

106TH CONGRESS
2D SESSION

H. R. 4058

To amend the Elementary and Secondary Education Act of 1965 to establish programs to recruit, retain, and retrain teachers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 22, 2000

Mr. BURR of North Carolina introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Elementary and Secondary Education Act of 1965 to establish programs to recruit, retain, and retrain teachers, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “A Million Quality
5 Teachers Act”.

6 **SEC. 2. RECRUITMENT, RETENTION, AND RETRAINING OF**
7 **TEACHERS.**

8 Title II of the Elementary and Secondary Education
9 Act of 1965 (20 U.S.C. 6601 et seq.) is amended—

10 (1) by redesignating part E as part F;

1 (2) by redesignating sections 2401 and 2402 as
2 sections 2501 and 2502, respectively; and

3 (3) by inserting before part F the following:

4 **“PART E—QUALITY TEACHER RECRUITMENT,**
5 **RETENTION, AND RETRAINING**

6 **“SEC. 2401. STATE RECRUITMENT, RETENTION, AND RE-**
7 **TRAINING GRANTS.**

8 “(a) PURPOSE.—The purpose of this section is to
9 provide assistance to States to develop statewide quality
10 teacher recruitment, retention, and retraining programs.

11 “(b) GRANTS.—The Secretary may award grants, on
12 a competitive basis, to eligible States submitting applica-
13 tions under subsection (d) to carry out the activities de-
14 scribed in subsection (e).

15 “(c) ELIGIBLE STATE.—

16 “(1) DEFINITION.—In this section, the term
17 ‘eligible State’ means—

18 “(A) the Governor of a State; or

19 “(B) in the case of a State for which the
20 constitution or law of such State designates an-
21 other individual, entity, or agency in the State
22 to be responsible for teacher certification and
23 preparation activity, such individual, entity, or
24 agency.

1 “(2) CONSULTATION.—The Governor, or the in-
2 dividual, entity, or agency designated as described in
3 paragraph (1), as appropriate, shall consult with the
4 Governor, State board of education, State edu-
5 cational agency, or State agency for higher edu-
6 cation, as appropriate, with respect to the activities
7 assisted under this section.

8 “(3) CONSTRUCTION.—Nothing in this sub-
9 section shall be construed to negate or supersede the
10 legal authority under State law of any State agency,
11 State entity, or State public official over programs
12 that are under the jurisdiction of the agency, entity,
13 or official.

14 “(d) APPLICATION.—An eligible State that seeks to
15 receive a grant under this section shall submit an applica-
16 tion to the Secretary, at such time and in such manner
17 as the Secretary may require, that—

18 “(1) meets the requirements of this section;

19 “(2) includes a description of how the eligible
20 State intends to use funds provided under this sec-
21 tion, including—

22 “(A) if the State intends to carry out ac-
23 tivities described in subsection (e)(2)—

1 “(i) a description of how the State in-
2 tends to increase teacher quality through
3 the activities; and

4 “(ii) a description of how the State in-
5 tends to increase, through the activities,
6 the number of teachers who majored in the
7 academic subjects in which the teachers
8 teach, and the number of teachers who re-
9 ceived certification through alternative
10 routes; and

11 “(B) if the State intends to carry out ac-
12 tivities described in subsection (e)(3)—

13 “(i) a description of how the State in-
14 tends to increase teacher quality through
15 the activities; and

16 “(ii) a description of how the State in-
17 tends to decrease the rate of teacher attri-
18 tion, and to increase the number of teach-
19 ers who have the necessary teaching skills
20 and academic subject knowledge in the
21 academic subjects in which the teachers
22 teach, through the activities; and

23 “(3) contains such other information and assur-
24 ances as the Secretary may require.

25 “(e) USE OF FUNDS.—

1 “(1) IN GENERAL.—An eligible State that re-
2 ceives a grant under this section shall use the grant
3 funds—

4 “(A) to recruit high-quality teachers by
5 carrying out 1 or more of the activities de-
6 scribed in paragraph (2); or

7 “(B) to retain and retrain high-quality
8 teachers by carrying out 1 or more of the activi-
9 ties described in paragraph (3).

