

BEGINNING TEACHER ENHANCEMENTS

2005 GENERAL SESSION

STATE OF UTAH

Sponsor: Bradley T. Johnson

LONG TITLE**General Description:**

This bill creates a program to enhance the compensation of beginning teachers and provides money for teacher mentoring programs.

Highlighted Provisions:

This bill:

- ▶ creates the Beginning Teacher Compensation Program to enhance the compensation of beginning teachers;
- ▶ directs the Legislature to annually appropriate a certain amount of money for the Beginning Teacher Compensation Program, subject to future budget constraints;
- ▶ specifies how money appropriated for the Beginning Teacher Compensation Program shall be distributed and used;
- ▶ requires school districts and charter schools receiving money under the Beginning Teacher Compensation Program to develop and implement a teacher mentoring program that meets minimum standards of the State Board of Education; and
- ▶ provides money to school districts, charter schools, and consortiums of school districts and charter schools to implement teacher mentoring programs.

Monies Appropriated in this Bill:

This bill appropriates from the Uniform School Fund for the Teacher Mentoring Program, as an ongoing appropriation subject to future budget constraints, \$2,900,000 for fiscal year 2005-06.

Other Special Clauses:

This bill takes effect on July 1, 2005.

Utah Code Sections Affected:

ENACTS:

53A-10-108.5, Utah Code Annotated 1953

53A-17a-152, Utah Code Annotated 1953

Be it enacted by the Legislature of the state of Utah:

Section 1. Section **53A-10-108.5** is enacted to read:

53A-10-108.5. Teacher Mentoring Program.

(1) As used in this section:

(a) "Consortium" means two or more school districts, charter schools, or both, that jointly develop and implement a Teacher Mentoring Program plan.

(b) "Level 1 teacher" means a teacher who holds a level 1 license as defined in Section 53A-6-103.

(2) The Teacher Mentoring Program is created to:

(a) improve teacher performance;

(b) increase the retention of capable teachers; and

(c) promote the personal and professional well-being of teachers during the induction years.

(3) Subject to future budget constraints, the Legislature may annually appropriate money to the State Board of Education for the Teacher Mentoring Program.

(4) (a) Monies appropriated for the Teacher Mentoring Program shall be distributed to school districts, charter schools, and consortiums on the basis of the number of level 1 teachers employed by the school district, charter school, or consortium members.

(b) School districts and charter schools are encouraged to form consortiums to improve the cost efficiency of mentoring programs.

(5) (a) Prior to using Teacher Mentoring Program monies, each school district, charter school, or consortium shall:

(i) submit a Teacher Mentoring Program plan to the State Board of Education that complies with minimum standards of the State Board of Education incorporated in rules adopted in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act; and

(ii) receive the board's approval of the plan.

(b) The State Board of Education shall provide model plans that a school district, charter school, or consortium may use, or a district, school, or consortium may develop its own plan.

(6) Each school district, charter school, and consortium shall use Teacher Mentoring Program monies to implement its approved Teacher Mentoring Program plan.

(7) The State Board of Education may make rules to administer this section in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act.

Section 2. Section **53A-17a-152** is enacted to read:

53A-17a-152. Beginning Teacher Compensation Program.

(1) As used in this section, "beginning teacher" means a teacher on step 1, 2, 3, 4, or 5 of a school district or charter school salary schedule.

(2) The Beginning Teacher Compensation Program is created to enhance the compensation of beginning teachers.

(3) (a) Subject to future budget constraints, the Legislature shall annually appropriate money to the State Board of Education for the Beginning Teacher Compensation Program.

