

Part 4 Employees

53A-25b-401 Educators exempt from Department of Human Resource Management rules -- Collective bargaining agreement.

- (1) Educators employed by the Utah Schools for the Deaf and the Blind are exempt from mandatory compliance with rules of the Department of Human Resource Management.
- (2) The board may enter into a collective bargaining agreement to establish compensation and other personnel policies with educators employed by the Utah Schools for the Deaf and the Blind to replace rules of the Department of Human Resource Management.
- (3) A collective bargaining agreement made under Subsection (2) is subject to the same requirements that are imposed on local school boards by Section 53A-3-411.

Enacted by Chapter 294, 2009 General Session

53A-25b-402 Annual salary adjustments for educators.

- (1) Subject to future budget constraints, the Legislature shall annually appropriate money to the board for the salary adjustments described in this section, including step and lane changes.
- (2) The board shall include in its annual budget request for the Utah Schools for the Deaf and the Blind an amount of money sufficient to adjust educators' salaries as described in Subsection (3) and fund step and lane changes.
- (3)
 - (a) The board shall determine the salary adjustment specified in Subsection (2) by:
 - (i) calculating a weighted average salary adjustment for nonadministrative licensed staff adopted by the school districts of the state, with the average weighted by the number of teachers in each school district; and
 - (ii) increasing the weighted average salary adjustment by 10% in any year in which teachers of the Utah Schools for the Deaf and the Blind are not ranked in the top 10 in 20-year earnings when compared to earnings of teachers in the school districts of the state.
 - (b) In calculating a weighted average salary adjustment for nonadministrative licensed staff adopted by the school districts of the state under Subsection (3)(a), the board shall exclude educator salary adjustments provided pursuant to Section 53A-17a-153.
- (4) From money appropriated to the board for salary adjustments, the board shall adjust the salary schedule applicable to educators at the school each year.

Enacted by Chapter 294, 2009 General Session