

**PUBLIC EDUCATION HUMAN RESOURCE MANAGEMENT**

**AMENDMENTS**

2014 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Aaron Osmond**

House Sponsor: Francis D. Gibson

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**LONG TITLE**

**General Description:**

This bill modifies provisions relating to human resource management policies applicable to public education employees.

**Highlighted Provisions:**

This bill:

- ▶ modifies the date when a school district is required to adopt an educator evaluation system in accordance with a State Board of Education framework; and
- ▶ modifies the date when a public education employee's advancement on a wage or salary scale is primarily based on an evaluation.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**53A-8a-409**, as enacted by Laws of Utah 2012, Chapter 425

**53A-8a-601**, as enacted by Laws of Utah 2012, Chapter 425

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



28 Section 1. Section **53A-8a-409** is amended to read:

29 **53A-8a-409. State Board of Education to establish a framework for the**  
30 **evaluation of educators.**

31 The State Board of Education shall make rules:

32 (1) establishing a framework for the evaluation of educators that is consistent with the  
33 requirements of Part 3, Employee Evaluations, and this part;

34 (2) requiring a teacher's summative evaluation to be based on:

35 (a) student learning growth or achievement, if measures of student learning growth are  
36 not available; and

37 (b) standards of instructional quality; and

38 (3) requiring each school district to fully implement an evaluation system for educators  
39 in accordance with the framework established by the State Board of Education no later than the  
40 [~~2014-15~~] 2015-16 school year.

41 Section 2. Section **53A-8a-601** is amended to read:

42 **53A-8a-601. State Board of Education to make rules on performance**  
43 **compensation.**

44 (1) The State Board of Education shall make rules requiring a school district's  
45 employee compensation system to be aligned with the district's annual evaluation system.

46 (2) Rules adopted under Subsection (1) shall:

47 (a) establish a timeline for developing and implementing an employee compensation  
48 system that is aligned with an annual evaluation system; and

49 (b) provide that beginning no later than the [~~2015-16~~] 2016-17 school year:

50 (i) any advancement on an adopted wage or salary schedule shall be based primarily on  
51 an evaluation; and

52 (ii) an employee may not advance on an adopted wage or salary schedule if the  
53 employee's rating on the most recent evaluation is at the lowest level of an evaluation  
54 instrument.

**Legislative Review Note**  
as of 10-18-13 3:07 PM

**Office of Legislative Research and General Counsel**