

**Representative Gregory H. Hughes** proposes the following substitute bill:

**DIFFERENTIATED PAY FOR TEACHERS**

2008 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Howard A. Stephenson**

House Sponsor: Gregory H. Hughes

---

**LONG TITLE**

**General Description:**

This bill creates the Teacher Salary Supplement Program to provide a salary supplement to an eligible teacher.

**Highlighted Provisions:**

This bill:

- ▶ provides definitions;
- ▶ directs the Legislature to annually appropriate money for the Teacher Salary Supplement Program;
- ▶ requires the Department of Human Resource Management to:
  - create an on-line application system;
  - determine a teacher's eligibility for and the amount of a salary supplement; and
  - certify information to the Division of Finance;
- ▶ 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
- ▶ establishes the Teacher Salary Supplement Restricted Account.

**Monies Appropriated in this Bill:**

This bill appropriates:



- 26           ▶ \$127,000 from the General Fund for fiscal year 2007-08 only, to the Department of
- 27 Human Resource Management;
- 28           ▶ as an ongoing appropriation subject to future budget constraints, \$190,000 from the
- 29 General Fund for fiscal year 2008-09; and
- 30           ▶ as an ongoing appropriation subject to future budget constraints, \$7,646,100 from
- 31 the Uniform School fund for fiscal year 2008-09.

32 **Other Special Clauses:**

33           None

34 **Utah Code Sections Affected:**

35 ENACTS:

36           **53A-17a-154**, Utah Code Annotated 1953

37           **53A-17a-155**, Utah Code Annotated 1953



39 *Be it enacted by the Legislature of the state of Utah:*

40           Section 1. Section **53A-17a-154** is enacted to read:

41           **53A-17a-154. Teacher Salary Supplement Program.**

42           (1) As used in this section:

43           (a) "Course work equivalent of a major" means 30 semester hours or 45 quarter hours  
44 of university or college work in a single academic area.

45           (b) "Eligible teacher" means a teacher who:

46           (i) has an assignment to teach:

47           (A) a secondary school level mathematics course;

48           (B) integrated science in grade 7 or 8;

49           (C) chemistry; or

50           (D) physics;

51           (ii) holds the appropriate endorsement for the assigned course;

52           (iii) has qualifying educational background; and

53           (iv) (A) is a new employee; or

54           (B) received a satisfactory rating or above on the teacher's most recent evaluation.

55           (c) "Qualifying educational background" means:

56           (i) a teacher who is assigned a secondary school level mathematics course and who

57 has:

58 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; or

59 (B) (I) a bachelor's degree in any major; and

60 (II) a course work equivalent of a major in mathematics; and

61 (ii) a teacher who is assigned a grade 7 or 8 integrated science course, chemistry  
62 course, or physics course and who has:

63 (A) a bachelor's degree major, master's degree, or doctoral degree in:

64 (I) integrated science;

65 (II) chemistry;

66 (III) physics;

67 (IV) physical science; or

68 (V) general science; or

69 (B) (I) a bachelor's degree in any major; and

70 (II) a course work equivalent of a major in an academic area listed in Subsections

71 (1)(c)(ii)(A)(I) through (V).

72 (2) (a) Subject to future budget constraints, the Legislature shall annually appropriate  
73 money to the Teacher Salary Supplement Restricted Account established in Section  
74 53A-17a-155 to fund the Teacher Salary Supplement Program.

75 (b) Money appropriated for the Teacher Salary Supplement Program shall include  
76 money for the following employer-paid benefits:

77 (i) retirement;

78 (ii) workers' compensation;

79 (iii) Social Security; and

80 (iv) Medicare.

81 (3) (a) The annual salary supplement is \$5,000 for an eligible teacher who:

82 (i) is assigned full-time to teach one or more courses listed in Subsections (1)(b)(i)(A)  
83 through (D); and

84 (ii) meets the requirements of Subsections (1)(b)(ii) and (iii) for each course  
85 assignment.

86 (b) An eligible teacher who has a part-time assignment to teach one or more courses  
87 listed in Subsections (1)(b)(i)(A) through (D) shall receive a partial salary supplement based on

88 the number of hours worked in a course assignment that meets the requirements of Subsections  
89 (1)(b)(ii) and (iii).

90 (4) The Department of Human Resource Management shall:

91 (a) create an on-line application system for a teacher to apply to receive a salary  
92 supplement through the Teacher Salary Supplement Program;

93 (b) determine if a teacher:

94 (i) is an eligible teacher; and

95 (ii) has a course assignment as listed in Subsections (1)(b)(i)(A) through (D);

96 (c) verify, as needed, the determinations made under Subsection (4)(b) with school  
97 district and school administrators; and

98 (d) certify a list of eligible teachers and the amount of their salary supplement, sorted  
99 by school district and charter school, to the Division of Finance.