10 “(2) RECRUITMENT ACTIVITIES.—The activities
11 referred to in paragraph (1)(A) consist of—

12 “(A) providing signing bonuses for teach-
13 ers;

14 “(B) providing stipends to teachers for cer-
15 tification through alternative routes;

16 “(C) providing loan forgiveness to students
17 with academic degrees in core academic sub-
18 jects who agree to teach;

19 “(D) providing State income tax credits for
20 new teachers; and

21 “(E) carrying out any other program that
22 the State believes to be effective in recruiting
23 individuals with strong academic backgrounds
24 into the teaching field.

1 “(3) RETENTION AND RETRAINING ACTIVI-
2 TIES.—The activities referred to in paragraph
3 (1)(B) consist of—

4 “(A) carrying out teacher testing and
5 merit pay programs;

6 “(B) providing performance bonuses to
7 teachers;

8 “(C) providing scholarships for teachers to
9 pursue advanced course work in the academic
10 subjects in which the teachers teach;

11 “(D) providing mentoring programs for
12 teachers; and

13 “(E) carrying out any other program that
14 the State believes to be effective in retaining
15 and retraining quality teachers.

16 “(4) SUPPLEMENT NOT SUPPLANT.—Funds ap-
17 propriated pursuant to the authority of this section
18 shall be used to supplement and not supplant other
19 Federal, State, and local public funds expended to
20 provide services for eligible individuals.

21 “(f) DURATION OF GRANTS.—The Secretary may
22 make grants under this section for periods of 3 years.

23 “(g) REPORTING.—

24 “(1) IN GENERAL.—An eligible State that re-
25 ceives a grant under this section shall prepare and

1 submit to the Secretary, at the end of the grant pe-
2 riod, a report on how the activities carried out with
3 funds made available through the grant increased
4 teacher quality in the State.

5 “(2) CONTENTS.—The report shall include—

6 “(A) in the case of activities conducted
7 under subsection (e)(2), information indicating
8 the impact of the activities, including the num-
9 ber of additional teachers with a major in the
10 academic subject in which the teachers teach,
11 and the number of additional teachers who re-
12 ceived certification through alternative routes,
13 as a result of the activities;

14 “(B) in the case of activities conducted
15 under subsection (e)(3), information indicating
16 the impact of the activities, including the de-
17 crease in the rate of teacher attrition, and the
18 increase in the number of teachers who have
19 the necessary teaching skills and academic sub-
20 ject knowledge in the academic subjects in
21 which the teachers teach, as a result of the ac-
22 tivities; and

23 “(C) any other information that indicates
24 how teacher quality has improved in the State

1 as a result of activities carried out with funds
2 made available through the grant.

3 “(h) AUTHORIZATION.—There are authorized to be
4 appropriated to carry out this section \$1,155,000,000 for
5 fiscal year 2001 and such sums as may be necessary for
6 each of the 4 succeeding fiscal years.

7 “(i) DEFINITION.—In this section, the term ‘high-
8 quality’, used with respect to a teacher, means—

9 “(A) with respect to an elementary school
10 teacher, a teacher—

11 “(i) with an academic major in the
12 arts and sciences; or

13 “(ii) who can demonstrate competence
14 through a high level of performance in core
15 academic subjects; and

16 “(B) with respect to a secondary school
17 teacher, a teacher—

18 “(i) with an academic major in the
19 academic subject in which the teacher
20 teaches or in a related field;

21 “(ii) who can demonstrate a high level
22 of competence through rigorous academic
23 subject tests; or

1 “(iii) who can demonstrate com-
2 petence through a high level of perform-
3 ance in relevant content areas.

4 **“SEC. 2402. LOAN FORGIVENESS FOR STUDENTS.**

5 “(a) PURPOSE.—The purpose of this section is to en-
6 courage individuals who have majored in, or obtained
7 graduate degrees in, core academic subjects, as opposed
8 to education, to enter the teaching profession by providing
9 an incentive, through loan forgiveness, for the individuals
10 to enter the profession.

11 “(b) PROGRAM AUTHORIZED.—The Secretary shall
12 carry out a program, through the holder of a federally sub-
13 sidized or federally guaranteed loan made to enable an in-
14 dividual to attend an institution of higher education, of—

15 “(1) permitting an eligible borrower to defer
16 payments on the loan; or

17 “(2) assuming the obligation to repay part or
18 all of a qualified loan amount for the loan for the
19 eligible borrower.

