

# Teacher Salary Supplement Program- TSSP

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Annual Summary for FY 2013  
2012-2013 School Year



Department of  
**Human Resource Management**

# Teacher Salary Supplement Program- TSSP

2012-2013 School Year/FY13

Annual Report

The annual report for the Teacher Salary Supplement Program (TSSP) provides information showing how the money, appropriated for payment of teachers covered by this program, has been spent. This report is also meant to show the number of teachers receiving the bonus to reflect the productivity of the program and its ability to assist in recruitment and retention of teachers qualified in critical shortage areas identified by the Legislature.

## History of the Teacher Salary Supplement Program

In the 2008 General Session, the Legislature passed Senate Bill 2 which provided for the creation of the Teacher Salary Supplement Program. The Legislature identified “critical shortage” areas in Utah schools. Specifically identified were areas of study in which districts and charter schools were having a difficult time recruiting and retaining teachers with certain degree majors. Those critical shortage areas were targeted by the criteria established in **SB2**. However SB2 was amended in the 2011 general session to include an appeal process for those teachers whose applications were rejected. The guidelines and requirements for an appeal process are found in **H.B.110**. The maximum annual salary supplement for an eligible teacher is \$4,100.00.

## Abbreviations and Acronyms used throughout report

**LEA:** Local Educational Authority or Local Educational Agency. This would be the school district or the charter school where an applicant is working.

**SD:** School District. This abbreviation will help us distinguish between LEAs.

**CS:** Charter School. This abbreviation will help us distinguish between LEAs.

## Criteria found in House Bill 110

A teacher must meet all of the following criteria:

1. Have a current assignment to teach secondary mathematics; integrated science in grade 7 or 8; chemistry, or physics
2. Have a bachelor’s degree major, master’s degree or doctoral degree in mathematics, integrated science, general science, physical science, chemistry or physics; or a “substantially equivalent” degree major
3. Have the appropriate endorsement for the assigned course
4. A new teacher or a returning teacher who received a satisfactory or greater on their most recent performance review.

It is important to note that as a requirement of this program a teacher must self-nominate and submit an online application. The number of teachers who applied and qualified for the supplement may not represent all teachers who are potentially qualified under the program’s guidelines.

# Administration Budget

## **FY 2013**

### Summary of Administration Budget:

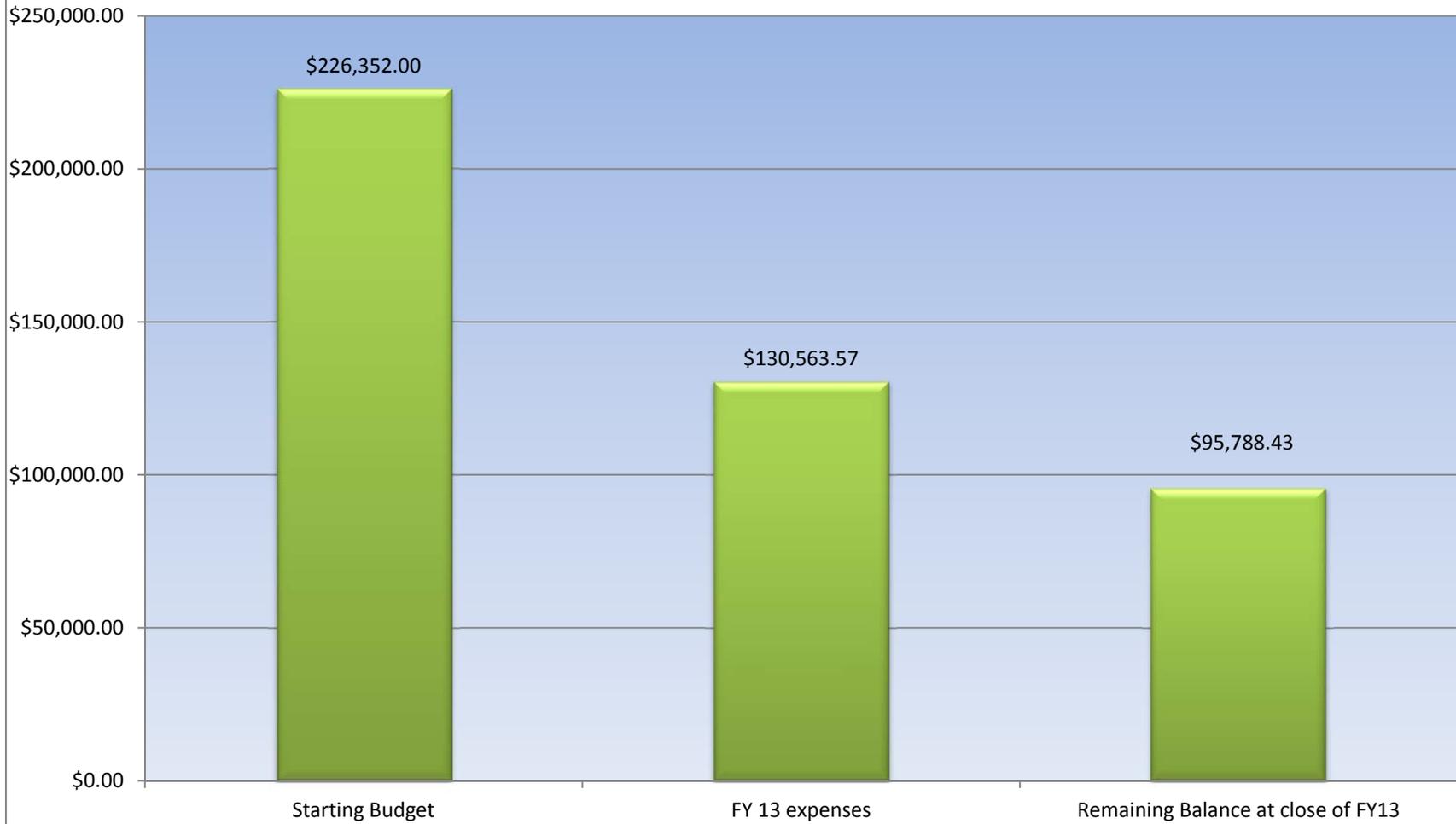
- \$226,352.00 was the original amount appropriated to DHRM for administration costs
- 130,563.57 FY13 operating expenses
- \$95,788.43 Remaining balance

