

Representative Bradley G. Last proposes the following substitute bill:

TEACHER SALARY SUPPLEMENT PROGRAM AMENDMENTS

2015 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Bradley G. Last

Senate Sponsor: Howard A. Stephenson

LONG TITLE

General Description:

This bill amends provisions related to the Teacher Salary Supplement Program.

Highlighted Provisions:

This bill:

- ▶ amends the definition of an eligible teacher and a qualifying educational background;
- ▶ changes the amount of the salary supplement for eligible teachers;
- ▶ changes the entity that distributes money for the Teacher Salary Supplement Program; ~~H→~~ **[and]**
- ▶ requires the State Board of Education to annually report to the Education Interim Committee; and ~~←H~~
- ▶ makes technical and conforming changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

This bill provides a special effective date.

Utah Code Sections Affected:

AMENDS:

53A-17a-156, as last amended by Laws of Utah 2014, Chapter 351

53A-17a-157, as enacted by Laws of Utah 2008, Chapter 397



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

Section 1. Section **53A-17a-156** is amended to read:

53A-17a-156. Teacher Salary Supplement Program -- Appeal process.

(1) As used in this section:

(a) "Board" means the State Board of Education.

(b) "Eligible teacher" means a teacher who:

(i) has an assignment to teach:

(A) a secondary school level mathematics course;

(B) integrated science in grade seven or eight;

(C) chemistry; [or]

(D) physics;

(E) computer science; or

(F) special education.

(ii) holds the appropriate endorsement for the assigned course;

(iii) has qualifying educational background; and

(iv) (A) is a new employee; or

(B) received a satisfactory rating or above on the teacher's most recent evaluation.

(c) "Qualifying educational background" means:

(i) for a teacher who is assigned a secondary school level mathematics course:

(A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; or

(B) a bachelor's degree major, master's degree, or doctoral degree that has course

requirements that are substantially equivalent to the course requirements for a bachelor's degree major, master's degree, or doctoral degree in mathematics; [~~and~~]

(ii) for a teacher who is assigned a grade seven or eight integrated science course, chemistry course, or physics course, a bachelor's degree major, master's degree, or doctoral degree in:

(A) integrated science;

(B) chemistry;

(C) physics;

(D) physical science;

57 (E) general science; ~~§~~ ~~(F)~~ **a discipline of engineering that has course requirements**
 57a **that are substantially equivalent to the course requirements of those required for a degree**
 57b **listed in Subsections (1)(c)(ii)(A) through (E); or** ~~§~~

58 ~~§~~ ~~(F)~~ **(G)** ~~§~~ a ~~§~~ ~~(bachelor's degree major, master's degree, or doctoral)~~
 58a **discipline degree** ~~§~~ that has course

59 requirements that are substantially equivalent to the course requirements of those required for a
 60 degree listed in Subsections (1)(c)(ii)(A) through (E)[~~§~~];

61 (iii) for a teacher who is assigned a computer science course, a bachelor's degree major,
 62 master's degree, or doctoral degree in:

63 (A) computer science;

64 (B) computer information technology; ~~§~~ ~~(C)~~ **a discipline of engineering that has**
 64a **course requirements that are substantially equivalent to the course requirements of those**
 64b **required for a degree listed in Subsections (1)(c)(iii)(A) and (B); or** ~~§~~

65 ~~§~~ ~~(C)~~ **(D)** ~~§~~ a ~~§~~ ~~(bachelor's degree major, master's degree, or doctoral degree)~~
 65a **discipline** ~~§~~ that has course

66 requirements that are substantially equivalent to the course requirements of those required for a
 67 degree listed in Subsections (1)(c)(iii)(A) and (B); and

68 (iv) for a teacher who is assigned a special education course, a bachelor's degree major,
 69 master's degree, or doctoral degree in:

70 (A) special education; or

71 (B) a bachelor's degree major, master's degree, or doctoral degree that has course
 72 requirements that are substantially equivalent to a special education degree.

73 (2) (a) Subject to future budget constraints, the Legislature shall annually appropriate
 74 money to the Teacher Salary Supplement Restricted Account established in Section
 75 [53A-17a-157](#) to fund the Teacher Salary Supplement Program.

76 (b) Money appropriated for the Teacher Salary Supplement Program shall include
 77 money for the following employer-paid benefits:

78 (i) retirement;

79 (ii) workers' compensation;

80 (iii) Social Security; and

81 (iv) Medicare.

82 ~~[(3)(a) Beginning in fiscal year 2008-09, the annual salary supplement is \$4,100 for an~~
 83 ~~eligible teacher who:]~~

84 ~~[(i) is assigned full time to teach one or more courses listed in Subsections (1)(b)(i)(A)~~
 85 ~~through (D); and]~~

86 ~~[(ii) meets the requirements of Subsections (1)(b)(ii) and (iii) for each course~~
 87 ~~assignment.]~~

88 (3) (a) The annual salary supplement for an eligible teacher who is assigned full time to
89 teach one or more courses listed in Subsections (1)(b)(i)(A) through (F) is:

90 (i) \$5,100 for fiscal year 2016;

91 (ii) \$6,100 for fiscal year 2017;

92 (iii) \$7,100 for fiscal year 2018;

93 (iv) \$8,100 for fiscal year 2019;

94 (v) \$9,100 for fiscal year 2020; and

95 (vi) \$10,000 for fiscal year 2021 and each fiscal year thereafter.

