

## S.B. 101

# PUBLIC EDUCATION HUMAN RESOURCE MANAGEMENT AMENDMENTS

SENATE FLOOR AMENDMENTS

AMENDMENT 1

FEBRUARY 20, 2014 3:30 PM

Senator **Aaron Osmond** proposes the following amendments:

1. *Page 1, Lines 13 through 17:*

13 This bill:

14 ▶ modifies the date when a school district is required to adopt ~~{an educator}~~ evaluation

15 ~~{system}~~ systems for educators and school and district administrators in accordance with a State Board of Education framework; and

16 ▶ modifies the date when ;  
• a public education employee's advancement on a wage or

17 salary scale is primarily based on an evaluation ~~{-}~~ ; and  
• a school or district administrator's salary is based on the school or district administrator's most recent evaluation.

2. *Page 1, Lines 23 through 25:*

23 AMENDS:

24 53A-8a-409, as enacted by Laws of Utah 2012, Chapter 425

25 53A-8a-601, as enacted by Laws of Utah 2012, Chapter 425

= 53A-8a-702, as enacted by Laws of Utah 2012, Chapter 425  
53A-8a-703, as enacted by Laws of Utah 2012, Chapter 425

3. *Page 2, Lines 53 through 54:*

53 employee's rating on the most recent evaluation is at the lowest level of an evaluation

54 instrument.

= Section 3. Section 53A-8A-702 is amended to read:  
**53A-8a-702. Evaluation of school and district administrators.**

The State Board of Education shall:

(1) establish in rules a framework for the evaluation of school and district administrators that includes the following components:

(a) student achievement indicators emphasizing learning growth and proficiency;

(b) the results of an evaluation tool utilized by the local school board that includes input from employees, parents, and students;

(c) the effectiveness of evaluating employee performance in a school or district for which the school or district administrator has responsibility; and

(d) other factors as determined by a local school board in implementing state law and State Board of

Education rules; and

(2) require each school district to fully implement an evaluation system for school and district administrators in accordance with the framework established by the State Board of Education no later than the ~~{2014-15}~~ 2015-16 school year.

= **Section 4. Section 53A-8A-703 is amended to read:**

**53A-8a-703. Compensation of school and district administrators.**

(1) Beginning no later than the ~~{2015-16}~~ 2016-17 school year, a school or district administrator's salary shall be based on the school or district administrator's most recent evaluation.

(2) A school district shall continue each year to award any salary increases to a school or district administrator based on an evaluation administered pursuant to Section 53A-8a-702 until at least 15% of a school or district administrator's salary is contingent upon the evaluation administered pursuant to Section 53A-8a-702.