## **FY 2012**

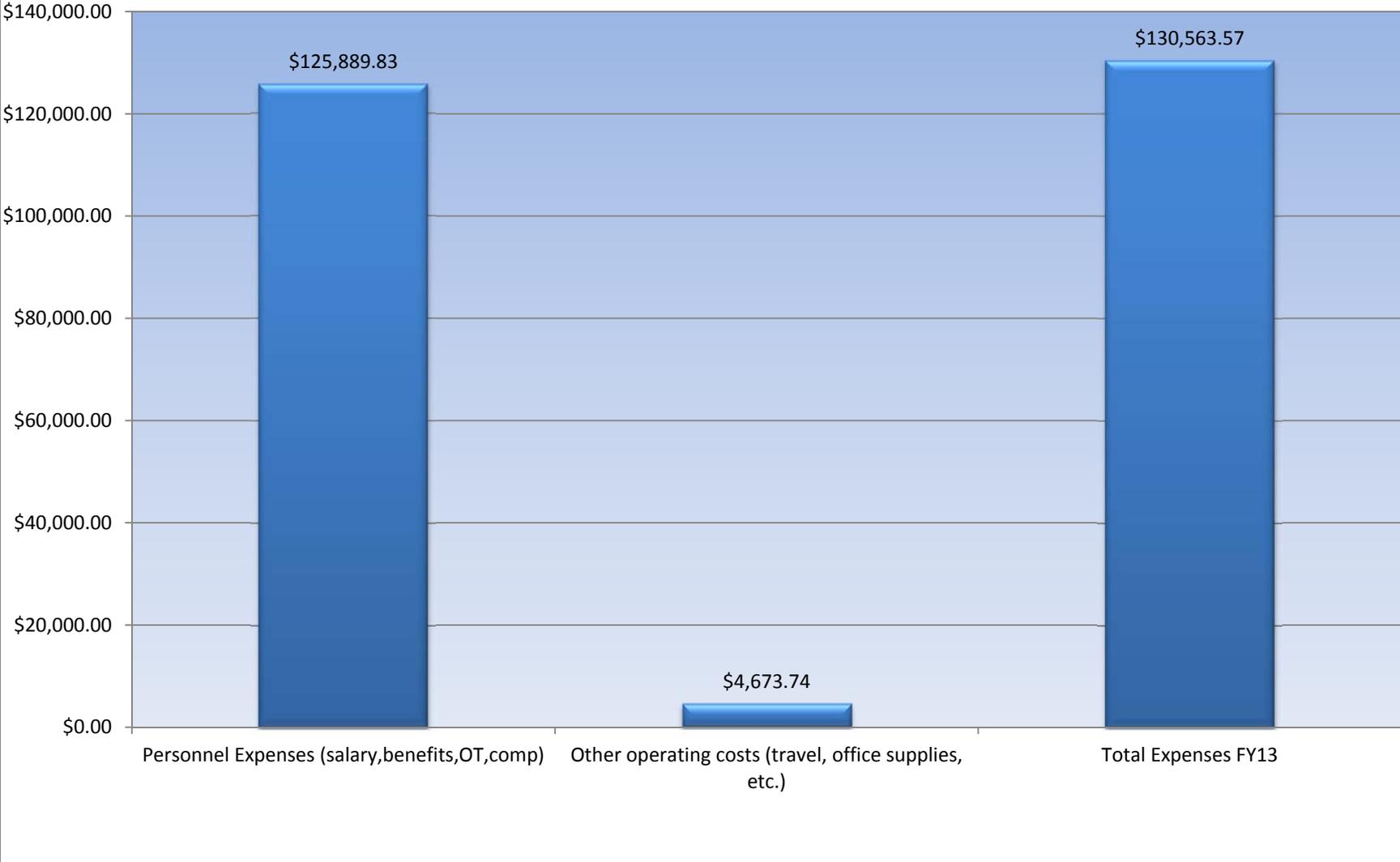
### Summary of Administration Budget:

- \$226,352.00 was the original amount appropriated to DHRM for administration costs
- 108,665.94 FY12 operating expenses
- \$117,686.06 Remaining balance

