

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

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 evaluation systems for
15 educators and school and district administrators in accordance with a State Board of
16 Education framework; and

17 ▶ modifies the date when:

- 18 • a public education employee's advancement on a wage or salary scale is
19 primarily based on an evaluation; and
- 20 • a school or district administrator's salary is based on the school or district
21 administrator's most recent evaluation.

22 **Money Appropriated in this Bill:**

23 None

24 **Other Special Clauses:**

25 None

26 **Utah Code Sections Affected:**

27 AMENDS:

28 **53A-8a-409**, as enacted by Laws of Utah 2012, Chapter 425

29 **53A-8a-601**, as enacted by Laws of Utah 2012, Chapter 425

30 **53A-8a-702**, as enacted by Laws of Utah 2012, Chapter 425

31 **53A-8a-703**, as enacted by Laws of Utah 2012, Chapter 425

32

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

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

35 **53A-8a-409. State Board of Education to establish a framework for the**
36 **evaluation of educators.**

37 The State Board of Education shall make rules:

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

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

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

43 (b) standards of instructional quality; and

44 (3) requiring each school district to fully implement an evaluation system for educators
45 in accordance with the framework established by the State Board of Education no later than the
46 [~~2014-15~~] 2015-16 school year.

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

48 **53A-8a-601. State Board of Education to make rules on performance**
49 **compensation.**

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

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

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

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

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

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

61 Section 3. Section **53A-8a-702** is amended to read:

62 **53A-8a-702. Evaluation of school and district administrators.**

63 The State Board of Education shall:

64 (1) establish in rules a framework for the evaluation of school and district
65 administrators that includes the following components:

66 (a) student achievement indicators emphasizing learning growth and proficiency;

67 (b) the results of an evaluation tool utilized by the local school board that includes
68 input from employees, parents, and students;

69 (c) the effectiveness of evaluating employee performance in a school or district for
70 which the school or district administrator has responsibility; and

71 (d) other factors as determined by a local school board in implementing state law and
72 State Board of Education rules; and

73 (2) require each school district to fully implement an evaluation system for school and
74 district administrators in accordance with the framework established by the State Board of
75 Education no later than the [~~2014-15~~] 2015-16 school year.

76 Section 4. Section **53A-8a-703** is amended to read:

77 **53A-8a-703. Compensation of school and district administrators.**

78 (1) Beginning no later than the [~~2015-16~~] 2016-17 school year, a school or district
79 administrator's salary shall be based on the school or district administrator's most recent
80 evaluation.

81 (2) A school district shall continue each year to award any salary increases to a school
82 or district administrator based on an evaluation administered pursuant to Section [53A-8a-702](#)
83 until at least 15% of a school or district administrator's salary is contingent upon the evaluation
84 administered pursuant to Section [53A-8a-702](#).