

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

www.tocaimn.com info@tocaimn.com



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Dear Higher Education Conference Committee Co-Chairs and Conferees,

While the Coalition appreciates each of your House and Senate committees prioritizing the Increase Teachers of Color Act HF381 (Kozlowski)/SF267 (Fateh) as the first bill receiving a full hearing this session, we strongly urge you to increase return on your investments by agreeing to amend your omnibus proposals and create a joint omnibus bill that reflects the most strategic and impactful investments with limited funds that will help increase BIPOC teachers throughout state.

Please do the following as reflected in the proposed amendment language attached to this letter:

1. Agree to the House proposal to increase the investment in the Underrepresented Student Teacher Grant Program of \$3 million for FY24-25 with at least \$2.5 million in the base/FY.
RATIONALE: The biggest barrier to the profession is unpaid student teaching.
2. Shift the House's proposed increased appropriation of \$6 million for the biennium for the Teacher Shortage Loan Repayment Program to keep investing in the Aspiring Teachers of Color Scholarship Program, and codify the program in statute as proposed in HF381/SF267 with language that has been vetted by the Office of Higher Education (OHE).
RATIONALE: Research about student debt and guidance from OHE is that grants and scholarships are better investments than loan forgiveness programs.

**Given approximately 62,000 teachers in MN,
each 1% increase of BIPOC teachers requires a
net gain of approximately 620 in the workforce**

	Number BIPOC	Percent BIPOC of Total in MN
Teachers	3,840	6.24%
Program Completers	378	11.14%
Teacher Candidates	2,142	17.14%

Source: PELSB, 2023 *Teacher Supply & Demand Report*

Your leadership is needed to help close wide opportunity gaps that will also help the state achieve its higher education attainment goals and strengthen our economy. Research is clear that all students benefit from more BIPOC teachers.

Ratio of BIPOC Teachers to BIPOC Students in MN: 1 to 90

Ratio of White Teachers to White Students in MN: 1 to 9

Respectfully,

Paul Spies, PhD

Legislative Action Team Lead for the Coalition

Comparison of Proposed Investments for BIPOC Teachers and their Impact

	Proposed Increased Investments on top of base in ITCA (HF381/SF267)	Expected Impact of ITCA	House TOTAL FY24-25 Proposed Increases on top of base	Expected Impact of House Omnibus H2703	Coalition Proposal for Shifting House Investments	Expected Impact of Coalition Omnibus Proposal
<p style="color: #663399; text-align: center;">Under-represented Student Teacher Grants</p> <p style="background-color: yellow; font-weight: bold; text-align: center;">Coalition's TOP PRIORITY</p>	\$2,750,000	366 additional BIPOC student teachers supported over the biennium to complete licensure programs with a grant up to \$7,500	\$3,000,000	400 additional BIPOC student teachers supported over the biennium to complete licensure programs with a grant up to \$7,500	\$3,000,000	400 additional BIPOC student teachers supported over the biennium to complete licensure programs with a grant up to \$7,500
<p style="color: #663399; text-align: center;">Aspiring Teachers of Color Scholarships</p> <p style="background-color: yellow; font-weight: bold; text-align: center;">2ND PRIORITY</p>	\$37,000,000	3,700 scholarships of up to \$10K per award supporting 86% of all BIPOC teacher candidates in MN	0	No BIPOC teacher candidates supported to maintain their enrollment in licensure programs	\$6,000,000	600 scholarships of up to \$10K per award supporting 14% of all BIPOC teacher candidates in MN
<p style="color: #663399; text-align: center;">Teacher Shortage Loan Repayment</p> <p style="background-color: yellow; font-weight: bold; text-align: center;">3RD PRIORITY</p>	\$16,100,000	1610 BIPOC teachers each supported with \$10,000 total for loan repayment over five years	6,000,000	1200 BIPOC teachers each supported with \$5,000 total for loan repayment over five years	0	80 BIPOC teachers each supported with \$5,000 total over five years with base funding
Total Proposed	\$55,850,000	This level of investment is needed to increase the % of BIPOC teachers each year	\$9,000,000	Will produce lowest return on investment toward increasing the % of BIPOC teachers	\$9,000,000	Will maximize return on investment toward increasing the % of BIPOC teachers
Total as % of \$650M Target	8.6%		1.4%		1.4%	