

1 **TASK FORCE TO STUDY PERFORMANCE**

2 **INCENTIVES FOR TEACHERS**

3 2008 GENERAL SESSION

4 STATE OF UTAH

5 **Chief Sponsor: Bradley G. Last**

6 Senate Sponsor: Howard A. Stephenson



8 **LONG TITLE**

9 **Committee Note:**

10 The Education Interim Committee recommended this bill.

11 **General Description:**

12 This bill creates the Performance Incentives for Teachers Task Force.

13 **Highlighted Provisions:**

14 This bill:

- 15 ▶ establishes the membership of the task force and provides for compensation of
- 16 legislative members;
- 17 ▶ outlines the duties of the task force;
- 18 ▶ provides for staffing of the task force; and
- 19 ▶ requires the task force to give a final report to the Education Interim Committee.

20 **Monies Appropriated in this Bill:**

21 This bill appropriates:

- 22 ▶ \$36,540 from the General Fund for fiscal year 2007-08 only.

23 **Other Special Clauses:**

24 This bill is repealed on November 30, 2008.



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

27 Section 1. **Performance Incentives for Teachers Task Force -- Creation --**



28 **Membership -- Quorum -- Compensation -- Staff.**

29 (1) There is created the Performance Incentives for Teachers Task Force consisting of  
30 the following 19 members:

31 (a) five members of the Senate appointed by the president of the Senate, no more than  
32 three of whom may be from the same political party;

33 (b) seven members of the House of Representatives appointed by the speaker of the  
34 House of Representatives, no more than five of whom may be from the same political party;

35 (c) the governor or the governor's designee;

36 (d) two members from the State Board of Education, appointed by the president of the  
37 Senate and speaker of the House of Representatives, in consultation with the State Board of  
38 Education;

39 (e) two local board of education members, one from an urban school district and one  
40 from a rural school district, appointed by the president of the Senate and speaker of the House  
41 of Representatives, in consultation with the Utah School Boards Association; and

42 (f) two teachers appointed by the president of the Senate and speaker of the House of  
43 Representatives from nominations submitted by school district superintendents and charter  
44 school chief administrative officers.

45 (2) (a) The president of the Senate shall designate a member of the Senate appointed  
46 under Subsection (1)(a) as cochair of the task force.

47 (b) The speaker of the House of Representatives shall designate a member of the House  
48 of Representatives appointed under Subsection (1)(b) as a cochair of the task force.

49 (3) (a) A majority of the members of the task force constitute a quorum.

50 (b) The action of a majority of a quorum constitutes the action of the task force.

51 (4) (a) Salaries and expenses of the members of the task force who are legislators shall  
52 be paid in accordance with Section 36-2-2 and Legislative Joint Rules, Title 5, Chapter 3,  
53 Expenses and Mileage Reimbursement for Authorized Legislative Meetings, Special Sessions,  
54 and Veto Override Sessions.

55 (b) A member of the task force who is not a legislator may not receive compensation  
56 for the member's work associated with the task force, but may receive per diem and  
57 reimbursement for travel expenses incurred as a member of the task force at the rates  
58 established by the Division of Finance under Sections 63A-3-106 and 63A-3-107.

59           (5) The Office of Legislative Research and General Counsel shall provide staff support  
60 to the task force.

61           Section 2. **Duties -- Meetings -- Report.**

62           (1) The task force shall study and make recommendations on how performance  
63 incentives may be implemented to motivate teachers in improving performance and student  
64 achievement.

65           (2) In conducting the study, the task force shall:

66           (a) identify assessments of teacher performance that are valid, reliable, and objective;

67           (b) (i) evaluate to what extent existing data and data systems may be used to measure  
68 learning gains of a teacher's students; and

69           (ii) determine what modifications of data or data systems are needed to effectively  
70 measure learning gains of a teacher's students;

71           (c) identify assessments of teacher performance for teachers that teach subjects not  
72 tested by U-PASS (Utah Performance Assessment System for Students);

73           (d) consider the appropriateness of compensation based on individual, team, or  
74 school-based performance, or a combination of those, and to what extent school districts or  
75 schools should have flexibility in determining whether awards are based on individual, team, or  
76 school-based performance, or a combination of those;

77           (e) consider how to transition from existing teacher compensation systems to systems  
78 in which a portion of compensation is based on performance; and

79           (f) consider what should be an appropriate range for the amount of a  
80 performance-based award or what portion of total compensation should be based on  
81 performance.

82           (3) The task force shall submit a final report to the Education Interim Committee  
83 before November 30, 2008.

84           Section 3. **Appropriation.**

85           There is appropriated from the General Fund for fiscal year 2007-08, a one-time  
86 appropriation of:

87           (1) \$15,225 to the Senate to pay for compensation and expenses of senators on the task  
88 force; and

89           (2) \$21,315 to the House of Representatives to pay for the compensation and expenses

90 of representatives on the task force.

91 Section 4. **Repeal date.**

92 This bill is repealed on November 30, 2008.

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**Legislative Review Note**  
**as of 11-16-07 9:48 AM**

**Office of Legislative Research and General Counsel**

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**H.B. 81 - Task Force to Study Performance Incentives for Teachers**

**Fiscal Note**

2008 General Session  
State of Utah

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**State Impact**

Enactment of this bill appropriates \$15,225 from the General Fund to the Senate and \$21,315 from the General Fund to the House of Representatives to pay for the compensation and expenses of taskforce members. Bill provisions also allow for an additional seven representatives, not from the Legislature, to be appointed to serve on the task force. These members may receive per diem and reimbursement for travel expenses. Assuming a total of ten task force meetings, per diem and travel expenses for the seven non-legislative members is estimated at \$14,350 from the General Fund to be appropriated to the Office of Legislative Research and General Counsel.

	<u>FY 2008</u> <u>Approp.</u>	<u>FY 2009</u> <u>Approp.</u>	<u>FY 2010</u> <u>Approp.</u>	<u>FY 2008</u> <u>Revenue</u>	<u>FY 2009</u> <u>Revenue</u>	<u>FY 2010</u> <u>Revenue</u>
General Fund, One-Time	\$50,900	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$50,900</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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**Individual, Business and/or Local Impact**

Enactment of this bill likely will not result in direct, measurable costs and/or benefits for individuals, businesses, or local governments.