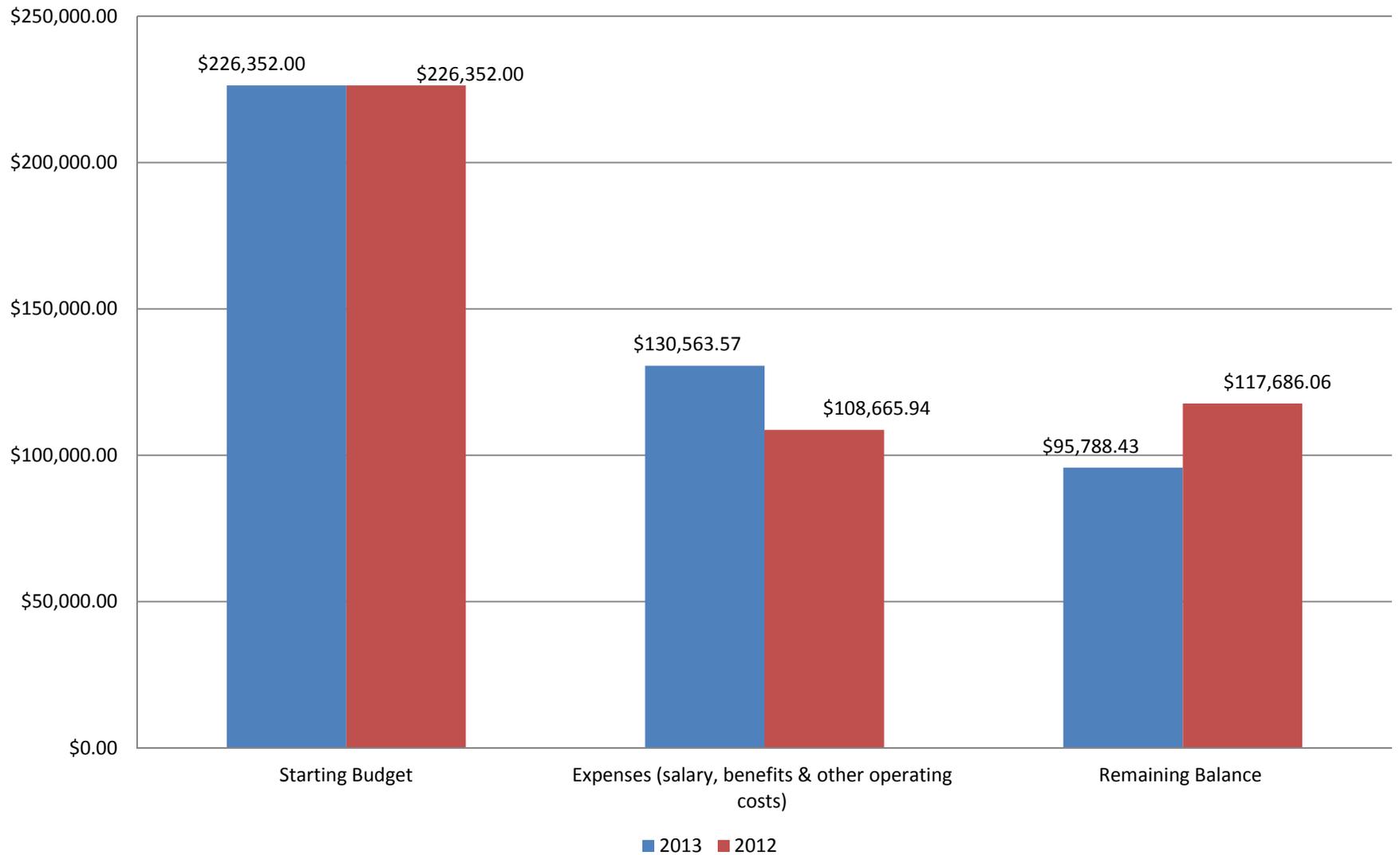
### DHRM Budget FY13



### DHRM Admin FY13 Expenses Detailed



## Comparison of FY13 and FY12 administration budget and expenses



# Application Information

## FY 2013

### Summary of Application Information:

- 1133 teachers submitted 1658 applications
- 1034 teachers qualified for money (1544 applications)
- 99 teachers were rejected (114 applications)
- **Appeals:** There were a total of 23 appeals (14 approved and 9 rejected).

(NOTE: The approved appeals are included in the total number of teachers qualified for the money and the rejected appeals are included in the number of teachers rejected).