(b) The appropriation for the Beginning Teacher Compensation Program shall be calculated in accordance with the following formula:

(i) Beginning Teacher Weighting Factors:

<u>Years of</u>	<u>Bachelor's</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Master's Degree</u>
<u>Experience</u>	<u>Degree</u>	<u>+ 30 Qt. Hours</u>	<u>Degree</u>	<u>+ 45 Qt. Hours</u>
<u>1</u>	<u>1.850</u>	<u>1.350</u>	<u>0.850</u>	<u>0.350</u>
<u>2</u>	<u>1.725</u>	<u>1.225</u>	<u>0.725</u>	<u>0.225</u>
<u>3</u>	<u>1.600</u>	<u>1.100</u>	<u>0.600</u>	<u>0.100</u>
<u>4</u>	<u>1.475</u>	<u>0.975</u>	<u>0.475</u>	
<u>5</u>	<u>1.350</u>	<u>0.850</u>	<u>0.350</u>	

(ii) Multiply the number of full-time equivalent teachers in each applicable experience category in Subsection (3)(b)(i) that are employed by school districts and charter schools in the fiscal year immediately prior to the fiscal year of the appropriation by the applicable weighting factor.

(iii) Multiply each product calculated under Subsection (1)(b)(ii) by the value of the

weighted pupil unit in the fiscal year immediately prior to the fiscal year of the appropriation.

(iv) Sum the products calculated under Subsection(1)(b)(iii).

(4) (a) Money appropriated by the Legislature for the Beginning Teacher Compensation Program shall be distributed to school districts and charter schools in accordance with the formula described in Subsection (3)(b) using each school district's or charter school's staffing levels in the experience categories listed in Subsection (3)(b)(i) to calculate the amount to be distributed to each school district or charter school.

(b) Notwithstanding Subsection (4)(a), if the appropriation for the Beginning Teacher Compensation Program is insufficient to provide the distributions of money as directed in Subsection (4)(a), the State Board of Education shall distribute to each school district and charter school a pro rata share of the available monies.

(5) (a) Each school district and charter school shall have discretion in allocating Beginning Teacher Compensation Program monies among the school district's or charter school's beginning teachers.

(b) In any year that a school district or charter school receives Beginning Teacher Compensation program monies, the percent increase in the base salary schedule for beginning teachers from the previous year shall be equal to or higher than the percent increase in the base salary schedule for any other step or lane.

(6) A school district or charter school may extend the contract year or work schedule of beginning teachers receiving Beginning Teacher Compensation Program pay for the purpose of:

(a) participating in a mentoring program or professional development activities;

(b) organizing a classroom;

(c) preparing lessons; or

(d) engaging in other appropriate activities that improve teacher performance and student achievement.

(7) Each school district and charter school receiving Beginning Teacher Compensation Program monies shall develop and implement a Teacher Mentoring Program in accordance with Section 53A-10-108.5.

(8) The State Board of Education may make rules to administer this section in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act.

121 Section 3. **Appropriation.**

122 There is appropriated from the Uniform School Fund to the State Board of Education
123 for the Teacher Mentoring Program, as an ongoing appropriation subject to future budget
124 constraints, \$2,900,000 for fiscal year 2005-06.

125 Section 4. **Effective date.**

126 This bill takes effect on July 1, 2005.

Legislative Review Note
as of 1-6-05 1:54 PM

Based on a limited legal review, this legislation has not been determined to have a high probability of being held unconstitutional.

Office of Legislative Research and General Counsel

State Impact

The bill appropriates \$2,900,000 from the Uniform School Fund to implement a Teacher Mentoring Program in the schools. Further, bill provisions establish a formula driven Beginning Teacher Compensation Program, estimated at \$18,290,000 for FY 2006. The formula amount in subsequent years may fluctuate depending on the number of beginning teachers and the value of the Weighted Pupil Unit. The bill provides oversight provisions of the Utah State Office of Education, an additional staff member may be required at a cost of \$100,000 in Uniform School Funds. If the Legislature should choose to not fully fund the Beginning Teacher Compensation Program, bill provisions allow for a lesser appropriation to be pro-rated.

	<u>FY 2006</u> <u>Approp.</u>	<u>FY 2007</u> <u>Approp.</u>	<u>FY 2006</u> <u>Revenue</u>	<u>FY 2007</u> <u>Revenue</u>
Uniform School Fund	\$21,290,000	\$22,200,000	\$0	\$0
TOTAL	\$21,290,000	\$22,200,000	\$0	\$0

Individual and Business Impact

No fiscal impact

Office of the Legislative Fiscal Analyst