



HR News

Read Act Requirements

During the 2019 legislative session, the Colorado READ Act which sets guidelines to ensure that every student completes third grade reading at or above grade level was revised to include teacher training requirements. Teachers employed to teach literacy in kindergarten through 3rd grade are required to successfully complete evidence-based training in the science of teaching reading. While the original deadline for completing this training was the fall of the 2021-22 school year, the State Board of Education approved a six-month extension to complete the READ Act teacher training requirements. Teachers will now have until January 31, 2022, to complete the evidence-based training.

Teachers who provide literacy instruction to students in kindergarten through 3rd grade have multiple options to meet the training requirements and only need to meet this requirement once.

[Reading Teacher or Reading Specialist Endorsement](#)

- Teachers who have a Colorado Reading Teacher or Reading Specialist endorsement meet the training requirement.

[State Board Approved Assessment of Knowledge of Teaching Reading](#)

- Teachers who have completed one of the approved evidence-based training options but lack proof of an end of course assessment may take and pass an alternative assessment authorized by the State Board.
- The Praxis Teaching Reading: Elementary 5205 exam with the passing score of 159 was approved by the state board in April 2020.

[Appropriate Undergraduate or Graduate University Course in Teaching Reading](#)

- Teachers may submit evidence of successfully completing an undergraduate or graduate course in teaching reading for the CDE to review to determine whether it meets the statutory requirements.

[Course Appropriate for License Renewal](#)

- Teachers may submit evidence of successfully completing a course in teaching reading appropriate for license renewal for the CDE to review to determine whether it meets the statutory requirements.

CDE Provided training

- Teachers will have the option to successfully complete a CDE-provided training ([online course](#) or [face-to-face](#)) at no cost to the teacher.

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[District or BOCES provided training](#)

- Teachers will have the option to successfully complete a district- or BOCES-provided training approved by the CDE and can check with their district or BOCES whether this option will be available to them.

[Training Program from the CDE Advisory List of professional development](#)

- Teachers can successfully complete a training program included on the CDE Advisory List of Professional Development that has been designed to meet this requirement.

In response to numerous questions educators have about the new requirements, CDE has developed a [Frequently Asked Questions](#) page on their website.

New Fingerprint and Background Policy

The Colorado Department of Education has updated their fingerprinting and background check policy as of January 1, 2021. The CBI and the FBI stipulated that CDE Educator Licensure may retain background histories for a maximum of 30 days if no qualifying application or valid credential exists.

What does this mean for licensed educators?

State board rule (1 CCR 301-37 2.04) dictates that individuals who maintain a valid credential will only need to submit a new set of fingerprints upon request (should CDE learn of a recent conviction, for example). If, however, an educator allows a license to expire, has not submitted a renewal application prior to its expiration and/or does not hold any other valid CDE-issued credential – even if for one single day – they, too, will be required to pay for and submit another set of fingerprints for licensure purposes at the time of application. Because CDE may only retain the background histories for 30 days, individuals who do not hold a valid CDE-issued credential must apply for licensure within 30 days of CDE’s receipt of their background histories. If CDE does not receive an application within that period, those background histories “expire” the individual will be required to pay for and submit another set of fingerprints for licensure purposes at the time of application.

In addition to CBI’s 30-day stipulation, state board rule also outlines timeframes for the licensure process:

- **30 days from CDE’s receipt of a background check:** A non-credential holder must submit to CDE an application for an educator credential.
- **45 days:** Maximum time for CDE Educator Licensure to evaluate an application (enforcement cases excepted).
- **60 days from the date of CDE’s initial notification to an applicant:** Should CDE request additional information from an applicant for the evaluation of an application, the applicant has only 60 days to provide any requested, additional information.



Total Compensation Statement through BenefitsExpress

Total Compensation Statements are now available through [BenefitExpress](#). The Total Compensation Statement will provide insight into the entire value of your compensation package through Aurora Public Schools, including the following components:

- Employee Salary
- The APS contribution to Colorado PERA (Public Employees' Retirement Association)
- APS and Employee contributions to Medical and Dental Plans (if elected)
- APS-paid coverages, such as life insurance and our Employee Assistance Program

To view your statement log into [BenefitExpress](#) then to the left of the screen click on the tab titled “View your Total Compensation Statement” here you can view, print and email your statement.

If you would like to discuss or have any questions regarding the benefits please email our benefits department at benefitshr@aurorak12.org

If you have technical problems with BenefitsExpress please contact them directly at 1-888-277-0704.

Landed— helping essential employees buy homes

Through Aurora Public Schools’ continued partnership with Landed, employees are able to get support in buying homes in local communities.

Please take a few moments to review your options:

Down Payment and Financial Support– Suitable when you are ready to purchase in the near future

- **Shared Equity Down Payment**- Landed's down payment program helps you reach at least a 20% down payment through a shared equity investment, up to \$120,000 per household. Investing alongside homebuyers, Landed shares in a portion of the gain (or loss, if any) of the value of the home once the partnership is ended — typically by sale or refinance. See the full process [here](#).
- **Vetted Agent and Lenders**– Connect with experienced agents and lenders that get great results

Landed Home Program– Suitable for all stages of home buying including preparation

Free home buying support and education to help you navigate your options and prepare for homeownership. Landed’s home buying experts will provide educational resources and guidance to help you make homeownership a reality.

