

2024 Increase Teachers of Color Act

[SF4107](#) (Kunesh) / [HF4500](#) (Clardy)

PURPOSES:

- 1) Closing opportunity gaps to recruit, prepare, employ and retain increased percentages of BIPOC teachers who more closely reflect students in Minnesota's schools.
- 2) Increasing investments needed to meet official state goal (**120B.117**) of increasing the percentage of BIPOC teachers at least 2 percentage points annually so that by 2040 MN's teachers reflect its students.

OVERVIEW:

- **ONE BILL:** For the first time, ITCA is one bill with proposed E12 and Higher Ed investments combining to meet the needs of the Aspiring Teachers of Color Scholarship program.
- **ONE-TIME INVESTMENTS TO MEET CURRENT NEEDS:** Strategic, modest one-time investments that will make a difference to 3 programs that were underfunded for FY24; these investments are prioritized in light of the projected FY25 \$3.7B surplus yet long-term budgetary cautions.
 - **ASPIRING TEACHERS OF COLOR SCHOLARSHIPS**
 - Seeking \$10M total combining equal \$5M appropriations from Education Finance and Higher Education Committee because pilot program appropriation from previous biennium is near being fully spent.
 - Adopting with minor edits language from 2023 bill (HF381/SF267) that establishes this needed scholarship program in statute.
 - **RATIONALE:** According to PELSB's most recently available data, there were 2,248 BIPOC teacher candidates enrolled in preparation programs in AY21-22. They need assistance from this program to matriculate through their undergraduate or graduate programs for becoming teachers serving E-12 schools.
 - **TEACHER MENTORSHIP & RETENTION GRANTS**
 - Seeking additional appropriation of \$5M for FY25 because there was \$9,061,377 requested from 47 applicants in FY24 but only \$3.5M appropriated.
 - **COLLABORATIVE URBAN & GREATER MN EDUCATORS OF COLOR GRANTS**
 - Seeking additional appropriation of \$1M for FY25 because there was \$6,783,188 requested from 15 applicants in FY24 but only \$5.44M appropriated.

This graphic shows the three major categories of proposals in ITCA needed for increasing the percentage of TOCAIT



The Coalition to Increase Teachers of Color and American Indian Teachers in MN

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