

1 **DIFFERENTIATED PAY FOR TEACHERS**

2 2008 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Howard A. Stephenson**

5 House Sponsor: Gregory H. Hughes

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7 **LONG TITLE**

8 **Committee Note:**

9 The Education Interim Committee recommended this bill.

10 **General Description:**

11 This bill provides market incentives to attract and retain mathematics and science  
12 teachers who fill positions for which there is a critical shortage of qualified personnel.

13 **Highlighted Provisions:**

14 This bill:

15 ▶ directs the Legislature to annually appropriate money for market incentives in the  
16 form of additional compensation for mathematics and science teachers who fill  
17 positions for which there is a critical shortage of qualified personnel;

18 ▶ requires the State Board of Education to conduct an annual survey to identify  
19 mathematics and science positions for which there is a shortage of qualified  
20 personnel; and

21 ▶ requires a school district or charter school to provide a salary supplement of \$5,000  
22 to a teacher who fills a mathematics or science position for which there is a critical  
23 shortage of qualified personnel.

24 **Monies Appropriated in this Bill:**

25 This bill appropriates:

26 ▶ as an ongoing appropriation subject to future budget constraints, \$7,000,000 from  
27 the Uniform School fund for fiscal year 2008-09.



28 **Other Special Clauses:**

29 This bill takes effect on July 1, 2008.

30 **Utah Code Sections Affected:**

31 ENACTS:

32 **53A-17a-154**, Utah Code Annotated 1953



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

35 Section 1. Section **53A-17a-154** is enacted to read:

36 **53A-17a-154. Market incentives for mathematics and science teachers in critical**  
37 **shortage.**

38 (1) Subject to future budget constraints, the Legislature shall annually appropriate  
39 money to the State Board of Education for market incentives in the form of additional  
40 compensation to attract and retain mathematics and science teachers who fill positions for  
41 which there is a critical shortage of qualified personnel.

42 (2) From monies appropriated under Subsection (1), the State Board of Education shall  
43 distribute monies to school districts and charter schools based on the number of  
44 full-time-equivalent positions that qualify for additional compensation.

45 (3) The State Board of Education shall annually:

46 (a) survey school districts and charter schools to identify mathematics and science  
47 positions for which there is a shortage of qualified personnel; and

48 (b) develop a criticality index that classifies mathematics and science positions based  
49 on the degree of difficulty in recruiting qualified personnel.

50 (4) A school district or charter school shall provide a salary supplement equal to the  
51 amount specified in Subsection (5) to a teacher who:

52 (a) fills a mathematics or science position for which there is a critical shortage of  
53 qualified personnel as identified by the board pursuant to Subsection (3); and

54 (b) is designated NCLB highly qualified for the position under rules of the State Board  
55 of Education.

56 (5) (a) Beginning in fiscal year 2008-09, the salary supplement is \$5,000 for a person  
57 who teaches full-time in a mathematics or science position for which there is a critical shortage  
58 of qualified personnel.

59           (b) A person who teaches part-time in a mathematics or science position for which  
60 there is a critical shortage of qualified personnel shall receive a partial salary supplement based  
61 on the number of hours worked in the position.

62           (6) The salary supplement is part of the teacher's base pay and is awarded to the teacher  
63 each year the teacher is employed by the school district or charter school.

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

66           Section 2. **Appropriation.**

67           (1) As an ongoing appropriation subject to future budget constraints, there is  
68 appropriated for fiscal year 2008-09, \$7,000,000 from the Uniform School Fund to the State  
69 Board of Education for market incentives for teachers as provided in Section 53A-17a-154.

70           (2) The money appropriated in Subsection (1) shall be used to provide a \$5,000 salary  
71 supplement for a full-time-equivalent position as a teacher of:

72           (a) mathematics level 3;

73           (b) mathematics level 4;

74           (c) chemistry;

75           (d) physics; or

76           (e) integrated science.

77           Section 3. **Effective date.**

78           This bill takes effect on July 1, 2008.

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**Legislative Review Note**  
**as of 11-16-07 9:49 AM**

**Office of Legislative Research and General Counsel**