View the following [video](#) or see the flier on the following page if you are interested in learning more by attending an information session.



Learn about Landed!

Wednesday, February 23rd
4:30 pm MT & 6:30 pm MT

Tuesday, March 2nd
4:30 pm MT
www.landed.com/events



Problem

Living in the Denver Area, homeownership is out of reach for many employees in education.

Solution

Down payment support with Landed. We'll co-invest to help you buy your home.

Landed

We help essential professionals buy homes.

Join hundreds of families across the U.S. who have partnered with Landed to buy their dream homes.

In addition to individualized homebuying support and education, we invest alongside essential professionals (including those working in healthcare and education) to help them achieve 20% down payments on their dream homes. In exchange, they share a portion of the home's future gain or loss.

Visit www.landed.com/events to learn more!



Because of where you work

Switch & Save

more than **\$900** over Verizon

with **\$10/mo discount** on premium
UNLIMITED Talk, Text and Data!

Compared to 3 lines of Verizon Get More Unlimited over 20 mos. with approx. taxes and fees. Carrier's features and fees may differ. Req. new acct. on Magenta Plus \$5/mo./line discount up to 3 lines for 20 mos. During congestion, customers using >9000/mo. may notice lower speeds than other customers due to data prioritization. Video typically streams on smartphone at DVD quality (480p).

See how you save
with T-Mobile!

	T-Mobile Magenta® Plus	AT&T Unlimited Elite	Verizon Get More Unlimited
1 Line	\$85 \$80	\$85	\$90
2 Lines	\$140 \$130	\$150	\$160
3 Lines	\$170 \$160	\$180	\$195

Monthly prices with AutoPay with T-Mobile Work Perks discount Monthly prices with AutoPay and paperless billing Monthly prices with Auto Pay and paperless billing

And because you don't want
hidden fees, remember...

**Taxes and fees
are included.**

Sales tax and regulatory fees included
in monthly service price.

Verizon and AT&T add taxes and fees separately.

Carrier's features differ.

Be sure to mention your employer to receive this offer.

855-570-9947

<https://t-mo.co/30SmlQ3>

t-mobile.com/store-locator

New Customer or Questions: 855-570-9947

Existing T-Mobile Customer: 877-334-7099

Existing Sprint Customer: 888-211-4727

Limited time offer, subj to change T-Mobile Work Perks: Qualifying credit, new acct. with 12 or less lines, & port from AT&T, Verizon, or Claro required. Enroll and validate eligible employment w/in 30 days of activ. reactivation over 20 mos. may be required. Must be active & in good standing to receive bill credits. Allow 2 bill cycles. Credits may stop if you cancel any lines. May not be combined with some offers/discounts. Limit 1 T-Mobile Work Perks Corp code per acct. **Magenta Plus:** Credit approval, deposit, \$10 SIM card, and, in stores & on customer service calls, \$20 assisted or upgrade support charge may be req., U.S. roaming and on-network data allotments differ. Includes 200MB roaming. Unlimited talk & text features for direct communications between 2 people; others (e.g., conference & chat lines, etc.) may cost extra. Unlimited high-speed data US only. In Canada/Mexico, up to 5GB high-speed data then unlimited at up to 256kbps. Not avail. for hotspots & some other data-first devices. Capable device required for some features. **Tethering:** 20GB high-speed data then unlimited on our network at max 3G speeds. Service may be terminated or restricted for excessive roaming. For the small fraction of customers using >9000/mo., primary data usage must be on smartphone & is prioritized over Mobile Hotspot Service (tethering) usage, which may result in higher speeds for data used on smartphones. **AutoPay Pricing for lines 1-5:** Without AutoPay, \$5 more/line. May not be reflected on 1st bill. **Int'l Roaming:** Usage may be taxed in some countries. Calls from Simple Global countries, including over Wi-Fi, are \$.25/min. (no charge for Wi-Fi calls to US, Mexico and Canada). Standard speeds approx. 256 kbps. Not for extended international use; you must reside in the U.S. and primary usage must occur on our network. Device must register on our network before international use. Service may be terminated or restricted for excessive roaming. Coverage not available in some areas. **Network Management:** Service may be allowed, suspended, terminated, or restricted for misuse, abnormal use, interference with our network or ability to provide quality service to other users, or significant roaming. During congestion the small fraction of customers using >9000/mo. may notice reduced speeds until next bill cycle due to data prioritization. On-device usage is prioritized over tethering usage, which may result in higher speeds for data used on device. See T-Mobile.com/OpenInternet for details. See Terms and Conditions (including arbitration provision) at www.T-Mobile.com for additional information. T-Mobile, the T logo, Magenta & the magenta color are registered trademarks of Deutsche Telekom AG. © 2020 T-Mobile USA, Inc. 1020594