

Minimum School Program: Incentive Compensation Programs

Educator Salary Adjustments & Teacher Salary Supplement Program
Program Summaries & Appropriation Amounts - FY 2017 Appropriation

	Educator Salary Adjustments (ESA)	Teacher Salary Supplement Program (TSSP)
Statute	53A-17a-153	53A-17a-157
Beginning Date	FY 2008	FY 2009
Statutory Purpose	Recognizes the need to attract and retain qualified and dedicated educators in the public schools.	Supplements the compensation for educators that have at least a bachelors degree in certain subject areas and actively teach in those areas.
Program Summary	Qualifying educators receive an ongoing salary adjustment of \$4,200 a year. School level administrators receive an adjustment of \$2,500. Educators, regardless of tenure, receive the same amount. This provides a higher increase and raises the average beginning salary for teachers.	Qualifying secondary math and science teachers may receive a salary supplement of up to \$4,100. Computer science teachers were added in FY 2016.
Qualifications	(1) Qualifying educators include: classroom teachers; speech pathologists; librarians or media specialists; preschool teachers; school administrators; mentor teachers; teacher specialists; guidance counselors, audiologists; psychologists; or social workers. (2) Salary adjustments may be awarded only to educators who have received a satisfactory rating or above on their most recent evaluation.	(1) A teacher must have a bachelor's degree major, master's degree, doctoral degree, or a substantially equivalent degree in the content areas identified in statute, namely, mathematics, chemistry, physics or computer science. If teaching 7th or 8th grade a degree in integrated science, physical science, or general science. (2) Teachers must have a full-time teaching assignment in one of the qualifying content areas and hold the required degree to receive a full supplement. Partial supplements are given for part-time assignments.
Program Details	(1) Adjustments were awarded over the course of two fiscal years. In FY 2008, \$2,500 was provided for all educators. In FY 2009, \$1,700 was provided to all educator categories except school level administrators. (2) LEAs receive funding based on their proportion of qualifying FTE educators statewide. (3) The amount allocated to the LEAs includes funding to help pay the associated employer-paid benefit costs of retirement, worker's compensation, Social Security, and Medicare. (4) Qualifying educators are required to pay all personal payroll deductions as they do with their base salary.	(1) Teachers must apply to the State Board of Education in order to be considered for the supplement and may apply after each semester/trimester or at the end of the school year. (2) Statute includes an appeal process for denied educators. (3) the State Board transfers funding for each qualifying teacher to each LEA from a restricted account established for the program. (4) The amount allocated per teacher includes funding to help pay the associated employer-paid benefit costs of retirement, worker's compensation, Social Security, and Medicare. (5) Qualifying educators are required to pay all personal payroll deductions as they do with their base salary.
Program Notes	(1) Statute states that subject to future budget constraints, the Legislature shall appropriate sufficient money each year to maintain adjustments provided in prior years and provide adjustments for new employees. (2) The non-contributory state retirement rate has increased from 15.72 percent to 22.19 percent in FY 2017 (excluding 1.5 percent for state 401K contribution). The amount paid to LEAs for employer-paid benefits has not increased with retirement rate changes. Estimates indicate it may cost approximately \$12.0 million to adjust funding amounts for retirement rate changes.	(1) The non-contributory state retirement rate has increased from 15.72 percent to 22.19 percent in FY 2017 (excluding 1.5 percent for state 401K contribution). The amount paid to LEAs for employer-paid benefits has increased with the changes in retirement rate.
FY 2017 Appropriation	\$167,094,400 - Education Fund	\$6,799,900 - Education Fund

Sources: Utah Code. Office of the Legislative Fiscal Analyst, Compendium of Budget Information, 2016 General Session.
Prepared by: Office of the Legislative Fiscal Analyst (09/20 BL).