

Educator Salary Adjustment

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: John Arthur

Senate Sponsor:

LONG TITLE**General Description:**

This bill repeals a provision that makes the amount of the educator salary adjustment dependent on the operation of the Utah Fits All Scholarship Program.

Highlighted Provisions:

This bill:

- repeals a provision that makes the amount of the educator salary adjustment dependent on the operation of the Utah Fits All Scholarship Program; and
- makes technical changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

This bill provides a special effective date.

Utah Code Sections Affected:

AMENDS:

53F-2-405, as last amended by Laws of Utah 2025, Chapter 165

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

Section 1. Section **53F-2-405** is amended to read:

53F-2-405 . Educator salary adjustments.

(1) As used in this section, "educator" means a person employed by a school district, charter school, regional education service agency, or the Utah Schools for the Deaf and the Blind who holds:

- (a)(i) a license issued by the state board; and
- (ii) a position as a:
 - (A) classroom teacher;
 - (B) speech pathologist;
 - (C) librarian or media specialist;

- 31 (D) preschool teacher;
32 (E) mentor teacher;
33 (F) teacher specialist or teacher leader;
34 (G) guidance counselor;
35 (H) audiologist;
36 (I) psychologist; or
37 (J) social worker; or
38 (b)(i) a license issued by the Division of Professional Licensing; and
39 (ii) a position as a social worker.
- 40 (2) In recognition of the need to attract and retain highly skilled and dedicated educators,
41 the Legislature shall annually appropriate money for educator salary adjustments,
42 subject to future budget constraints.
- 43 (3)(a) The state board shall distribute to each school district, each charter school, each
44 regional education service agency, and the Utah Schools for the Deaf and the Blind
45 money that the Legislature appropriates for educator salary adjustments based on the
46 number of educator positions described in Subsection (1) in the school district, the
47 charter school, each regional education service agency, or the Utah Schools for the
48 Deaf and the Blind.
- 49 (b) Notwithstanding Subsection (3)(a), if appropriations are insufficient to provide the
50 full amount of educator salary adjustments described in this section, the state board
51 shall distribute money appropriated for educator salary adjustments to school
52 districts, charter schools, each regional education service agency, and the Utah
53 Schools for the Deaf and the Blind in proportion to the number of
54 full-time-equivalent educator positions in a school district, a charter school, each
55 regional education service agency, or the Utah Schools for the Deaf and the Blind as
56 compared to the total number of full-time-equivalent educator positions in school
57 districts, charter schools, each regional education service agency, and the Utah
58 Schools for the Deaf and the Blind.
- 59 (4) A school district, a charter school, each regional education service agency, or the Utah
60 Schools for the Deaf and the Blind shall award bonuses to educators as follows:
61 (a) for fiscal year 2026, the amount of the salary adjustment for each
62 full-time-equivalent educator is[:]
63 [~~(i) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is funded and in effect,~~]
64 \$10,350;[~~or~~]

- 65 ~~[(ii) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is not funded and in~~
66 ~~effect, \$5,175;]~~
- 67 (b) an individual who is not a full-time educator shall receive a partial salary adjustment
68 based on the number of hours the individual works as an educator;
- 69 (c) a salary adjustment may not be awarded if an educator has received an unsatisfactory
70 rating on the educator's three most recent evaluations; and
- 71 (d) for a fiscal year beginning on or after July 1, 2024, the amount of the salary
72 adjustment is equal to:
- 73 (i) the amount of salary adjustment in the preceding fiscal year; and
- 74 (ii) a percentage increase that is equal to the percentage increase in the value of the
75 WPU in the preceding fiscal year.
- 76 (5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
77 state board:
- 78 (a) shall make rules to ensure that the LEAs do not:
- 79 (i) reduce or supplant a compensation increase from an increase in the WPU value
80 with an increase from the salary supplement in this section; or
- 81 (ii) reduce or artificially limit a teacher's salary to convert the salary supplement in
82 this section into a windfall to the LEA; and
- 83 (b) may make rules as necessary to administer this section.
- 84 (6)(a) Subject to future budget constraints, the Legislature shall appropriate sufficient
85 money each year to:
- 86 (i) maintain educator salary adjustments provided in prior years; and
- 87 (ii) provide educator salary adjustments to new employees.
- 88 (b) Money appropriated for educator salary adjustments shall include money for the
89 following employer-paid benefits:
- 90 (i) retirement;
- 91 (ii) worker's compensation;
- 92 (iii) social security; and
- 93 (iv) Medicare.
- 94 (7)(a) Subject to future budget constraints, the Legislature shall:
- 95 (i) maintain the salary adjustments provided to school administrators in the 2007-08
96 school year; and
- 97 (ii) provide salary adjustments for new school administrators in the same amount as
98 provided for existing school administrators.

(b) The appropriation provided for educator salary adjustments described in this section shall include salary adjustments for school administrators as specified in Subsection (7)(a).

(c) In distributing and awarding salary adjustments for school administrators, the state board, a school district, a charter school, each regional education service agency, or the Utah Schools for the Deaf and the Blind shall comply with the requirements for the distribution and award of educator salary adjustments as provided in Subsections (3) and (4).

Section 2. Effective Date.

This bill takes effect on July 1, 2026.