

107TH CONGRESS
1ST SESSION

S. 195

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 SENATE OF THE UNITED STATES

JANUARY 29, 2001

Mr. FRIST introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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 Representatives
2 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 after part D 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 quality state
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
14 described 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 another
21 individual, entity, or agency in the State
22 to be responsible for teacher certification and
23 preparation activity, such individual, entity,
24 agency.

1 ``(2) CONSULTATION.—The Governor, or the in-
2 dividual, entity, or agency designated as described
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 section;
21 and

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 gr
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 recruit-
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;

13 ``(E) coordinating with institutions of high-
14 er education to provide professional develop-
15 ment activities for teachers; and

16 ``(F) carrying out any other program that
17 the State believes to be effective in retaini-
18 ng and retraining quality teachers.

19 ``(4) SUPPLEMENT NOT SUPPLANT.—Funds ap-
20 propriated pursuant to the authority of this secti-
21 on shall be used to supplement and not supplant other
22 Federal, State, and local public funds expended to
23 provide services for eligible individuals.

24 ``(f) DURATION OF GRANTS.—The Secretary may
25 make grants under this section for periods of 3 years.

1 “(g) REPORTING.—

2 “(1) IN GENERAL.—An eligible State that re-
3 ceives a grant under this section shall prepare a
4 submit to the Secretary, at the end of the grant p
5 riod, a report on how the activities carried out w
6 funds received under the grant increased teacher
7 quality in the State.

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

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

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

1 ``(C) any other information that indicates
2 how teacher quality has improved in the State
3 as a result of activities carried out with funds
4 received under the grant.

5 ``(h) AUTHORIZATION.—There are authorized to be
6 appropriated to carry out this section \$1,155,000,000
7 fiscal year 2002 and such sums as may be necessary for
8 each of the 4 succeeding fiscal years.

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

11 ``(A) with respect to an elementary school
12 teacher, a teacher—

13 ``(i) with an academic major in the
14 arts and sciences; or

15 ``(ii) who can demonstrate competence
16 through a high level of performance in core
17 academic subjects; and

18 ``(B) with respect to a secondary school
19 teacher, a teacher—

20 ``(i) with an academic major in the
21 academic subject in which the teacher
22 teaches or in a related field;

23 ``(ii) who can demonstrate a high level
24 of competence through rigorous academic
25 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 oppos
8 to education, to enter the teaching profession by provi
9 an incentive, through loan forgiveness, for the indivi
10 to enter the profession.

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

15 ``(1) permitting an eligible borrower to defe
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
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 certif-
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 eleme-
14 tary school or secondary school, prior to recei-
15 ving 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 a
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 the no-
11 tification described in subparagraph (A),
12 the Secretary shall repay a portion of the
13 outstanding loan obligation on the loan for
14 each 2-year period during which the eligi-
15 ble borrower teaches in a public elementary
16 school or secondary 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 l

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 subsecti-
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 r-
11 paid under this section.

12 ``(e) APPLICATION.—To be eligible to receive assist-
13 ance under this section, a borrower shall submit an ap-
14 plication to the Secretary at such time, in such manner,
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 eligible individuals to enter the teaching pr-
19 sion, by paying for the costs incurred by such individ-
20 in obtaining certification through an alternative route
21 employment as elementary school or secondary school
22 teachers.

23 ``(b) PAYMENTS.—

24 ``(1) IN GENERAL.—The Secretary may make
25 payments to eligible individuals to pay for the co-

1 incurred by the individuals in obtaining the cert.
2 cation.

3 `` (2) AMOUNT.—The Secretary shall make a
4 payment to an eligible individual under paragraph
5 (1) in an amount equal to the lesser of—

6 `` (A) \$5,000; or

7 `` (B) the total cost of the expenses de-
8 scribed in paragraphs (1), (2), (3), (8), and (9)
9 of section 472 of the Higher Education Act of
10 1965 incurred by the individual while obtaining
11 the certification.