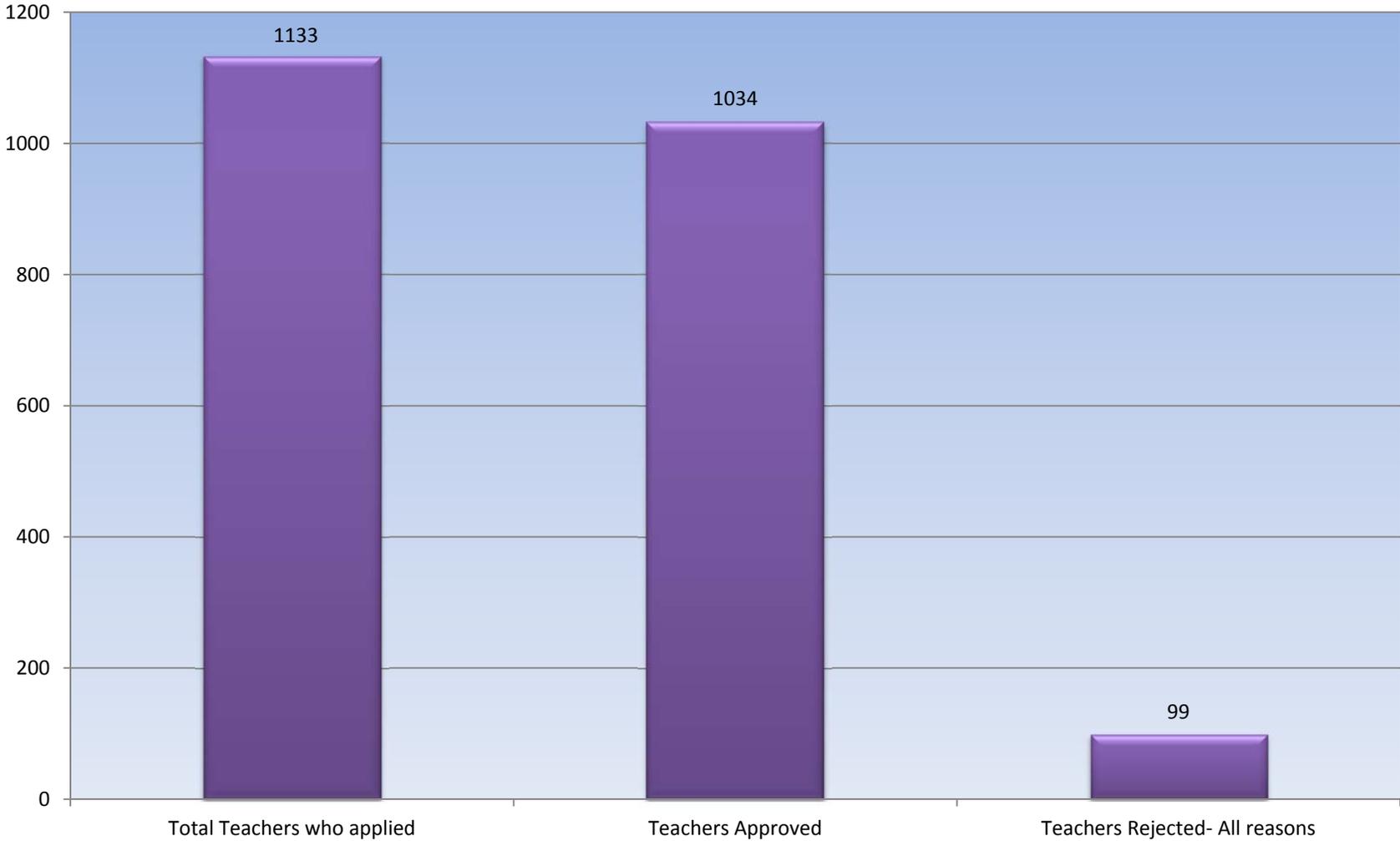
## FY 2012

### Summary of Application Information:

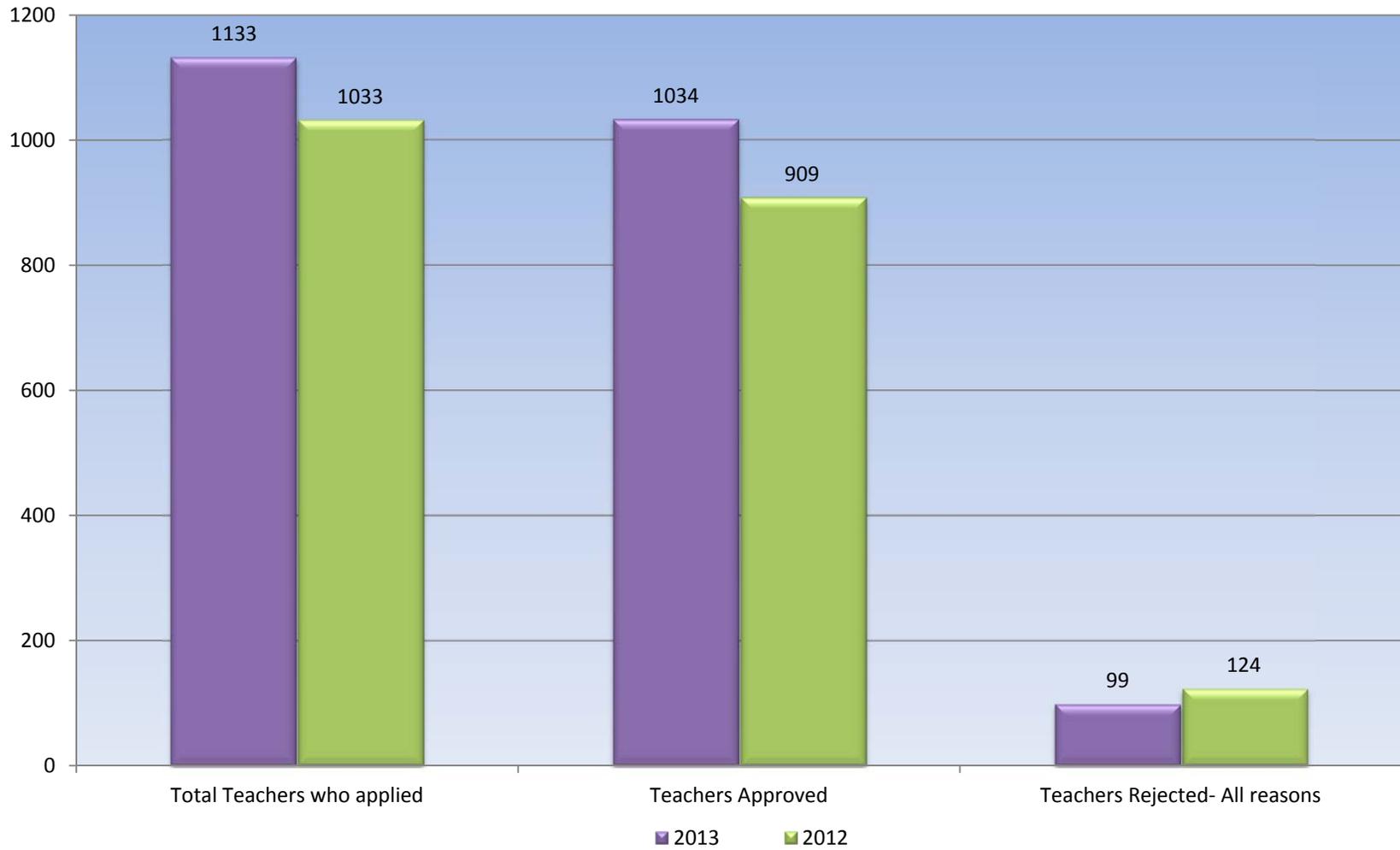
- 1033 teachers submitted 1501 applications
- 909 teachers qualified for money (1331 applications)
- 124 teachers were rejected (1 or more times) (170 applications)
- **Appeals:** There were a total of 36 appeals (16 approved and 20 rejected).

