

DIFFERENTIATED PAY FOR TEACHERS

2008 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Howard A. Stephenson

House Sponsor: Gregory H. Hughes

LONG TITLE

Committee Note:

The Education Interim Committee recommended this bill.

General Description:

This bill provides market incentives to attract and retain mathematics and science teachers who fill positions for which there is a critical shortage of qualified personnel.

Highlighted Provisions:

This bill:

▶ directs the Legislature to annually appropriate money for market incentives in the form of additional compensation for mathematics and science teachers who ~~§~~ :

• ~~§~~ fill

positions for which there is a critical shortage of qualified personnel; ~~§~~ and

• have a major or a course work equivalent of a major in the subject taught or a related academic area; ~~§~~

▶ requires the State Board of Education to conduct an annual survey to identify mathematics and science positions for which there is a shortage of qualified personnel; and

▶ requires a school district or charter school to provide a salary supplement of \$5,000 to a teacher who ~~§~~ :

• ~~§~~ fills a mathematics or science position for which there is a critical shortage of qualified personnel ~~§~~ [-] ; and

• has a major or a course work equivalent of a major in the subject taught or a related academic area. ~~§~~

Monies Appropriated in this Bill:

This bill appropriates:

▶ as an ongoing appropriation subject to future budget constraints, \$7,000,000 from the Uniform School fund for fiscal year 2008-09.



28 **Other Special Clauses:**

29 This bill takes effect on July 1, 2008.

30 **Utah Code Sections Affected:**

31 ENACTS:

32 **53A-17a-154**, Utah Code Annotated 195334 *Be it enacted by the Legislature of the state of Utah:*35 Section 1. Section **53A-17a-154** is enacted to read:36 **53A-17a-154. Market incentives for mathematics and science teachers in critical**
37 **shortage.**38 (1) ~~§~~ **As used in this section, "course work equivalent of a major" means 30 semester**
38a **hours or 45 quarter hours of university or college work in a single academic area**38b (2) ~~←§~~ **Subject to future budget constraints, the Legislature shall annually appropriate**
39 **money to the State Board of Education for market incentives in the form of additional**
40 **compensation to attract and retain mathematics and science teachers who fill positions for**
41 **which there is a critical shortage of qualified personnel.**42 ~~§~~ ~~[(2)]~~ (3) ~~←§~~ **From monies appropriated under Subsection ~~§~~ [(1)] (2) ~~←§~~, the State**
42a **Board of Education shall**
43 **distribute monies to school districts and charter schools based on the number of**
44 **full-time-equivalent positions that qualify for additional compensation.**45 ~~§~~ ~~[(3)]~~ (4) ~~←§~~ **The State Board of Education shall annually:**46 (a) **survey school districts and charter schools to identify mathematics and science**
47 **positions for which there is a shortage of qualified personnel; and**48 (b) **develop a criticality index that classifies mathematics and science positions based**
49 **on the degree of difficulty in recruiting qualified personnel.**50 ~~§~~ ~~[(4)]~~ (5) ~~←§~~ **A school district or charter school shall provide a salary supplement equal**
50a **to the**
51 **amount specified in Subsection ~~§~~ [(5)] (6) ~~←§~~ to a teacher who:**52 (a) **fills a mathematics or science position for which there is a critical shortage of**
53 **qualified personnel as identified by the board pursuant to Subsection ~~§~~ [(3)] (4) ~~←§~~; ~~§~~ [and] ~~←§~~**54 (b) ~~§~~ **[is designated NCLB highly qualified for the position under rules of the State Board**
55 **of Education.] (i) has a bachelor's degree major, master's degree, or doctoral degree in:**55a **(A) the subject taught; or**55b **(B) a related academic area specified by the State Board of Education in rule; or**55c **(ii) has:**55d **(A) a bachelor's degree in any major; and**55e **(B) a course work equivalent of a major in:**55f **(I) the subject taught; or**55g **(II) a related academic area as specified by the State Board of Education in rule; and**55h **(c)(i) is a new employee; or ~~←§~~**

55i **§→** **(ii) has received a satisfactory rating or above on the teacher's most recent evaluation.**
56 ~~[(5)]~~ **(6) ←§** (a) Beginning in fiscal year 2008-09, the salary supplement is \$5,000 for a
56a person who **§→** ;
(i) ←§
57 teaches full-time in a mathematics or science position for which there is a critical shortage
58 of qualified personnel **§→** [] ; **and**
(ii) meets the qualifications of Subsection (5)(b) for each of the courses taught. **←§**

59 ~~§~~ → [(b) A person who teaches part-time in a mathematics or science position for which
 60 there is a critical shortage of qualified personnel shall receive a partial salary supplement based
 61 on the number of hours worked in the position.

62 ~~(b)~~ (b) A partial salary supplement shall be awarded to a teacher who meets the
 63a qualifications of Subsections (5)(a) and (b) for some of the courses taught, based upon the
 63b number of hours of qualifying courses taught.

63c (7) ←§ The salary supplement is part of the teacher's base pay and is awarded to the teacher
 63 each year the teacher § → :

63a (a) ←§ is employed by the school district or charter school § → and

63b (b) fills a mathematics or science position that had qualified for a salary supplement
 63c under Subsection (4) ←§ .

64 (7) The State Board of Education § → [may] shall ←§ make rules to administer this section,
 64a in
 65 accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act.

66 Section 2. **Appropriation.**

67 (1) As an ongoing appropriation subject to future budget constraints, there is
 68 appropriated for fiscal year 2008-09, \$7,000,000 from the Uniform School Fund to the State
 69 Board of Education for market incentives for teachers as provided in Section 53A-17a-154.

70 (2) The money appropriated in Subsection (1) shall be used to provide a \$5,000 salary
 71 supplement for a full-time-equivalent position as a teacher of:

72 (a) mathematics level 3;

73 (b) mathematics level 4;

74 (c) chemistry;

75 (d) physics; or

76 (e) integrated science.

77 Section 3. **Effective date.**

78 This bill takes effect on July 1, 2008.

Legislative Review Note
 as of 11-16-07 9:49 AM

Office of Legislative Research and General Counsel