a teacher trainee program or
17 teacher internship program, or is a person who will
18 continue to be employed full time in a field other than
19 teaching while completing the necessary coursework for
20 a teaching credential, or is a noncredentialed teaching
21 paraprofessional, as described in Section 44323, who will
22 continue to serve as a teaching paraprofessional while
23 completing the necessary coursework for a California
24 teaching credential.

25 (2) (A) The applicant is enrolled in, or has been
26 admitted to, a participating institution and agrees to
27 maintain satisfactory academic progress in an academic
28 program leading to a baccalaureate degree or in a
29 program of professional preparation that has been
30 approved by the Commission on Teacher Credentialing,
31 and the applicant satisfies the conditions specified in
32 paragraphs (3), (4), and (5) of subdivision (b).

33 (B) No applicant who has completed fewer than 60
34 units, or the equivalent, shall be eligible under this
35 subdivision to participate in the loan assumption program
36 set forth in this article.

37 (d) The warrants distributed each year pursuant to
38 subdivisions (b) and (c) at each participating institution
39 shall be awarded by that institution to applicants who
40 meet the criteria specified in Section 69612.5 and agree to

1 teach in a designated shortage area or any of the types of
2 schools that meet the criteria listed in that section. The
3 warrant shall remain valid even if the subject area under
4 which an applicant became eligible for a warrant ceases
5 to be a designated shortage field by the time the applicant
6 becomes a teacher.

7 (e) A person participating in the program pursuant to
8 this section shall not receive more than one warrant.

9 (f) The Student Aid Commission shall adopt rules and
10 regulations regarding the reallocation of warrants where
11 a participating institution is unable to utilize its allocated
12 warrants or is unable to distribute them within a
13 reasonable period of time.

14 SEC. 13. Section 69613.1 of the Education Code is
15 amended to read:

16 69613.1. The Superintendent of Public Instruction
17 shall furnish the Student Aid Commission with all of the
18 following:

19 (a) Commencing January 1, 1990, and every January 1
20 thereafter, a list of teaching fields that have the most
21 critical shortage of teachers. The superintendent shall
22 review this list annually and revise the list as he or she
23 deems necessary.

24 (b) A list of schools that serve a large population of
25 pupils from low-income families, as designated for
26 purposes of the Perkins Loan Program, or according to
27 other standards the superintendent deems appropriate.

28 (c) Commencing January 31, 2001, and every January
29 1; thereafter, a list of schools with a high percentage of
30 teachers holding emergency permits. The list shall be
31 established according to criteria determined by the
32 Superintendent of Public Instruction.

33 (d) Commencing January 31, 2000, and every January
34 1; thereafter, a list of schools serving rural areas. The list
35 shall be established according to standards deemed
36 appropriate by the Superintendent of Public Instruction.

37 (e) Commencing January 31, 2001, and every January
38 1; thereafter, a list of low-performing schools.

39 SEC. 14. Section 69613.3 of the Education Code is
40 repealed.

1 SEC. 15. Section 69613.5 of the Education Code is
2 amended to read:

3 69613.5. (a) Notwithstanding Sections 69612.5 and
4 69614, for the purposes of the recruitment of teachers
5 from outside California, the commission may distribute
6 warrants to school districts to be awarded to out-of-state
7 teachers who fulfill the terms of Section 69613.4. A
8 teacher who receives a warrant pursuant to this
9 subdivision shall hold a valid teaching credential, in the
10 subject area of the California teaching position, from the
11 state in which he or she resides.

12 (b) The commission shall adopt rules and regulations
13 regarding the allocation of warrants to school districts
14 pursuant to this section.

15 SEC. 16. Section 69613.55 of the Education Code is
16 repealed.

17 SEC. 17. Section 69613.6 of the Education Code is
18 amended to read:

19 69613.6. (a) Except as provided in subdivision (b), if
20 a program participant fails to complete a minimum of
21 four consecutive school years of classroom instruction as
22 required by this article, under the terms of the agreement
23 pursuant to paragraph (5) of subdivision (b) of Section
24 69613, the participant shall assume full liability for all
25 student loan obligations remaining after the commission's
26 assumption of loan liability for the last year of qualifying
27 teaching service pursuant to Section 69613.

28 (b) Notwithstanding subdivision (a), if a program
29 participant becomes unable to complete one of the four
30 consecutive years of teaching service due to serious
31 illness, pregnancy, or other natural causes, the participant
32 shall receive a deferral of the resumption of full liability
33 for the loan for a period not to exceed one calendar year.