(NOTE: The approved appeals are included in the total number of teachers qualified for the money and the rejected appeals are included in the number of teachers rejected).

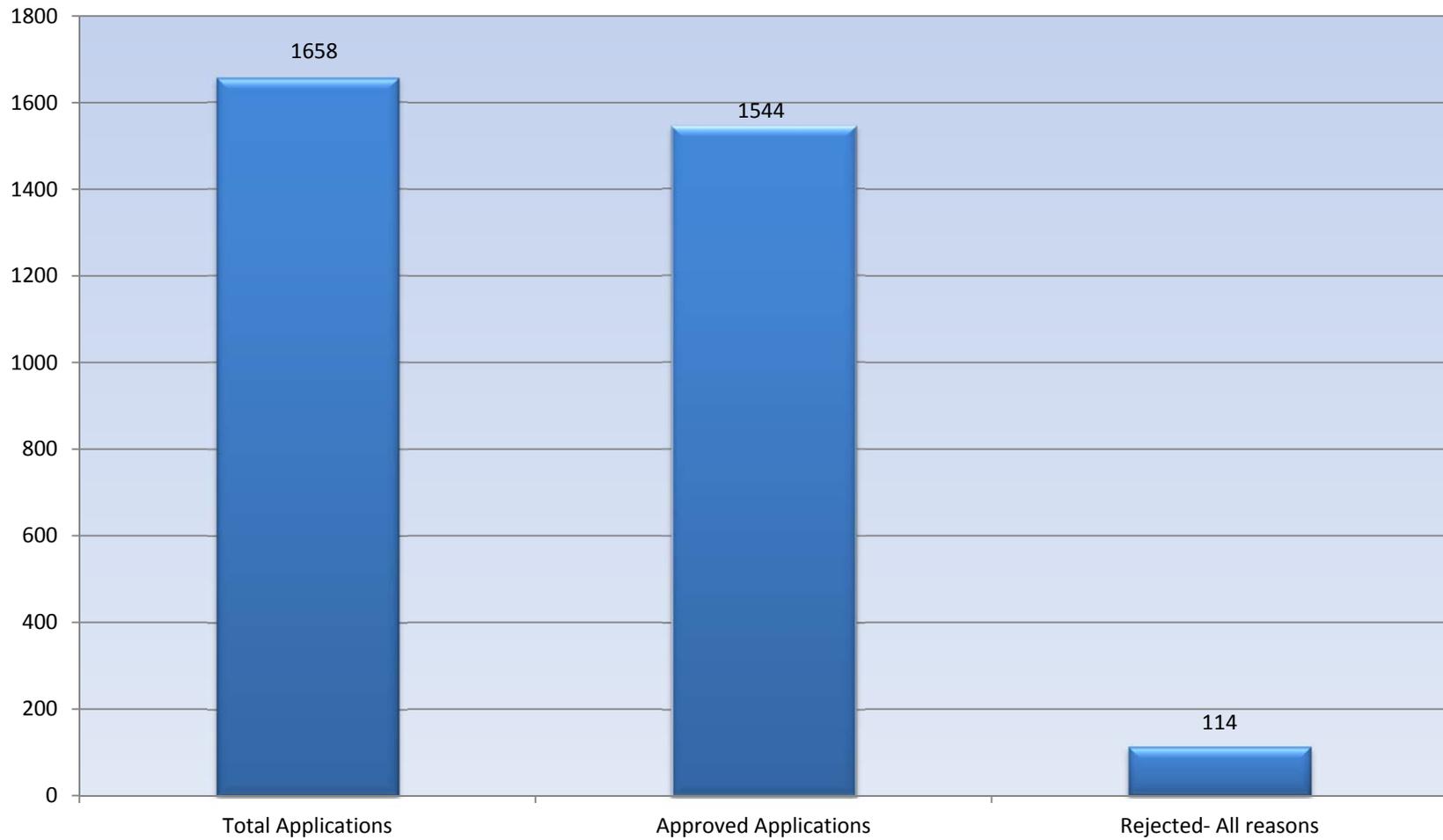
# Teacher Distribution:FY2013



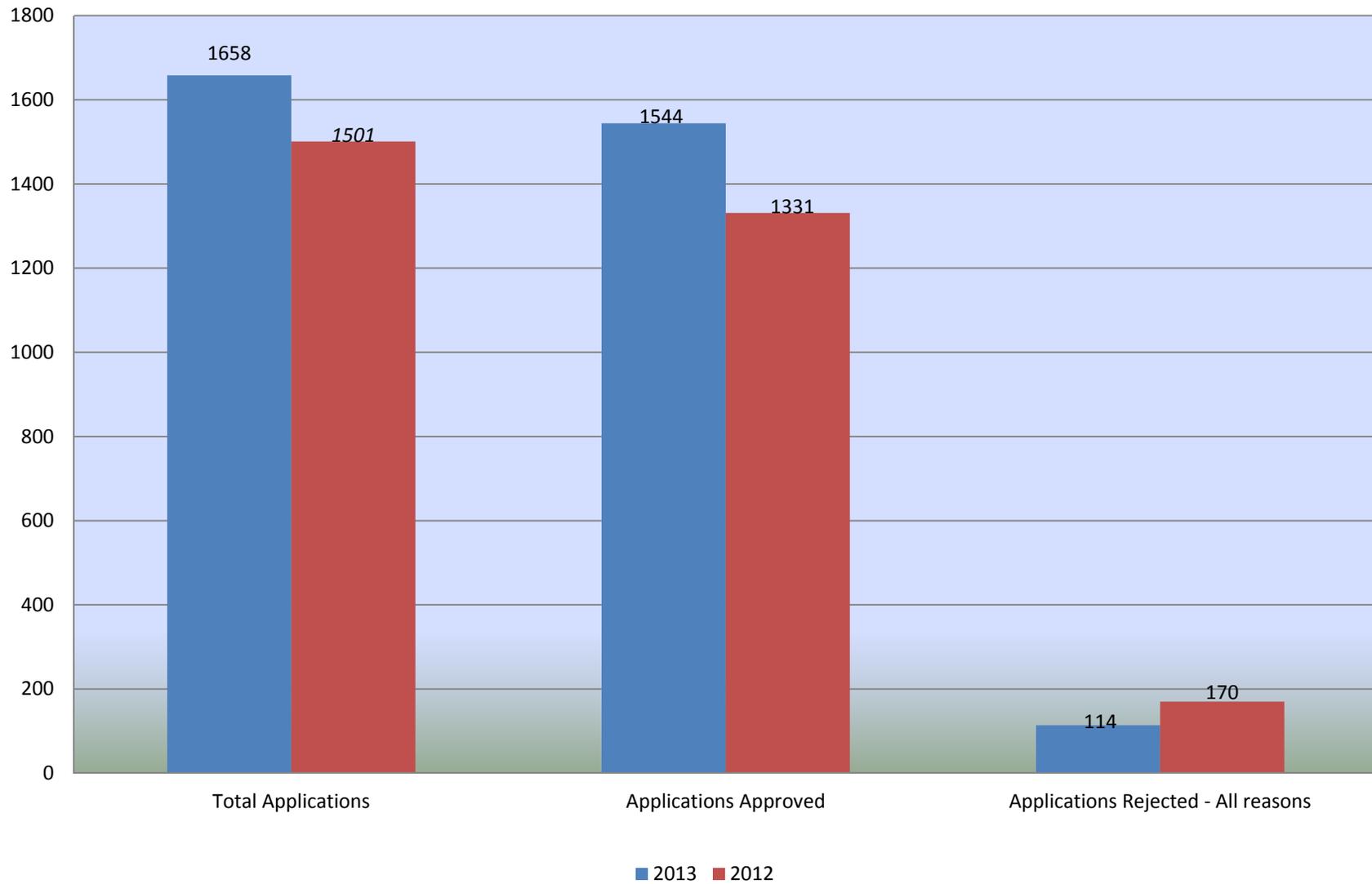
**Comparison of FY12 and FY13 Teacher numbers**



