

**JOINT RESOLUTION ON TEACHER
PERFORMANCE PAY**

2010 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Marie H. Poulson

Senate Sponsor: Howard A. Stephenson

LONG TITLE

General Description:

This joint resolution of the Legislature recommends that performance pay or differentiated pay plans for public school teachers be developed using certain guiding principles.

Highlighted Provisions:

This resolution:

- ▶ recommends that the goal of any future efforts to develop performance pay or differentiated pay plans for public school teachers should be to ensure that there is a quality teacher in every classroom; and

- ▶ recommends that any proposed performance pay or differentiated pay plan for public school teachers should promote student achievement and support quality instruction, be adequately funded by a sustainable revenue source, promote collaboration, be flexible and responsive to local needs, use fair and objective criteria, be open to all who are eligible, and be in alignment with existing programs and school improvement plans.

Special Clauses:

None

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

WHEREAS, the citizens of Utah believe in and value the importance of a quality education for all children;

30 WHEREAS, 95% of all Utah's school-aged children attend its public schools;

31 WHEREAS, one of the most important factors in ensuring a child's educational
32 progress is having a high quality teacher in the classroom;

33 WHEREAS, the state of Utah faces a current teacher shortage that is projected to
34 worsen over the next 10 years;

35 WHEREAS, Utah must maintain its ability to compete with neighboring states in both
36 attracting and retaining high quality teachers;

37 WHEREAS, despite the current economic crisis, a commitment to fund a competitive
38 base pay for public school teachers should remain the most critical component of a
39 comprehensive compensation plan;

40 WHEREAS, Utah should promote new and innovative strategies to increase pay for
41 teachers that are developed collaboratively with teachers rather than imposed upon them;

42 WHEREAS, other states have experienced success with differentiated pay strategies
43 that have been developed with input and participation from all public education stakeholders;
44 and

45 WHEREAS, the time has come for the state of Utah to begin in earnest to examine
46 differentiated pay proposals in collaboration with all public education stakeholders in a
47 comprehensive manner:

48 NOW, THEREFORE, BE IT RESOLVED that the Legislature of the state of Utah
49 recommends that the goal of any future efforts to develop performance pay or differentiated
50 pay plans for public school teachers should be to ensure that there is a quality teacher in every
51 classroom.

52 BE IT FURTHER RESOLVED that any proposed performance pay or differentiated
53 pay plan for public school teachers should promote student achievement and support quality
54 instruction, be adequately funded by a sustainable revenue source, promote collaboration, be
55 flexible and responsive to local needs, use fair and objective criteria, be open to all who are
56 eligible, and be in alignment with existing programs and school improvement plans.

57 BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Utah State

58 Board of Education, the Utah School Boards Association, and the Utah Education
59 Association.