

## Issue Brief – USDB Teacher Salary Adjustments

STATE BOARD OF EDUCATION – SCHOOLS FOR THE DEAF AND BLIND

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### SUMMARY

During the 2000 General Session, the Legislature amended the statute to require an annual review and adjustment of educator salaries at the Utah Schools for the Deaf and Blind (USDB). Prior to the statutory change, USDB teachers on average had one of the lowest salary levels when compared to teachers in the school districts. In order to keep USDB teacher salaries competitive, statute directs that the annual salary increase paid to USDB teachers be based on the average weighted salary increase received the prior year by teachers in the school districts.

### OBJECTIVE

This brief provides FY 2008 estimates for the USDB teacher salary adjustments required by statute.

### DISCUSSION AND ANALYSIS

The annual review and adjustment of USDB educator salaries ensures they remain competitive with the school districts. Statute (UCA 53A-25-111) attempts to bring stability to USDB educator salaries, and make the adjustments based on “market comparability” more automatic.

#### ***FY 2007 Adjustments – \$191,600***

The Utah State Office of Education and USDB Administration worked together to calculate the USDB Teacher Salary Adjustments for the upcoming year. The required statutory increase for FY 2007 is \$191,600.

#### ***Base, Steps and Lanes – \$879,300***

In prior years, funding received under the statutory salary adjustment included revenue to provide step and lane increases to USDB teachers. The statute states that “The board shall adjust the salary schedule applicable to non-administrative certificated staff at the school each year” (UCA 53A-25-111). Statute states that funding received should be used to adjust the salary schedule for USDB teachers. It is unclear if step and lane changes are part of the “salary schedule.” Using the local school districts as an example, step and lane changes are often provided in addition to, or in lieu of, increases to the base salary schedule.

*Recommendation:* The \$191,600 in Uniform School Fund revenue to provide for the statutory USDB Teacher Salary Adjustments is included in the employee compensation package that will be considered by the Legislature. The Analyst recommends that the subcommittee prioritize \$879,300 in Uniform School Fund revenue to provide base, step, and lane increases for teachers at USDB.

### LEGISLATIVE ACTION

This section provides a guide of what actions might be taken if the Legislature wishes to adopt the recommendations of this brief. The Analyst recommends the Legislature consider adopting:

1. Consider \$191,600 to provide base, step, and lane adjustments for USDB teachers.
2. \$879,300 to provide for statutory salary adjustment for USDB teachers (UCA 53A-25-111.)