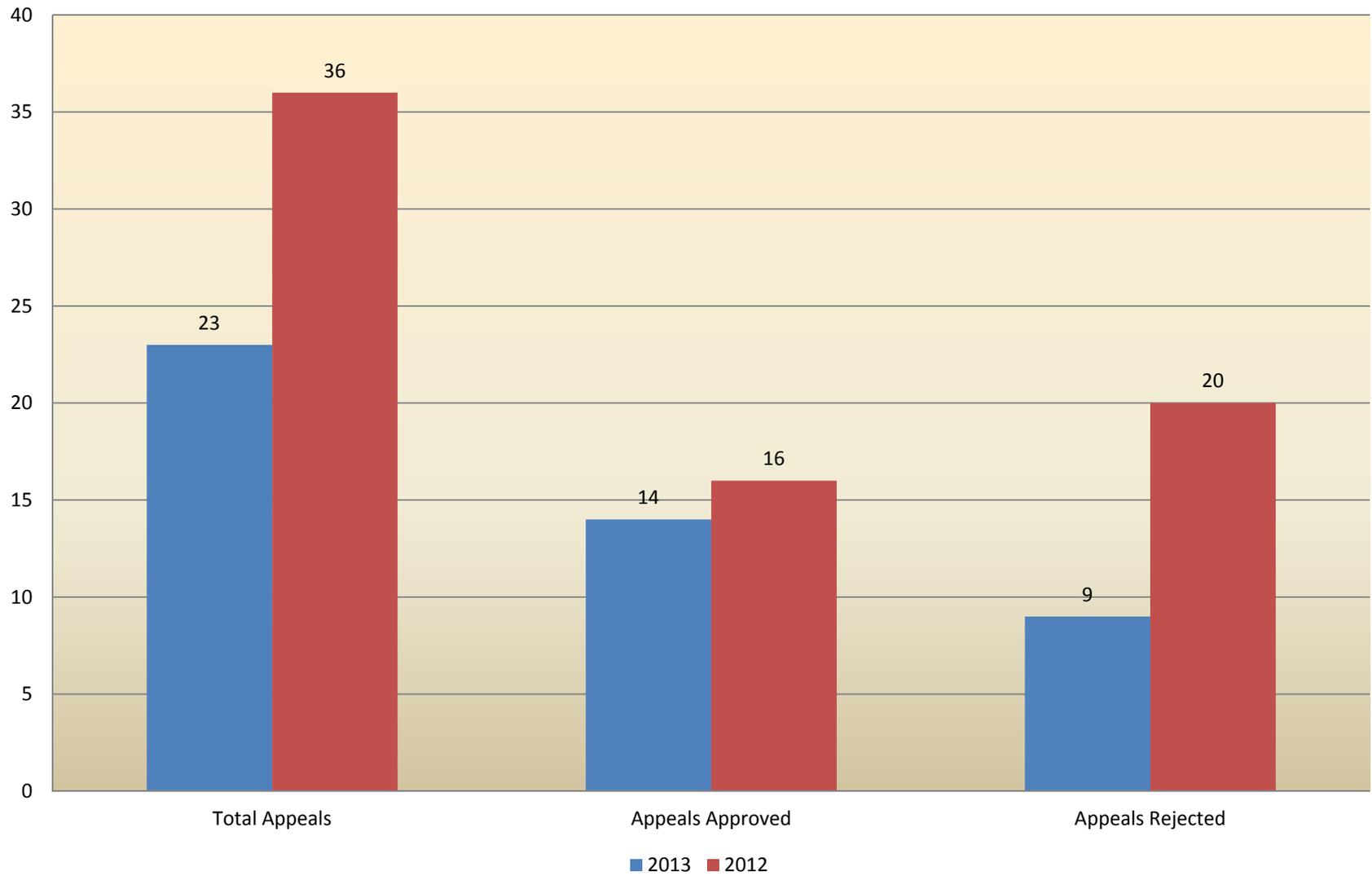
## Application Distribution: FY2013



## Comparison of FY12 and FY2013 applications



### Comparison of FY12 and FY13 appeals application numbers



# Teacher Payout Budget

## FY 2013

### Summary of Teacher Payout Budget:

- \$5,000,000 was appropriated for teacher (and LEA) payout
- **\$4,974,411.68** was paid out (**\$3,868,071.84** went to 1133 teachers and **\$1,106,339.84** went to LEAs for the employers portions of salary-driven benefits and taxes)
- \$25,588.32 is the balance remaining on the FY13 appropriation
- \$730,690.95 is the balance remaining on the FY12 appropriation
- \$225,091.41 is the balance remaining on the FY09 appropriation

