

BEGINNING TEACHER ENHANCEMENTS

2006 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: James R. Gowans

Senate Sponsor: _____

LONG TITLE

General Description:

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

Highlighted Provisions:

This bill:

- ▶ creates and appropriates money for the Beginning Teacher Compensation Program to enhance the compensation of beginning teachers;
- ▶ directs the State Board of Education to adopt a formula for the distribution of money appropriated for the Beginning Teacher Compensation Program;
- ▶ specifies how money appropriated for the Beginning Teacher Compensation Program shall be 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;
- ▶ provides money to implement teacher mentoring programs; and
- ▶ directs the State Board of Education to make rules.

Monies Appropriated in this Bill:

This bill appropriates:

- ▶ from the Uniform School Fund for fiscal year 2006-07, as an ongoing appropriation subject to future budget constraints:



- 28 • \$18,000,000 for the Beginning Teacher Compensation Program; and
29 • \$3,000,000 for the Teacher Mentoring Program.

30 **Other Special Clauses:**

31 This bill takes effect on July 1, 2006.

32 **Utah Code Sections Affected:**

33 ENACTS:

34 **53A-10-108.5**, Utah Code Annotated 1953

35 **53A-17a-152**, Utah Code Annotated 1953

36

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

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

39 **53A-10-108.5. Teacher Mentoring Program.**

40 (1) As used in this section:

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

43 (b) "Level 1 teacher" means a teacher who holds a level 1 license as defined in Section
44 53A-6-103.

45 (2) The Teacher Mentoring Program is created to:

46 (a) improve teacher performance;

47 (b) increase the retention of capable teachers; and

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

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

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

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

57 (5) (a) Prior to using Teacher Mentoring Program monies, each school district, charter
58 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) Subject to future budget constraints, the Legislature shall annually appropriate money to the State Board of Education for the Beginning Teacher Compensation Program.

(4) The State Board of Education shall distribute money appropriated for the Beginning Teacher Compensation Program according to a formula adopted by the board, after consultation with school districts and charter schools, that allocates the funding in a fair and equitable manner.

(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 shall make rules to administer this section in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act.

Section 3. Appropriation.

(1) There is appropriated from the Uniform School Fund to the State Board of Education for the Beginning Teacher Compensation Program, as an ongoing appropriation subject to future budget constraints, \$18,000,000 for fiscal year 2006-07.

(2) There is appropriated from the Uniform School Fund to the State Board of Education for the Teacher Mentoring Program, as an ongoing appropriation subject to future budget constraints, \$3,000,000 for fiscal year 2006-07.

Section 4. Effective date.

This bill takes effect on July 1, 2006.

Legislative Review Note

as of 1-10-06 10:23 AM

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

Fiscal Note
Bill Number HB0098

Beginning Teacher Enhancements*23-Jan-06**10:45 AM*

State Impact

This bill appropriates \$3,000,000 in ongoing Uniform School Fund revenue to the State Board of Education to implement the Teacher Mentoring Program outlined in the bill. Further, bill provisions appropriate \$18,000,000 in ongoing Uniform School Fund revenue to the State Board of Education to fund the Beginning Teacher Compensation Program outlined in the bill. Administration of these two programs can be handled within existing budget allocations.

	<u>FY 2007</u> <u>Approp.</u>	<u>FY 2008</u> <u>Approp.</u>	<u>FY 2007</u> <u>Revenue</u>	<u>FY 2008</u> <u>Revenue</u>
Uniform School Fund	\$21,000,000	\$21,000,000	\$0	\$0
TOTAL	\$21,000,000	\$21,000,000	\$0	\$0

Individual and Business Impact

No fiscal impact.

Office of the Legislative Fiscal Analyst