12 `` (c) ELIGIBILITY.—To be eligible to receive a pay-
13 ment under this section an individual shall—

14 `` (1)(A) have obtained an undergraduate degree
15 with a major in a core academic subject at an inst-
16 tution of higher education; or

17 `` (B) have obtained a graduate degree in a core
18 academic subject at an institution of higher edu-
19 cation;

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

23 `` (3) have not previously served as a full-time
24 teacher in a public elementary school or secondary

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

3 `` (d) APPLICATIONS.—To be eligible to receive a pay-
4 ment under this section, an individual shall submit an
5 plication to the Secretary at such time, in such man-
6 ner and containing such information as the Secretary may re-
7 quire, including—

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

10 `` (2) an assurance that the individual will tea-
11 ch in an elementary school or secondary school for
12 five years, beginning in the first full school year after
13 the date on which the individual obtains the certifi-
14 cation.

15 `` (e) AWARD BASIS; PRIORITY.—

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

20 `` (2) PRIORITY.—In making payments under
21 this section, the Secretary shall give priority to
22 individuals who have received assistance under section
23 2402.

24 `` (f) REIMBURSEMENT UNDER CERTAIN CIR-
25 CUMSTANCES.—

1 ``(1) IN GENERAL.—If an eligible individual
2 who receives assistance under this section fails to
3 tain teacher certification or employment as an el
4 mentary school or secondary school teacher or volun
5 tarily leaves, or is terminated for cause, from
6 employment during the 2 years of required service
7 the individual shall be required to reimburse th
8 State for any payment made to the individual under
9 subsection (b)(1) in an amount that bears the same
10 ratio to the amount of the payment as the unserved
11 portion of the required service bears to the 2 ye
12 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. Th
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
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
23 for all purposes, a debt owing the United States.
24 discharge in bankruptcy under title 11, United
25 States Code, shall not release an eligible individ

1 from the obligation to reimburse the State. Any
 2 amount owed by an individual under paragraph (1)
 3 shall bear interest at the rate equal to the high
 4 rate being paid by the United States, on the day
 5 which the reimbursement is determined to be due,
 6 for securities having maturities of 90 days or less
 7 and shall accrue from the day on which the eligible
 8 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
 13 excused 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 el-
 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 qualifie
 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
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 individual becomes permanently
13 tally disabled, as established by the sworn affidavit
14 of a qualified physician. The Secretary may also
15 waive reimbursement in cases of extreme hardship to
16 the individual, as determined by the Secretary.

17 ``(h) AUTHORIZATION OF APPROPRIATIONS.—There
18 are authorized to be appropriated to carry out this section
19 \$125,000,000 for fiscal year 2002 and such sums as may
20 be necessary for each of the 4 succeeding fiscal years.

21 **“SEC. 2404. NOTIFICATION, PUBLIC AWARENESS, AND AD-**

22 **VERTISING ACTIVITIES.**

23 ``(a) NOTIFICATION AND PUBLIC AWARENESS.—

24 ``(1) IN GENERAL.—The Secretary shall notify
25 all institutions of higher education concerning bo

1 the loan forgiveness program described in section
2 2402 and the alternative certification stipend pro-
3 gram described in section 2403. Each institution of
4 higher education that accepts Federal funds shall
5 notify all students who receive Federal aid to attend
6 such institution of the opportunities afforded by
7 programs.

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

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

16 “(B) to encourage eligible individuals to
17 take advantage of the programs.

18 “(b) ADVERTISING ACTIVITIES.—The Secretary may
19 disseminate information about the loan forgiveness pro-
20 gram described in section 2402 and the alternative certifi-
21 cation stipend program described in section 2403 through
22 television advertisements, the publication of brochures,
23 advertisements in college newspapers or other newspaper
24 or any other means that the Secretary determines to be
25 effective to broaden awareness of the program.

1 `` (c) AUTHORIZATION OF APPROPRIATIONS.—There
2 are authorized to be appropriated to carry out this sec
3 \$20,000,000 for fiscal year 2002 and such sums as may
4 be necessary for each of the 2 succeeding fiscal year

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