20 “(c) ELIGIBILITY.—

21 “(1) DEFINITION.—In this subsection, the term
22 ‘core academic subject’ means—

23 “(A) mathematics;

24 “(B) science;

25 “(C) English;

1 “(D) a foreign language;

2 “(E) civics or government;

3 “(F) a subject in the arts;

4 “(G) geography;

5 “(H) history; or

6 “(I) economics.

7 “(2) ELIGIBLE BORROWER.—To be eligible to
8 receive assistance under this section, a borrower
9 shall demonstrate—

10 “(A) that the borrower—

11 “(i) obtained an undergraduate degree
12 with a major in a core academic subject at
13 an institution of higher education; or

14 “(ii) obtained a graduate degree in a
15 core academic subject at an institution of
16 higher education;

17 “(B) that the borrower achieved at least a
18 3.0 grade point average in the major or the
19 graduate program for which the borrower ob-
20 tained the degree;

21 “(C)(i) in the case of a borrower seeking
22 assistance described in subsection (d)(1)—

23 “(I) that the borrower is seeking or
24 has obtained employment as a teacher in a

1 public elementary school or secondary
2 school; and

3 “(II) for each year after the first year
4 that the borrower receives the assistance,
5 that the borrower has maintained such em-
6 ployment; or

7 “(ii) in the case of a borrower seeking as-
8 sistance described in subsection (d)(2), that the
9 borrower is enrolled in an alternative certifi-
10 cation program, as defined in subsection (d)(2);
11 and

12 “(D) that the borrower has not previously
13 served as a full-time teacher in a public elemen-
14 tary school or secondary school, prior to receiv-
15 ing assistance under this section.

16 “(d) DEFERRAL AND REPAYMENT.—

17 “(1) DEFERRAL AND REPAYMENT FOR TEACH-
18 ING IN A PUBLIC SCHOOL.—

19 “(A) DEFERRAL.—In the case of an eligi-
20 ble borrower who has provided notification to
21 the Secretary that the borrower is seeking or
22 has obtained employment as a teacher in a pub-
23 lic school or secondary school, the Secretary
24 shall permit the eligible borrower to defer all
25 payments relating to the outstanding loan obli-

1 gation on the loan described in subsection (b)
2 until the earlier of—

3 “(i) the last day on which the bor-
4 rower maintains employment as such a
5 teacher; or

6 “(ii) 8 years after the date on which
7 the borrower begins such employment.

8 “(B) REPAYMENT.—

9 “(i) IN GENERAL.—In the case of an
10 eligible borrower who has provided such
11 notification, the Secretary shall repay a
12 portion of the outstanding loan obligation
13 on the loan for each 2-year period during
14 which the eligible borrower teaches in a
15 public elementary school or secondary
16 school.

17 “(ii) REPAYMENT PERIODS.—The
18 Secretary shall repay—

19 “(I) 35 percent of the out-
20 standing loan obligation, for an eligi-
21 ble borrower who has taught at a pub-
22 lic elementary school or secondary
23 school for 2 years;

24 “(II) an additional 30 percent of
25 the obligation, for an eligible borrower

1 who has taught at such a school for 4
2 years;

3 “(III) an additional 20 percent of
4 the obligation, for a teacher who has
5 taught in such a school for 6 years;
6 and

7 “(IV) the remaining 15 percent
8 of the obligation, for a teacher who
9 has taught in such a school for 8
10 years.

11 “(C) FAILURE TO MAINTAIN EMPLOY-
12 MENT.—If the borrower seeks assistance under
13 this paragraph for a 2-year period and fails to
14 maintain employment as a teacher in a public
15 elementary school or secondary school for that
16 period, the deferral period, for purposes of sub-
17 paragraph (A), shall be considered to end on
18 the last date of the employment, and the bor-
19 rower shall be required to repay (or resume re-
20 paying) the remaining loan obligation on the
21 loan. The borrower shall not be required to
22 repay any amount that was paid on behalf of
23 the borrower under this paragraph for an ear-
24 lier 2-year period, or to pay interest on the loan

1 for any period during which the borrower was
2 so employed.

3 “(2) DEFERRAL FOR PARTICIPATION IN AN AL-
4 TERNATIVE CERTIFICATION PROGRAM.—

5 “(A) DEFINITION.—In this paragraph, the
6 term ‘alternative certification program’ means a
7 program to obtain teacher certification through
8 an alternative route.