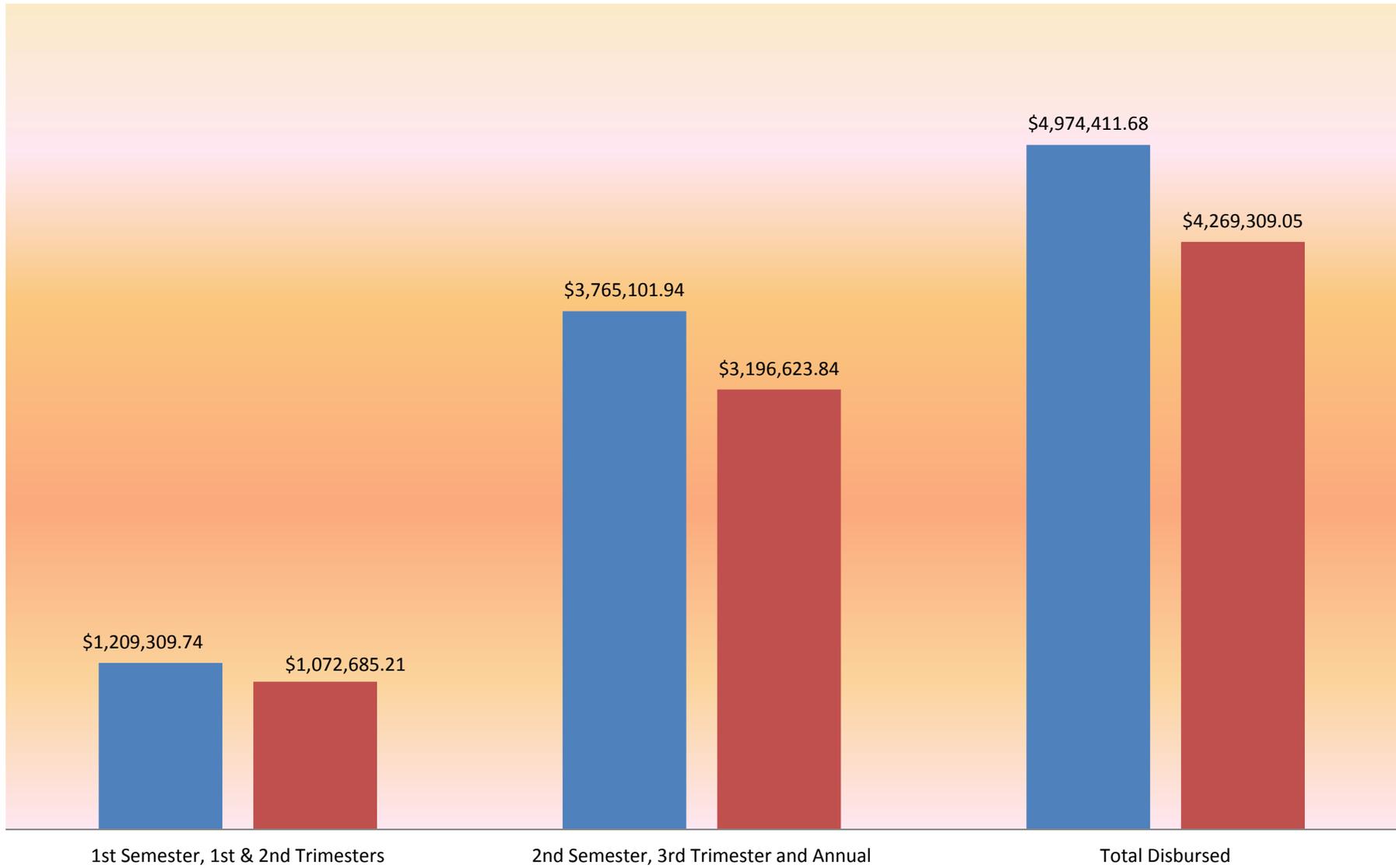
## FY 2012

### Summary of Teacher Payout Budget:

- \$5,000,000 was appropriated for teacher (and LEA) payout
- **\$4,269,309.05** was paid out (**\$3,148,188.49** went to 909 teachers and **\$1,121,120.56** went to LEAs for the employers portions of salary-driven benefits and taxes)
- \$730,690.95 is the balance remaining on the FY12 appropriation
- \$225,091.41 is the balance remaining on the FY09 appropriation

## Comparison Totals for all LEAs: FY13 and FY12

■ 2013 ■ 2012



**Number of Teachers Applied by District/Charter School and Amount Paid: FY2013**

DISTRICT	# of Teachers	Total Amount	CHARTER	# of Teachers	Total Amount
Alpine School District	136	\$ 683,339.41	Academy for Math & Engineering Science (AMES)	3	\$ 14,933.06
Box Elder School District	22	\$ 109,069.38	American Leadership Academy	9	\$ 39,467.97
Cache School District	35	\$ 137,930.81	BSTA (Beehive Science & Technology Academy)	3	\$ 9,073.02
Canyons School District	74	\$ 346,229.10	Channing Hall	2	\$ 10,553.40
Carbon School District	6	\$ 24,642.19	City Academy	2	\$ 9,445.29
Daggett District	3	\$ 4,326.89	DaVinci Academy	3	\$ 13,191.74
Davis School District	130	\$ 577,851.39	Entheos Academy Charter School	1	\$ 4,432.43
Duchesne School District	8	\$ 39,575.25	Fast Forward High	5	\$ 18,468.44
Emery School District	5	\$ 21,476.16	Freedom Preparatory Academy	3	\$ 9,075.92
Grand School District	3	\$ 11,450.44	Hawthorn Academy	1	\$ 5,276.70
Granite School District	117	\$ 494,945.50	Itineris Early College High	3	\$ 15,830.10
Iron School District	15	\$ 77,831.32	Karl G. Maeser Preparatory Academy	9	\$ 31,660.20
Jordan School District	94	\$ 437,149.00	Legacy Preparatory Academy	6	\$ 21,106.80
Juab School District	6	\$ 29,021.85	Merit College Preparatory Academy	4	\$ 14,247.09
Kane District	2	\$ 1,055.34	Monticello Academy	2	\$ 7,915.06
