## Requester Information

**Legislator Name:** Arthur, John

**Created Date:** January 8th 2026 **Submitted Date:** January 9th 2026

## Section 1: Requester Details

**Description:**

This funding request strengthens the Salary Supplement for National Board Certified Educators by increasing financial incentives and expanding eligibility. The proposal raises the annual stipend to $5,000 for certified educators and $7,000 for those working in Title I schools, and provides a $1,000 annual incentive for up to three years for educators actively pursuing certification. Eligibility is expanded beyond classroom teachers to include other certified, non-administrative school-based positions such as counselors, librarians, and instructional coaches. These changes are intended to reduce financial barriers, increase participation in National Board Certification, improve educator retention, and support stronger student academic outcomes statewide.

**Legislative designee contact information:**

**Name:** Julie Lundell

**Organization:** Utah State Board of Education (USBE)

**Position:** Education Specialist, Teacher Retention and Evaluation

## Section 2: Funding Information

**How will the appropriation be used?**

| Category | One-time | | Ongoing |
|---|---|---|---|
| **Personnel Services** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |
| **In-State Travel** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |

| Category | One-time | | Ongoing |
|---|---|---|---|
| **Out-of-State Travel** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |
| **Supplies and Equipment** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |
| **Technology Purchases** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |
| **Infrastructure/Capital Investments** | 2026:<br>2027: | $0.00<br>$0.00 | $0.00 |
| **Other Charges/Pass Thru** | 2026:<br>2027: | $0.00<br>$0.00 | $1,638,000.00 |

## Expenditure Total

| One-time 2026 | One-time 2027 | Ongoing 2027 |
|---|---|---|
| **$0.00** | **$0.00** | **$1,638,000.00** |

## Funding Sources:

### Income Tax Fund

**Amount Requested:**

| | |
|---|---|
| **2026 (One-time)** | $0.00 |
| **2027 (One-time)** | $0.00 |
| **2027 (Ongoing)** | $1,638,000.00 |

## Revenue Total

| One-time 2026 | One-time 2027 | Ongoing 2027 |
|---|---|---|
| **$0.00** | **$0.00** | **$1,638,000.00** |

**Is this a multi-year project?**

Yes

**Is this project scalable if the Legislature does not fund the full requested amount?**

Yes

**A short explanation describing how the project might be scaled?**

The project may be scaled by adjusting the number of educators eligible for stipends or by modifying stipend amounts based on available funding. With additional funding, the program could support more educators pursuing or maintaining National Board Certification, including expansion into additional high-need schools. If funding is reduced, incentive amounts or the number of participants could be limited while still maintaining the program's core structure.

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## Section 3: Agency Information

**Subjects:**

Education and Research

**Agency:**

400 / State Board of Education

**Type of entity to receive pass-through funding:**

Private for Profit

**Grant recipient**

No

**Requested Direct Award Grant Recipient**

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## Section 4: Performance Outcome Measurement

**Who would benefit the most from this request (who is the target audience)?**

Educators who have achieved or are working toward National Board Certification would directly benefit through increased stipends and financial support. Schools and districts, particularly those serving Title I populations, would benefit from improved retention of highly effective educators. More importantly, research shows that student achievement increases when they are taught by a National Board Certified Teacher. A longitudinal study of grades 3–6 found that students taught by NBCTs gained over a month of additional learning in a single year compared with peers taught by non-NBCTs. Furthermore, National Board's own research summaries report that third-grade students taught by an NBCT are 11% more likely to score proficient in English Language Arts than students of non-NBCTs.

**What is this project or program intended to accomplish?**

The program intends to increase participation in National Board Certification by reducing financial barriers and strengthening incentives. It aims to retain experienced educators, particularly during the first 10 years of teaching when attrition is highest. The program also seeks to improve student academic outcomes by increasing the number of nationally certified educators in Utah classrooms.

**How will the Legislature know whether the project or program achieved its intended purpose?**

Program success will be measured through increased participation in National Board Certification and improved retention rates among participating educators. A short-term target is an increase in the number of educators receiving certification stipends and fee assistance within the first year of implementation, as well as the increase in Utah teachers achieving National Board Certification.

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## Section 5: Other Supporting Documents

**Intent Language Documents**

**Previous Funding Documents**

**Full Time Employees**

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