

1 **PUBLIC EDUCATION HUMAN RESOURCE MANAGEMENT**

2 **AMENDMENTS**

3 2014 GENERAL SESSION

4 STATE OF UTAH

5 **Chief Sponsor: Aaron Osmond**

6 House Sponsor: Francis D. Gibson

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8 **LONG TITLE**

9 **General Description:**

10 This bill modifies provisions relating to human resource management policies  
11 applicable to public education employees.

12 **Highlighted Provisions:**

13 This bill:

14 ▶ modifies the date when a school district is required to adopt ~~an educator~~ systems for educators and school and district administrators in accordance  
14a evaluation  
15 systems for educators and school and district administrators in accordance  
15a with a State Board of Education framework; and

16 ▶ modifies the date when ;  
16a a public education employee's advancement on a wage or  
17 salary scale is primarily based on an evaluation [-] ; and  
17a a school or district administrator's salary is based on the school or district  
17b administrator's most recent evaluation.

18 **Money Appropriated in this Bill:**

19 None

20 **Other Special Clauses:**

21 None

22 **Utah Code Sections Affected:**

23 AMENDS:



24 **53A-8a-409**, as enacted by Laws of Utah 2012, Chapter 425

25 **53A-8a-601**, as enacted by Laws of Utah 2012, Chapter 425

25a **Ŝ→ 53A-8a-702, as enacted by Laws of Utah 2012, Chapter 425**

25b **53A-8a-703, as enacted by Laws of Utah 2012, Chapter 425 ←Ŝ**

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

28 Section 1. Section **53A-8a-409** is amended to read:

29 **53A-8a-409. State Board of Education to establish a framework for the**  
30 **evaluation of educators.**

31 The State Board of Education shall make rules:

32 (1) establishing a framework for the evaluation of educators that is consistent with the  
33 requirements of Part 3, Employee Evaluations, and this part;

34 (2) requiring a teacher's summative evaluation to be based on:

35 (a) student learning growth or achievement, if measures of student learning growth are  
36 not available; and

37 (b) standards of instructional quality; and

38 (3) requiring each school district to fully implement an evaluation system for educators  
39 in accordance with the framework established by the State Board of Education no later than the  
40 ~~[2014-15]~~ 2015-16 school year.

41 Section 2. Section **53A-8a-601** is amended to read:

42 **53A-8a-601. State Board of Education to make rules on performance**  
43 **compensation.**

44 (1) The State Board of Education shall make rules requiring a school district's  
45 employee compensation system to be aligned with the district's annual evaluation system.

46 (2) Rules adopted under Subsection (1) shall:

47 (a) establish a timeline for developing and implementing an employee compensation  
48 system that is aligned with an annual evaluation system; and

49 (b) provide that beginning no later than the ~~[2015-16]~~ 2016-17 school year:

50 (i) any advancement on an adopted wage or salary schedule shall be based primarily on  
51 an evaluation; and

52 (ii) an employee may not advance on an adopted wage or salary schedule if the  
53 employee's rating on the most recent evaluation is at the lowest level of an evaluation  
54 instrument.

54a **Ŝ→ Section 3. Section 53A-8A-702 is amended to read: ←Ŝ**

54b **53A-8a-702. Evaluation of school and district administrators.**

54c **The State Board of Education shall:**

54d **(1) establish in rules a framework for the evaluation of school and district administrators that**  
54e **includes the following components:**

54f **(a) student achievement indicators emphasizing learning growth and proficiency;**

54g **(b) the results of an evaluation tool utilized by the local school board that includes input from**  
54h **employees, parents, and students;←Ŝ**

54i §→(c) the effectiveness of evaluating employee performance in a school or district for which the  
54j school or district administrator has responsibility; and  
54k (d) other factors as determined by a local school board in implementing state law and State  
54l Board of Education rules; and  
54m (2) require each school district to fully implement an evaluation system for school and district  
54n administrators in accordance with the framework established by the State Board of Education no later  
54o than the §→ [2014-15] 2015-16 ←§ school year.  
54p Section 4. Section 53A-8A-703 is amended to read:  
54q 53A-8a-703. Compensation of school and district administrators.  
54r (1) Beginning no later than the §→ [2015-16] 2016-17 ←§ school year, a school or district  
54s administrator's salary shall be based on the school or district administrator's most recent evaluation.  
54t (2) A school district shall continue each year to award any salary increases to a school or  
54u district administrator based on an evaluation administered pursuant to Section 53A-8a-702 until at  
54v least 15% of a school or district administrator's salary is contingent upon the evaluation administered  
54w pursuant to Section 53A-8a-702. ←§

**Legislative Review Note**  
as of 10-18-13 3:07 PM

**Office of Legislative Research and General Counsel**