100 (5) (a) An eligible teacher shall apply with the Department of Human Resource  
101 Management prior to the conclusion of a school year to receive the salary supplement  
102 authorized in this section.

103 (b) An eligible teacher may apply with the Department of Human Resource  
104 Management, after verification that the requirements under this section have been satisfied, to  
105 receive a salary supplement after the completion of:

106 (i) the school year as an annual award; or

107 (ii) a semester or trimester as a partial award based on the portion of the school year  
108 that has been completed.

109 (6) (a) The Division of Finance shall distribute monies from the Teacher Salary  
110 Supplement Restricted Account to school districts and charter schools for the Teacher Salary  
111 Supplement Program in accordance with the provisions of this section.

112 (b) The Department of Human Resource Management shall include the employer-paid  
113 benefits described under Subsection (2)(b) in the amount of each salary supplement certified to  
114 the Division of Finance.

115 (c) The employer-paid benefits described under Subsection (2)(b) are an addition to the  
116 salary supplement limits described under Subsection (3).

117 (7) (a) Money received from the Teacher Salary Supplement Restricted Account shall  
118 be used by a school district or charter school to provide a salary supplement equal to the

119 amount specified for each eligible teacher.

120 (b) The salary supplement is part of the teacher's base pay, subject to the teacher's  
121 qualification as an eligible teacher every year, semester, or trimester.

122 (8) The State Board of Education shall cooperate with the Department of Human  
123 Resource Management as it administers the Teacher Salary Supplement Program by:

124 (a) providing or verifying teacher data, as requested; and

125 (b) making information technology resources available.

126 (9) Notwithstanding the provisions of this section, if the appropriation for the program  
127 is insufficient to cover the costs associated with salary supplements, the Department of Human  
128 Resource Management may limit or reduce the salary supplements.

129 Section 2. Section **53A-17a-155** is enacted to read:

130 **53A-17a-155. Teacher Salary Supplement Restricted Account.**

131 (1) There is created within the Uniform School Fund a restricted account known as the  
132 "Teacher Salary Supplement Restricted Account."

133 (2) The account shall be funded from appropriations made to the account by the  
134 Legislature.

135 (3) The account shall be used to fund teacher salary supplements for school districts  
136 and charter schools as provided in Section 53A-17a-154.

137 (4) The Division of Finance shall distribute account monies to school districts and  
138 charter schools for the Teacher Salary Supplement Program as provided in Section  
139 53A-17a-154.

140 Section 3. **One-time appropriation to the Department of Human Resource**  
141 **Management.**

142 There is appropriated \$127,000 from the General Fund for fiscal year 2007-08 only, to  
143 the Department of Human Resource Management for costs to administer the Teacher Salary  
144 Supplement Program established in Section 53A-17a-154.

145 Section 4. **Ongoing appropriation to the Department of Human Resource**  
146 **Management.**

147 As an ongoing appropriation subject to future budget constraints, there is appropriated  
148 for fiscal year 2008-09, \$190,000 from the General Fund to the Department of Human  
149 Resource Management for administration of the Teacher Salary Supplement Program

150 established in Section 53A-17a-154.

151           Section 5. **Ongoing appropriation to the Teacher Salary Supplement Restricted**  
152 **Account.**

153           As an ongoing appropriation subject to future budget constraints, there is appropriated  
154 for fiscal year 2008-09, \$7,646,100 from the Uniform School Fund to the Teacher Salary  
155 Supplement Restricted Account established in Section 53A-17a-155.

---

---

**S.B. 35 1st Sub. (Green) - Differentiated Pay for Teachers**

**Fiscal Note**

2008 General Session  
State of Utah

---

---

**State Impact**

Enactment of this bill appropriates \$127,000 one-time General Fund for FY 2008 and \$190,000 ongoing General Fund beginning FY 2009 to the Department of Human Resource Management. The bill also appropriates \$7,646,100 in ongoing Uniform School Funds to the Teacher Salary Supplement Restricted Account beginning FY 2009.

	<u>FY 2008</u> <u>Approp.</u>	<u>FY 2009</u> <u>Approp.</u>	<u>FY 2010</u> <u>Approp.</u>	<u>FY 2008</u> <u>Revenue</u>	<u>FY 2009</u> <u>Revenue</u>	<u>FY 2010</u> <u>Revenue</u>
General Fund	\$0	\$190,000	\$190,000	\$0	\$0	\$0
General Fund, One-Time	\$127,000	\$0	\$0	\$0	\$0	\$0
Uniform School Fund	\$0	\$7,646,100	\$7,646,100	\$0	\$0	\$0
<b>Total</b>	<b>\$127,000</b>	<b>\$7,836,100</b>	<b>\$7,836,100</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

---

**Individual, Business and/or Local Impact**

Enactment of this bill likely will not result in direct, measurable costs for individuals, businesses, or local governments.