

Teacher Salary Supplement Budget Review

What is it? Why is the State involved?

The Legislature created the Teacher Salary Supplement Program (TSSP) during the 2008 General Session to provide an incentive to attract and retain certain educators. The program provides qualifying secondary math and science teachers with a \$4,100 salary supplement each year. Teachers must apply for funding and demonstrate that they are assigned full-time to teach one or more of the qualifying courses and have a qualifying degree as listed in statute in order to receive the full supplement amount. Teachers working part-time in one of the target content areas may receive a partial supplement. Current target course areas include the following: Mathematics, Integrated Science (Grades 7-8), Chemistry, Physics, or Computer Science.

Teachers holding a National Board certification may also receive a smaller supplement of up to \$750 annually. If the teacher is assigned to a Title I school the supplement increases to \$1,500. Certificate teachers qualifying under both the target course and National Board programs may only receive the supplement of greater value.

Similar to the Educator Salary Adjustment (ESA) program, the Legislature provides additional funding to pay employer-paid benefit costs associated with the supplement. This ensures that the teacher receives the full supplement as gross pay. Unlike the ESA program, the additional funding has increased with changes in the state retirement rate. An additional 30.63 percent is included in the supplement amount to pay these costs.

Teacher Salary Supplement Program

Appropriation History | FY 2009 to FY 2018
In Millions



Qualifying Educators

Statute, 53A-18a-156, outlines a fairly strict process for educators to meet in order to receive the full supplement. Teachers must have an active teaching assignment, hold the appropriate endorsement for the course, and meet the qualifying educational background requirements, and receive at least a satisfactory rating on a recent evaluation.

- *Assignment to Teach* - Secondary school-level mathematics course, integrated science (Grades 7-8), chemistry, physics, computer science.
- *Qualifying Educational Background* - Bachelor's degree major, master's degree, or doctoral degree in content area or course requirements that are "substantially equivalent" to the course requirements for the degrees listed in statute.
- *Certificate Teacher* - Received a certificate issued by the National Board for Professional Teaching Standards. A National Board certificate is not required to receive a full supplement in the target course areas.

Discussion Items

In recent years, legislation has been drafted to change certain aspects of the program. These bills attempted to address the following general concerns:

- Teachers that have an endorsement in a target course, but not the degree-based educational background, do not qualify for the supplement.
- Target science areas focus only on the physical sciences (physics/chemistry) and not on earth (geology) or life sciences (biology/zoology). This focus is less concentrated in the 7th-8th grade level through the use of "integrated science."
- The focus on mathematics and physical sciences may not reflect all course areas where incentive compensation may help attract and retain teachers, particularly in times of teacher shortages. Legislators have identified other potential course areas, namely, computer science (added in 2015 General Session) or Special Education.

The cost to include any of these components varies depending on which content area and the number of teachers that may qualify.

Legislators may wish to use the Public Education Appropriations Funding Decision Tree to further review this program.

Teacher Salary Supplement Budget Review - Continued

Funding Distribution

- LEAs receive funding based on the number of qualifying teachers that apply and receive funding under the program.
- Statute requires LEAs to include the supplement in the qualifying teacher's base pay.

Teacher Salary Supplement Program - Distributions to Local Education Agencies in FY 2017

LEA	Amount	LEA	Amount	LEA	Amount	LEA	Amount
Alpine	\$614,805	Granite	\$510,982	Piute	\$2,348	Wayne	\$0
Beaver	8,397	Iron	78,270	Rich	1,806	Weber	261,078
Box Elder	117,364	Jordan	440,080	San Juan	27,457	Salt Lake	178,704
Cache	156,370	Juab	22,405	Sevier	22,830	Ogden	66,286
Carbon	21,671	Kane	8,343	South Sanpete	50,039	Provo	130,978
Daggett	4,551	Millard	6,188	South Summit	19,590	Logan	48,489
Davis	456,949	Morgan	19,937	Tintic	4,768	Murray	46,984
Duchesne	53,554	Nebo	263,900	Tooele	143,028	Canyons	335,579
Emery	26,493	North Sanpete	22,394	Uintah	43,342	Charter Schools	660,548
Garfield	5,418	North Summit	5,418	Wasatch	72,381	Unallocated	1,513,119
Grand	5,418	Park City	59,153	Washington	262,487	Total	\$6,799,901

Recommended Legislative Action

The Legislature may wish to consider the following:

- Determine if the Teacher Salary Supplement program should continue as a categorical program, be moved to a block-grant program, or funding moved into the WPU Value. The Public Education Appropriations Funding Decision Tree may be useful in this process.