

Part 6

Performance Compensation

53A-8a-601 State Board of Education to make rules on performance compensation.

- (1) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the State Board of Education shall make rules requiring a school district's employee compensation system to be aligned with the district's annual evaluation system described in Section 53A-8a-405.
- (2) Rules adopted under Subsection (1) shall :
 - (a) establish a timeline for developing and implementing an employee compensation system that is aligned with an annual evaluation system; and
 - (b) provide that beginning no later than the 2016-17 school year:
 - (i) any advancement on an adopted wage or salary schedule:
 - (A) shall be based primarily on an evaluation; and
 - (B) may not be based on end-of-level assessment scores; and
 - (ii) an employee may not advance on an adopted wage or salary schedule if the employee's rating on the most recent evaluation is at the lowest level of an evaluation instrument.

Amended by Chapter 204, 2016 General Session

53A-8a-602 Educator's eligibility for a wage increase.

An educator, as defined in Section 53A-6-103, may not advance on an adopted salary schedule if the educator's rating on the most recent evaluation is at the second lowest level of an evaluation instrument that differentiates among four levels of performance as described in Section 53A-8a-405, unless the educator:

- (1) is a provisional educator; or
- (2) is in the first year of an assignment, including a new subject, grade level, or school.

Enacted by Chapter 425, 2012 General Session