

107TH CONGRESS  
1ST SESSION

# H. R. 1225

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

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2001

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

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## 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 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 statewide  
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;

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 retaining  
18                  and retraining quality teachers.

19           “(4) SUPPLEMENT NOT SUPPLANT.—Funds ap-  
20           propriated pursuant to the authority of this section  
21           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 and  
4 submit to the Secretary, at the end of the grant pe-  
5 riod, a report on how the activities carried out with  
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 de-  
20 crease in the rate of teacher attrition, and the  
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 ac-  
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 for  
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 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 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 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 eligible individuals to enter the teaching profes-  
19          sion, by paying for the costs incurred by such individuals  
20          in obtaining certification through an alternative route for  
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 costs

1 incurred by the individuals in obtaining the certifi-  
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 insti-  
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 sec-  
2 tion.

3 “(d) APPLICATIONS.—To be eligible to receive a pay-  
4 ment under this section, an individual shall submit an ap-  
5 plication to the Secretary at such time, in such manner,  
6 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 teach  
11 in an elementary school or secondary school for 2  
12 years, beginning in the first full school year after the  
13 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 the  
19 availability of appropriations.

20 “(2) PRIORITY.—In making payments under  
21 this section, the Secretary shall give priority to indi-  
22 viduals 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 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 individual shall be required to reimburse the  
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 years  
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. 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 individual under paragraph (1)  
3 shall bear interest at the rate equal to the highest  
4 rate being paid by the United States, on the day on  
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 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 individual becomes permanently to-  
 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 both

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 the  
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 an  
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, ad-  
23 vertisements in college newspapers or other newspapers,  
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 section,  
3 \$20,000,000 for fiscal year 2002 and such sums as may  
4 be necessary for each of the 2 succeeding fiscal years.”.

○