34 SEC. 18. Section 69614 of the Education Code is
35 amended to read:

36 69614. (a) The Student Aid Commission shall
37 distribute program information and student applications
38 to participate in the loan assumption program to all school
39 districts and county offices of education operating a
40 district intern program pursuant to Section 44381 and

1 postsecondary institutions eligible to participate in state
2 and federal financial aid programs and having a program
3 of professional preparation that has been approved by the
4 Commission on Teacher Credentialing. Each eligible
5 institution shall receive at least one application, and the
6 remainder shall be distributed to eligible institutions
7 proportionate to the number of teaching candidates from
8 each institution who were fully credentialed during the
9 previous year. In addition, the Student Aid Commission
10 shall reexamine its outreach and marketing strategies to
11 inform both potential undergraduates and persons
12 employed outside of academia about the availability and
13 benefits of the loan assumption program. To this end, the
14 commission shall enlist the advice and support of the
15 California Center on Teaching Careers, the University of
16 California, the California State University, the
17 Association of Independent California Colleges and
18 Universities, and private employers and their associations
19 throughout the state.

20 (b) Each participating institution shall sign an
21 institutional agreement with the commission, certifying
22 its intent to administer the loan assumption program
23 according to all applicable published rules, regulations,
24 and guidelines, and to make special efforts to notify
25 students regarding the availability of the program,
26 particularly economically disadvantaged students.

27 (c) To the extent feasible, each participating
28 institution shall coordinate the loan assumption program
29 with other existing programs designed to recruit or
30 encourage students to enter the teaching profession.
31 These programs may include, but need not be limited to,
32 student internships in school districts, courses that
33 provide early exploratory or field work experience in
34 elementary or secondary schools, and work-study
35 employment in elementary or secondary schools.

36 SEC. 19. Section 69615.4 of the Education Code is
37 amended to read:

38 69615.4. The commission shall report annually to the
39 Legislature regarding all of the following, on the basis of
40 sex, age, and ethnicity:

1 (a) The total number of warrants awarded.

2 (b) The number of warrants allocated each to juniors,
3 seniors, students enrolled in teacher training programs,
4 and persons who agree to enroll in teacher trainee
5 programs or teacher internship programs.

6 (c) The number of warrants awarded to applicants
7 who pursue a credential in a subject matter shortage area.

8 (d) The number of warrants awarded to applicants
9 who agree to teach in schools with a high ratio of pupils
10 from low-income families and low-performing schools.

11 (e) The number of warrants awarded to applicants
12 who agree to teach in schools serving rural areas.

13 (f) The number of warrants awarded to applicants
14 who agree to teach in schools with a high percentage of
15 teachers holding emergency permits.

16 (g) The number of warrants that are redeemed by the
17 initial recipients.

18 SEC. 20. Section 69615.6 of the Education Code is
19 amended to read:

20 69615.6. (a) Beginning no later than the 1986–87
21 school year, and each school year thereafter up to and
22 including the 1997–98 school year, the commission shall
23 issue warrants for the assumption of up to 500 student
24 loans for program participants eligible under this article.

25 (b) For the 1998–99 school year, the commission shall
26 issue warrants for the assumption of up to 4,500 student
27 loans for program participants eligible under this article.

28 (c) For the 1999–2000 school year the commission shall
29 issue warrants for the assumption of up to 5,500 student
30 loans for program participants eligible under this article.

31 (d) Commencing with the 2000–01 school year, and
32 each school year thereafter, the following shall apply:

33 (1) The commission shall issue warrants for the
34 assumption of up to 6,500 student loans for program
35 participants eligible under this article.

36 (2) Notwithstanding the limitation of 6,500 warrants
37 set forth in paragraph (1), the commission shall issue
38 warrants in a quantity determined by the Governor and
39 the Legislature in the annual Budget Act for the
40 assumption of student loans.

(3) Notwithstanding Sections 69613.5 and 69614, up to 100 of the 6,500 warrants issued pursuant to this subdivision may be issued for the assumption of student loans for applicants who agree to teach in school districts serving rural areas.

(e) The issuance of warrants shall be subject to funding to be provided in the Budget Act for each fiscal year.

SEC. 21. Article 21 (commencing with Section 70000) is added to Chapter 2 of Part 42 of the Education Code, to read:

Article 21. Governor's Teaching Fellowships

70000. (a) The Governor's Teaching Fellowships Program is hereby established to be administered by the Chancellor's Office of the California State University. The chancellor's office shall collaborate with the University of California, the California Community Colleges, the Association of Independent California Colleges and Universities, the State Department of Education, and the Commission on Teacher Credentialing to ensure that access to the fellowships is available to students in a variety of teaching preparation programs.

(b) In January 2001, 250 nonrenewable graduate teaching fellowships in the amount of twenty thousand dollars (\$20,000) each shall be awarded, with funds disbursed half in January 2001 and half in September 2001.

(c) Beginning in the 2001-02 fiscal year, 1,000 nonrenewable, graduate teaching fellowships in the amount of twenty thousand dollars (\$20,000) each shall be awarded annually.