9 “(B) DEFERRAL.—In the case of an eligi-
10 ble borrower who has provided notification to
11 the Secretary that the borrower has enrolled in
12 an alternative certification program, the Sec-
13 retary shall permit the eligible borrower to
14 defer all payments relating to the outstanding
15 loan obligation of a loan described in subsection
16 (b) until—

17 “(i) if the borrower fails to complete
18 the program, the last day on which the
19 borrower maintains participation in the
20 program; or

21 “(ii) if the borrower completes the
22 program, 6 months after the date on which
23 the borrower completes the program.

24 “(C) FAILURE TO MAINTAIN PARTICIPA-
25 TION.—If the borrower seeks assistance under

1 this paragraph and fails to complete the alter-
2 native certification program, the deferral pe-
3 riod, for purposes of subparagraph (B), shall be
4 considered to end on the last date of the bor-
5 rower’s participation in the program. The bor-
6 rower shall not be required to pay interest on
7 the loan for any period during which the bor-
8 rower participated in the program.

9 “(3) AMOUNT.—The Secretary shall not estab-
10 lish a limit on the amount of a loan that may be re-
11 paid under this section.

12 “(e) APPLICATION.—To be eligible to receive assist-
13 ance under this section, a borrower shall submit an appli-
14 cation to the Secretary at such time, in such manner, and
15 containing such information as the Secretary may require.

16 **“SEC. 2403. ALTERNATIVE CERTIFICATION STIPENDS.**

17 “(a) PURPOSE.—The purpose of this section is to en-
18 courage individuals described in section 2402(c)(2) to
19 enter the teaching profession, by paying for the costs in-
20 curred by an eligible student in obtaining certification
21 through an alternative route for employment as an ele-
22 mentary school or secondary school teacher.

23 “(b) PAYMENTS.—

1 “(1) IN GENERAL.—The Secretary may make
2 payments to eligible students to pay for the costs in-
3 curred by the students in obtaining the certification.

4 “(2) AMOUNT.—The Secretary shall make a
5 payment to a student under paragraph (1) in an
6 amount equal to the lesser of—

7 “(A) \$5,000; or

8 “(B) the total costs of the type described
9 in paragraphs (1), (2), (3), (8), and (9) of sec-
10 tion 472 of the Higher Education Act of 1965
11 incurred by the student while obtaining the cer-
12 tification.

13 “(c) ELIGIBLE STUDENT.—To be eligible to receive
14 a payment under this section a student shall be an indi-
15 vidual who—

16 “(1)(A) obtained an undergraduate degree with
17 a major in a core academic subject at an institution
18 of higher education; or

19 “(B) obtained a graduate degree in a core aca-
20 demic subject at an institution of higher education;

21 “(2) achieved at least a 3.0 grade point average
22 in the major or the graduate program for which the
23 individual obtained the degree; and

24 “(3) has not previously served as a full-time
25 teacher in a public elementary school or secondary

1 school, prior to receiving assistance under this sec-
2 tion.

3 “(d) APPLICATIONS.—To be eligible to receive a pay-
4 ment under this section, a student shall submit an applica-
5 tion to the Secretary at such time, in such manner, and
6 containing such information as the Secretary may require,
7 including—

8 “(1) documentation of the costs described in
9 subsection (b)(2)(B); and

10 “(2) an assurance that the student will teach in
11 an elementary school or secondary school for 2
12 years, beginning in the first full school year after the
13 date on which the student obtains the certification.

14 “(e) AWARD BASIS; PRIORITY.—

15 “(1) AWARD BASIS.—Subject to paragraph (2),
16 payments made under this section shall be made on
17 a first-come, first-served basis and subject to the
18 availability of appropriations.

19 “(2) PRIORITY.—In making payments under
20 this section, the Secretary shall give priority to indi-
21 viduals who have received assistance under section
22 2402.

23 “(f) REIMBURSEMENT UNDER CERTAIN CIR-
24 CUMSTANCES.—

1 “(1) IN GENERAL.—If an eligible individual
2 who receives assistance under this section fails to ob-
3 tain teacher certification or employment as an ele-
4 mentary school or secondary school teacher or volun-
5 tarily leaves, or is terminated for cause, from the
6 employment during the 2 years of required service,
7 the eligible individual shall be required to reimburse
8 the State for any payment made to the eligible indi-
9 vidual under subsection (b)(1) in an amount that
10 bears the same ratio to the amount of the payment
11 as the unserved portion of the required service bears
12 to the 2 years of required service.

