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Educator Compensation Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Karen Kwan

House Sponsor:

2

LONG TITLE

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General Description:

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This bill amends a provision that ties the amount of the educator salary adjustment to the
5 operation of the Utah Fits All Scholarship Program.

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Highlighted Provisions:

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This bill:

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- 9 ▶ amends a provision that ties the amount of the educator salary adjustment to the operation
- 10 of the Utah Fits All Scholarship Program to preserve the existing salary amount
- 11 regardless of litigation; and

12 ▶ makes technical changes.

13 **Money Appropriated in this Bill:**

14 None

15 **Other Special Clauses:**

16 None

17 **Utah Code Sections Affected:**

18 **AMENDS:**

19 **53F-2-405**, as last amended by Laws of Utah 2025, Chapter 165

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

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

23 **53F-2-405 . Educator salary adjustments.**

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

27 (a)(i) a license issued by the state board; and

28 (ii) a position as a:

29 (A) classroom teacher;

30 (B) speech pathologist;

- 31 (C) librarian or media specialist;
- 32 (D) preschool teacher;
- 33 (E) mentor teacher;
- 34 (F) teacher specialist or teacher leader;
- 35 (G) guidance counselor;
- 36 (H) audiologist;
- 37 (I) psychologist; or
- 38 (J) social worker; or

39 (b)(i) a license issued by the Division of Professional Licensing; and
40 (ii) a position as a social worker.

41 (2) In recognition of the need to attract and retain highly skilled and dedicated educators,
42 the Legislature shall annually appropriate money for educator salary adjustments,
43 subject to future budget constraints.

44 (3)(a) The state board shall distribute to each school district, each charter school, each
45 regional education service agency, and the Utah Schools for the Deaf and the Blind
46 money that the Legislature appropriates for educator salary adjustments based on the
47 number of educator positions described in Subsection (1) in the school district, the
48 charter school, each regional education service agency, or the Utah Schools for the
49 Deaf and the Blind.

50 (b) Notwithstanding Subsection (3)(a), if appropriations are insufficient to provide the
51 full amount of educator salary adjustments described in this section, the state board
52 shall distribute money appropriated for educator salary adjustments to school
53 districts, charter schools, each regional education service agency, and the Utah
54 Schools for the Deaf and the Blind in proportion to the number of
55 full-time-equivalent educator positions in a school district, a charter school, each
56 regional education service agency, or the Utah Schools for the Deaf and the Blind as
57 compared to the total number of full-time-equivalent educator positions in school
58 districts, charter schools, each regional education service agency, and the Utah
59 Schools for the Deaf and the Blind.

60 (4) A school district, a charter school, each regional education service agency, or the Utah
61 Schools for the Deaf and the Blind shall award bonuses to educators as follows:

62 (a) for fiscal year 2026, the amount of the salary adjustment for each
63 full-time-equivalent educator is:
64 (i) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is funded and in effect or

enjoined or invalidated as unconstitutional through litigation, \$10,350; or

- (ii) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is not funded and in effect, except as described in Subsection (4)(a)(i), \$5,175;
- (b) an individual who is not a full-time educator shall receive a partial salary adjustment based on the number of hours the individual works as an educator;
- (c) a salary adjustment may not be awarded if an educator has received an unsatisfactory rating on the educator's three most recent evaluations; and
- (d) for a fiscal year beginning on or after July 1, 2024, the amount of the salary adjustment is equal to:
 - (i) the amount of salary adjustment in the preceding fiscal year; and
 - (ii) a percentage increase that is equal to the percentage increase in the value of the WPU in the preceding fiscal year.

(5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the state board:

- (a) shall make rules to ensure that the LEAs do not:
 - (i) reduce or supplant a compensation increase from an increase in the WPU value with an increase from the salary supplement in this section; or
 - (ii) reduce or artificially limit a teacher's salary to convert the salary supplement in this section into a windfall to the LEA; and
- (b) may make rules as necessary to administer this section.

(6)(a) Subject to future budget constraints, the Legislature shall appropriate sufficient money each year to:

- (i) maintain educator salary adjustments provided in prior years; and
- (ii) provide educator salary adjustments to new employees.

(b) Money appropriated for educator salary adjustments shall include money for the following employer-paid benefits:

- (i) retirement;
- (ii) worker's compensation;
- (iii) social security; and
- (iv) Medicare.

(7)(a) Subject to future budget constraints, the Legislature shall:

- (i) maintain the salary adjustments provided to school administrators in the 2007-08 school year; and
- (ii) provide salary adjustments for new school administrators in the same amount as

99 provided for existing school administrators.

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

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

108 **Section 2. Effective Date.**

109 This bill takes effect on May 6, 2026.