Logan School District	11	\$ 47,384.77	Navigator Pointe Academy	1	\$ 5,276.70
Millard School District	5	\$ 12,828.98	North Davis Preparatory Academy	1	\$ 5,012.87
Morgan School District	5	\$ 22,162.14	Northstar Academy	1	\$ 5,276.70
Murray School District	12	\$ 62,161.21	NUAMES	6	\$ 22,547.33
Nebo School District	52	\$ 225,874.21	Ogden Prep Academy	1	\$ 4,749.03
North Sanpete School District	5	\$ 19,154.42	Open High School of Utah	5	\$ 21,106.80
North Summit District	1	\$ 5,276.70	Paradigm High School	9	\$ 39,311.41
Ogden School District	14	\$ 61,473.54	Pinnacle Canyon Academy	5	\$ 17,128.59
Park City School District	16	\$ 54,107.29	Promontory School of Expeditionary Learning	1	\$ 5,276.70
Provo School District	34	\$ 148,259.44	Quest Academy Charter School	1	\$ 4,253.02
Piute District	2	\$ 5,276.70	Renaissance	1	\$ 5,276.70
Rich School District	1	\$ 5,276.70	Rockwell Charter High School	2	\$ 2,638.35
Salt Lake School District	21	\$ 83,793.98	Salt Lake Arts Academy	3	\$ 15,830.10
San Juan District	7	\$ 23,365.23	Salt Lake Center for Science Education	4	\$ 13,474.06
Sevier School District	12	\$ 52,751.17	SUCCESS Academy	3	\$ 14,510.92
South Sanpete District	6	\$ 29,971.66	Summit Academy	5	\$ 27,702.68
South Summit School District	3	\$ 11,951.73	Syracuse Arts Academy	3	\$ 13,191.75
Tooele School District	31	\$ 119,421.22	Thomas Edison Charter School South Campus	1	\$ 5,276.70
Uintah District	11	\$ 39,575.25	Tuachan High School for the Performing Arts	2	\$ 4,537.96
Wasatch School District	11	\$ 55,405.35	Utah Virtual Academy	7	\$ 26,383.50
Washington School District	43	\$ 168,519.71	Venture Academy	1	\$ 5,276.70
Wayne District	2	\$ 5,276.70	Walden School of Liberal Arts	1	\$ 5,276.70
Weber School District	52	\$ 225,257.06			
<b>Total for Districts</b>	<b>1013</b>	<b>\$4,480,419.19</b>	<b>Total for Charter Schools</b>	<b>120</b>	<b>\$493,992.49</b>