(d) The fellowship award may be used to defer tuition for a teacher certification program at any accredited postsecondary institution in California and for living expenses while enrolled in that program.

70001. (a) The Chancellor's Office of the California State University shall have the following duties:

(1) Developing an application process that establishes a merit-based fellowship program for graduate students

1 who agree to teach at a low-performing school for four
2 years.

3 (2) Establishing a broad and effective outreach effort
4 to promote the availability and the merits of the
5 fellowship program.

6 (3) Conducting the selection process for fellowship
7 applicants.

8 (4) Collaborating with the Commission on Teacher
9 Credentialing to develop and implement a system for
10 monitoring program participants through the
11 completion of their four-year teaching obligation.

12 (5) Determining the criteria for selecting teaching
13 fellowship candidates. The criteria shall include, at a
14 minimum, all of the following:

15 (A) Previous academic and employment record.

16 (B) A demonstrated commitment to serve in a
17 low-performing school.

18 (C) Faculty and employer evaluations.

19 (D) Interviews.

20 (E) Letters of recommendation.

21 (b) For the purposes of this article, a “low-performing
22 school” is a school in the bottom half of the Academic
23 Performance Index rankings established pursuant to
24 subdivision (a) of Section 52056. If a school meets this
25 criteria at the time a teacher is hired, continued
26 employment of the teacher at that school fulfills the
27 commitment made by the teacher, even if the school
28 improves its rank on the Academic Performance Index.

29 70002. An intersegmental review committee is
30 hereby established to review all applications for the
31 Governor’s Teaching Fellowships. The committee shall
32 recommend teaching fellowship candidates to the
33 Chancellor’s Office of the California State University. The
34 committee shall consist of 12 members, appointed by the
35 Governor to a term of four years, based on
36 recommendations as follows:

37 (a) The Chancellor of the California State University
38 shall recommend six members. Two shall be faculty
39 members. One shall be an administrator from higher
40 education. One shall be an administrator from a school

1 maintaining kindergarten or any of grades 1 to 12,
2 inclusive. Two shall be teachers from schools maintaining
3 kindergarten or any of grades 1 to 12, inclusive.

4 (b) The President of the University of California shall
5 recommend three members. One shall be a faculty
6 member. One shall be an administrator from either
7 higher education or schools maintaining kindergarten or
8 any of grades 1 to 12, inclusive. One shall be an
9 elementary or secondary teacher.

10 (c) The Chair of the Association of Independent
11 California Colleges and Universities shall recommend
12 three members. One shall be a faculty member. One shall
13 be an administrator from either higher education or
14 schools maintaining kindergarten or any of grades 1 to 12,
15 inclusive. One shall be an elementary or secondary
16 teacher.

17 70003. (a) A fellowship recipient shall agree to teach
18 in a low-performing school for four years and shall have
19 four years, upon completion of his or her preparation
20 program, to meet that obligation. Except as provided in
21 subdivision (c), a fellowship recipient shall agree to repay
22 the state five thousand dollars (\$5,000) annually for each
23 year the recipient fails to complete either the teacher
24 preparation program or the required teaching service, up
25 to full repayment of twenty thousand dollars (\$20,000).

26 (b) Nonperformance of the commitment to teach in a
27 low-performing school for four years shall be certified by
28 the Commission on Teacher Credentialing to the
29 chancellor's office.

30 (c) Any exceptions to the requirement for repayment
31 shall be defined by the chancellor's office.

32 70004. The Trustees of the California State University
33 shall provide an annual report, for each higher education
34 institution, on the number of fellows receiving funding,
35 the number of fellows completing programs, and the
36 place of employment for each candidate.

37 70005. (a) The Chancellor's Office of the California
38 State University shall adopt any rules and regulations it
39 deems necessary for the administration of this section and
40 the recovery of funds it determines are owed to the state.

1 The rules and regulations adopted by the chancellor's
2 office pursuant to this section shall also include a
3 provision authorizing the chancellor's office to seek a civil
4 penalty on a recipient of funds under this program, in an
5 amount not to exceed five thousand dollars (\$5,000) per
6 year for each year that the recipient of funds is
7 determined by the Commission on Teacher
8 Credentialing to have failed to fulfill his or her obligation
9 to teach in a low-performing school.

10 (b) Any moneys derived from the assessment of
11 penalties pursuant to this section shall be deposited into
12 the General Fund.

13 SEC. 22. This act shall become operative only if
14 Senate Bill 1330 of the 1999–2000 Regular Session is
15 chaptered.

16 SEC. 23. This act is an urgency statute necessary for
17 the immediate preservation of the public peace, health,
18 or safety within the meaning of Article IV of the
19 Constitution and shall go into immediate effect. The facts
20 constituting the necessity are:

21 In order to implement the Budget Act of 2000 with
22 respect to the public schools and institutions of higher
23 education, it is necessary that this act take effect
24 immediately.

