

1 **TEACHER SALARY SUPPLEMENT PROGRAM AMENDMENTS**

2 2014 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Bradley G. Last**

5 Senate Sponsor: Howard A. Stephenson

7 **LONG TITLE**

8 **General Description:**

9 This bill modifies the Teacher Salary Supplement Program.

10 **Highlighted Provisions:**

11 This bill:

- 12 ▶ replaces the Department of Human Resource Management with the State Board of
13 Education as the administrator of the Teacher Salary Supplement Program; and
14 ▶ makes technical changes.

15 **Money Appropriated in this Bill:**

16 None

17 **Other Special Clauses:**

18 This bill takes effect on July 1, 2014.

19 **Utah Code Sections Affected:**

20 AMENDS:

21 **53A-17a-156**, as last amended by Laws of Utah 2011, Chapters 340 and 399

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

24 Section 1. Section **53A-17a-156** is amended to read:

25 **53A-17a-156. Teacher Salary Supplement Program -- Appeal process.**

26 (1) As used in this section:

27 ~~[(a) "Department" means the Department of Human Resource Management,~~
28 ~~established in Section **67-19-5**.]~~

29 (a) "Board" means the State Board of Education.

- 30 (b) "Eligible teacher" means a teacher who:
- 31 (i) has an assignment to teach:
- 32 (A) a secondary school level mathematics course;
- 33 (B) integrated science in grade seven or eight;
- 34 (C) chemistry; or
- 35 (D) physics;
- 36 (ii) holds the appropriate endorsement for the assigned course;
- 37 (iii) has qualifying educational background; and
- 38 (iv) (A) is a new employee; or
- 39 (B) received a satisfactory rating or above on the teacher's most recent evaluation.
- 40 (c) "Qualifying educational background" means:
- 41 (i) for a teacher who is assigned a secondary school level mathematics course:
- 42 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; or
- 43 (B) a bachelor's degree major, master's degree, or doctoral degree that has course
- 44 requirements that are substantially equivalent to the course requirements for a bachelor's degree
- 45 major, master's degree, or doctoral degree in mathematics; and
- 46 (ii) for a teacher who is assigned a grade seven or eight integrated science course,
- 47 chemistry course, or physics course, a bachelor's degree major, master's degree, or doctoral
- 48 degree in:
- 49 (A) integrated science;
- 50 (B) chemistry;
- 51 (C) physics;
- 52 (D) physical science;
- 53 (E) general science; or
- 54 (F) a bachelor's degree major, master's degree, or doctoral degree that has course
- 55 requirements that are substantially equivalent to the course requirements of those required for a
- 56 degree listed in Subsections (1)(c)(ii)(A) through (E).
- 57 (2) (a) Subject to future budget constraints, the Legislature shall annually appropriate

58 money to the Teacher Salary Supplement Restricted Account established in Section
59 [53A-17a-157](#) to fund the Teacher Salary Supplement Program.

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

- 62 (i) retirement;
- 63 (ii) workers' compensation;
- 64 (iii) Social Security; and
- 65 (iv) Medicare.

66 (3) (a) Beginning in fiscal year 2008-09, the annual salary supplement is \$4,100 for an
67 eligible teacher who:

- 68 (i) is assigned full time to teach one or more courses listed in Subsections (1)(b)(i)(A)
69 through (D); and
- 70 (ii) meets the requirements of Subsections (1)(b)(ii) and (iii) for each course
71 assignment.

72 (b) An eligible teacher who has a part-time assignment to teach one or more courses
73 listed in Subsections (1)(b)(i)(A) through (D) shall receive a partial salary supplement based on
74 the number of hours worked in a course assignment that meets the requirements of Subsections
75 (1)(b)(ii) and (iii).

76 (4) The ~~[department]~~ board shall:

77 (a) create an online application system for a teacher to apply to receive a salary
78 supplement through the Teacher Salary Supplement Program;

79 (b) determine if a teacher:

- 80 (i) is an eligible teacher; and
- 81 (ii) has a course assignment as listed in Subsections (1)(b)(i)(A) through (D);

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

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

86 (5) (a) An eligible teacher shall apply with the [department] board before the
87 conclusion of a school year to receive the salary supplement authorized in this section.

88 (b) An eligible teacher may apply with the [department] board, after verification that
89 the requirements under this section have been satisfied, to receive a salary supplement after the
90 completion of:

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

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

94 (6) (a) The [department] board shall establish and administer an appeal process for a
95 teacher to follow if the teacher applies for the salary supplement and is not certified under
96 Subsection (4)(d).

97 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to
98 appeal on the basis that the teacher has a degree or degree major with course requirements that
99 are substantially equivalent to the course requirements for a degree listed in Subsection
100 (1)(c)(i)(A) or Subsections (1)(c)(ii)(A) through (E).

101 (ii) A teacher shall provide transcripts and other documentation to the [department]
102 board in order for the [department] board to determine if the teacher has a degree or degree
103 major with course requirements that are substantially equivalent to the course requirements for
104 a degree listed in Subsection (1)(c)(i)(A) or Subsections (1)(c)(ii)(A) through (E).

105 (7) (a) The Division of Finance shall distribute money from the Teacher Salary
106 Supplement Restricted Account to school districts and charter schools for the Teacher Salary
107 Supplement Program in accordance with the provisions of this section.

108 (b) The [department] board shall include the employer-paid benefits described under
109 Subsection (2)(b) in the amount of each salary supplement certified to the Division of Finance.

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

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

114 amount specified for each eligible teacher.

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

117 [~~(9) The State Board of Education shall cooperate with the department as it administers
118 the Teacher Salary Supplement Program by:]~~

119 [~~(a) providing or verifying teacher data, as requested;]~~

120 [~~(b) making information technology resources available; and]~~

121 [~~(c) providing course descriptions, degree requirements, and other information
122 requested by the department in order for the department to determine if a teacher has a degree
123 or degree major with course requirements that are substantially equivalent to the course
124 requirements for a degree listed in Subsection (1)(c)(i)(A) or Subsections (1)(c)(ii)(A) through
125 (E), as part of the appeal process described in Subsection (6).]~~

126 [~~(10)~~ (9) Notwithstanding the provisions of this section, if the appropriation for the
127 program is insufficient to cover the costs associated with salary supplements, the [department]
128 board may limit or reduce the salary supplements.

129 Section 2. **Effective date.**

130 This bill takes effect on July 1, 2014.