

**Representative Gage Froerer** proposes the following substitute bill:

**EDUCATOR SALARY ADJUSTMENTS**

2008 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: John Dougall**

Senate Sponsor: Wayne L. Niederhauser

Cosponsor: Gage Froerer

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**LONG TITLE**

**General Description:**

This bill provides salary increases for educators employed by school districts, charter schools, and the Utah Schools for the Deaf and the Blind.

**Highlighted Provisions:**

This bill:

- ▶ directs the Legislature, subject to future budget constraints, to appropriate money for educator salary adjustments;
- ▶ modifies the positions that qualify for educator salary adjustments; and
- ▶ makes technical corrections.

**Monies Appropriated in this Bill:**

This bill appropriates:

- ▶ as an ongoing appropriation subject to future budget constraints, \$88,250,100 from the Uniform School Fund for fiscal year 2008-09.

**Other Special Clauses:**

This bill takes effect on July 1, 2008.

**Utah Code Sections Affected:**

AMENDS:



26           **53A-17a-153**, as enacted by Laws of Utah 2007, Chapter 380



27  
28 *Be it enacted by the Legislature of the state of Utah:*

29           Section 1. Section **53A-17a-153** is amended to read:

30           **53A-17a-153. Educator salary adjustments.**

31           (1) As used in this section, "educator" means a person employed by a school district,  
32 charter school, or the Utah Schools for the Deaf and the Blind who holds:

33           (a) a license issued under Title 53A, Chapter 6, Educator Licensing and Professional  
34 Practices Act; and

35           (b) a position as a:

36           (i) classroom teacher;

37           (ii) speech pathologist;

38           (iii) librarian or media specialist;

39           (iv) preschool teacher;

40           ~~[(v) school administrator;]~~

41           ~~[(vi)]~~ (v) mentor teacher;

42           ~~[(vii)]~~ (vi) teacher specialist or teacher leader;

43           ~~[(viii)]~~ (vii) guidance counselor;

44           ~~[(ix)]~~ (viii) audiologist;

45           ~~[(x)]~~ (ix) psychologist; or

46           ~~[(xi)]~~ (x) social worker.

47           (2) In recognition of the need to attract and retain highly skilled and dedicated  
48 educators, the Legislature shall annually appropriate money for educator salary adjustments,  
49 subject to future budget constraints.

50           (3) Money appropriated to the State Board of Education for educator salary  
51 adjustments shall be distributed to school districts, charter schools, and the Utah Schools for  
52 the Deaf and the Blind in proportion to the number of full-time-equivalent educator positions  
53 in a school district, a charter school, or the Utah Schools for the Deaf and the Blind as  
54 compared to the total number of full-time-equivalent educator positions in school districts,  
55 charter schools, and the Utah Schools for the Deaf and the Blind.

56           (4) School districts, charter schools, and the Utah Schools for the Deaf and the Blind

57 shall award bonuses to educators as follows:

58 (a) the amount of the salary adjustment shall be the same for each full-time-equivalent  
59 educator position in the school district, charter school, or the Utah Schools for the Deaf and the  
60 Blind;

61 (b) a person who is not a full-time educator shall receive a partial salary adjustment  
62 based on the number of hours the person works as an educator; and

63 (c) salary adjustments may be awarded only to educators who have received a  
64 satisfactory rating or above on their most recent evaluation.

65 (5) (a) Each school district and charter school and the Utah Schools for the Deaf and  
66 the Blind shall submit a report to the State Board of Education on how the money for salary  
67 adjustments was spent, including the amount of the salary adjustment and the number of full  
68 and partial salary adjustments awarded.

69 (b) The State Board of Education shall compile the information reported under  
70 Subsection (5) and submit it to the Public Education Appropriations Subcommittee by  
71 November 30 each year.

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

74 (7) (a) Subject to future budget constraints, the Legislature shall appropriate sufficient  
75 monies each year to:

76 [~~(a)~~] (i) maintain educator salary adjustments provided in prior years; and

77 [~~(b)~~] (ii) provide educator salary adjustments to new employees.

78 (b) Money appropriated for educator salary adjustments shall include money for the  
79 following employer-paid benefits:

80 (i) retirement;

81 (ii) worker's compensation;

82 (iii) Social Security; and

83 (iv) Medicare.

84 Section 2. **Ongoing appropriation for educator salary adjustments.**

85 As an ongoing appropriation subject to future budget constraints, there is appropriated  
86 from the Uniform School Fund for fiscal year 2008-09, \$88,250,100 to the State Board of  
87 Education for educator salary adjustments as provided in Section 53A-17a-153.

88           Section 3. **Effective date.**

89           This bill takes effect on July 1, 2008.

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**H.B. 212 2nd Sub. (Gray) - Educator Salary Adjustments**

**Fiscal Note**

2008 General Session  
State of Utah

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**State Impact**

Enactment of this bill appropriates \$88,250,100 ongoing from the Uniform School Fund for educator salary adjustments as outlined in the bill.

	<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>
Uniform School Fund	\$0	\$88,250,100	\$88,250,100	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$88,250,100</b>	<b>\$88,250,100</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 for individuals, businesses, or local governments. Educators meeting the requirements of the bill will benefit by receiving increased compensation.