13 “(2) TRANSFER OF FUNDS TO SECRETARY.— A
14 State shall transfer any reimbursement funds re-
15 ceived under this subsection to the Secretary. The
16 Secretary shall establish an account for reimburse-
17 ment funds transferred to the Secretary under this
18 subsection. The Secretary shall deposit the funds in
19 the account, and may use funds in the account to
20 carry out this section.

21 “(3) OBLIGATION TO REIMBURSE.—The obliga-
22 tion to reimburse the State under this subsection is,
23 for all purposes, a debt owing the United States. A
24 discharge in bankruptcy under title 11, United
25 States Code, shall not release an eligible individual

1 from the obligation to reimburse the State. Any
2 amount owed by an eligible individual under para-
3 graph (1) shall bear interest at the rate equal to the
4 highest rate being paid by the United States, on the
5 day on which the reimbursement is determined to be
6 due, for securities having maturities of 90 days or
7 less and shall accrue from the day on which the eli-
8 gible individual is first notified of the amount due.

9 “(g) EXCEPTIONS TO REIMBURSEMENT PROVI-
10 SIONS.—

11 “(1) IN GENERAL.—An eligible individual who
12 receives assistance under this section shall be ex-
13 cused from reimbursement under subsection (f) dur-
14 ing any period in which the individual—

15 “(A) is pursuing a full-time course of
16 study related to the field of teaching at an eligi-
17 ble institution;

18 “(B) is serving on active duty as a member
19 of the Armed Forces;

20 “(C) is temporarily totally disabled for a
21 period of time of not more than 3 years as es-
22 tablished by the sworn affidavit of a qualified
23 physician;

24 “(D) is unable to secure employment for a
25 period of not more than 12 months by reason

1 of the care required by a spouse who is dis-
2 abled;

3 “(E) is seeking and unable to find full-
4 time employment as a teacher in an elementary
5 school or secondary school for a single period of
6 not more than 27 months; or

7 “(F) satisfies the provisions of additional
8 reimbursement exceptions that may be pre-
9 scribed by the Secretary.

10 “(2) FORGIVENESS.—An eligible individual
11 shall be excused from reimbursement under sub-
12 section (f) if the eligible individual becomes perma-
13 nently totally disabled, as established by the sworn
14 affidavit of a qualified physician. The Secretary may
15 also waive reimbursement in cases of extreme hard-
16 ship to the individual, as determined by the Sec-
17 retary.

18 “(h) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated to carry out this section
20 \$125,000,000 for fiscal year 2001 and such sums as may
21 be necessary for each of the 4 succeeding fiscal years.

22 **“SEC. 2404. NOTIFICATION, PUBLIC AWARENESS, AND AD-
23 VERTISING ACTIVITIES.**

24 “(a) NOTIFICATION AND PUBLIC AWARENESS.—

1 “(1) IN GENERAL.—The Secretary shall notify
2 all institutions of higher education concerning both
3 the loan forgiveness program described in section
4 2402 and the alternative certification stipend pro-
5 gram described in section 2403. Each institution of
6 higher education that accepts Federal funds shall
7 notify all students who receive Federal aid to attend
8 an institution of higher education of the opportuni-
9 ties afforded by the programs.

10 “(2) CONTRACTS.—The Secretary may enter
11 into contracts with appropriate public agencies, non-
12 profit private organizations, for-profit organizations,
13 and institutions of higher education to conduct an
14 information program designed—

15 “(A) to broaden awareness of the opportu-
16 nities afforded under the programs described in
17 paragraph (1); and

18 “(B) to encourage eligible students to take
19 advantage of the programs.

20 “(b) ADVERTISING ACTIVITIES.—The Secretary may
21 disseminate information about the loan forgiveness pro-
22 gram described in section 2402 and the alternative certifi-
23 cation stipend program described in section 2403 through
24 television advertisements, the publication of brochures, ad-
25 vertisements in college newspapers or other newspapers,

1 or any other means that the Secretary determines to be
2 effective to broaden awareness of the program.

3 “(c) AUTHORIZATION OF APPROPRIATIONS.—There
4 are authorized to be appropriated to carry out this section,
5 \$20,000,000 for fiscal year 2001 and such sums as may
6 be necessary for each of the 2 succeeding fiscal years.”.

○