96 (b) An eligible teacher who has a part-time assignment to teach one or more courses
97 listed in Subsections (1)(b)(i)(A) through [~~(F)~~] (F) shall receive a partial salary supplement
98 based on the number of hours worked in a course assignment that meets the requirements of
99 Subsections (1)(b)(ii) and (iii).

100 (4) The board shall:

101 (a) create an online application system for a teacher to apply to receive a salary
102 supplement through the Teacher Salary Supplement Program;

103 (b) determine if a teacher:

104 (i) is an eligible teacher; and

105 (ii) has a course assignment as listed in Subsections (1)(b)(i)(A) through [~~(F)~~] (F); and

106 (c) verify, as needed, the determinations made under Subsection (4)(b) with school
107 district and school administrators[~~;~~ and].

108 [~~(d) certify a list of eligible teachers and the amount of their salary supplement, sorted~~
109 ~~by school district and charter school, to the Division of Finance.~~]

110 (5) (a) An eligible teacher shall apply with the board before the conclusion of a school
111 year to receive the salary supplement authorized in this section.

112 (b) An eligible teacher may apply with the board, after verification that the
113 requirements under this section have been satisfied, to receive a salary supplement after the
114 completion of:

115 (i) the school year as an annual award; or

116 (ii) a semester or trimester as a partial award based on the portion of the school year
117 that has been completed.

118 (6) (a) The board shall establish and administer an appeal process for a teacher to

119 follow if the teacher applies for the salary supplement and is not certified under Subsection
120 (4)(d).

121 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to
122 appeal on the basis that the teacher has a degree or degree major with course requirements that
123 are substantially equivalent to the course requirements for a degree listed in:

124 (A) Subsection (1)(c)(i)(A) [or];

125 (B) Subsections (1)(c)(ii)(A) through (E)[-];

126 (C) Subsections (1)(c)(iii)(A) and (B); or

127 (D) Subsection (1)(c)(iv)(A).

128 (ii) A teacher shall provide transcripts and other documentation to the board in order
129 for the board to determine if the teacher has a degree or degree major with course requirements
130 that are substantially equivalent to the course requirements for a degree listed in:

131 (A) Subsection (1)(c)(i)(A) [or];

132 (B) Subsections (1)(c)(ii)(A) through (E)[-];

133 (C) Subsections (1)(c)(iii)(A) and (B); or

134 (D) Subsection (1)(c)(iv)(A).

135 (7) (a) The [~~Division of Finance~~] board shall distribute money from the Teacher Salary
136 Supplement Restricted Account to school districts and charter schools for the Teacher Salary
137 Supplement Program in accordance with the provisions of this section.

138 (b) The board shall include the employer-paid benefits described under Subsection
139 (2)(b) in the amount of each salary supplement [~~certified to the Division of Finance~~].

140 (c) The employer-paid benefits described under Subsection (2)(b) are an addition to the
141 salary supplement limits described under Subsection (3).

142 (8) (a) Money received from the Teacher Salary Supplement Restricted Account shall
143 be used by a school district or charter school to provide a salary supplement equal to the
144 amount specified in Subsection (3) for each eligible teacher.

145 (b) The salary supplement is part of the teacher's base pay, subject to the teacher's
146 qualification as an eligible teacher every year, semester, or trimester.

147 (9) Notwithstanding the provisions of this section, if the appropriation for the program
148 is insufficient to cover the costs associated with salary supplements, the board may limit or
149 reduce the salary supplements.

149a **Ĥ→ (10) The board shall annually report to the Education Interim Committee on the**
149b **Teacher Salary Supplement Program, including the extent to which the salary supplements**
149c **provided under this section incentivize highly-qualified teachers to teach courses listed in**
149d **Subsection (1)(b)(i)(A) through (F). ←Ĥ**

150 Section 2. Section **53A-17a-157** is amended to read:

151 **53A-17a-157. Teacher Salary Supplement Restricted Account.**

152 (1) There is created within the Uniform School Fund a restricted account known as the
153 "Teacher Salary Supplement Restricted Account."

154 (2) The account shall be funded from appropriations made to the account by the
155 Legislature.

156 (3) The account shall be used to fund teacher salary supplements for school districts
157 and charter schools as provided in Section **53A-17a-156**.

158 (4) The [~~Division of Finance~~] State Board of Education shall distribute account money
159 to school districts and charter schools for the Teacher Salary Supplement Program as provided
160 in Section **53A-17a-156**.

161 Section 3. **Effective date.**

162 This bill takes effect on July 1, 2015.