

Representative Kay J. Christofferson proposes the following substitute bill:

TEACHER SALARY SUPPLEMENT AMENDMENTS

2016 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Kay J. Christofferson

Senate Sponsor: _____

LONG TITLE

General Description:

This bill amends provisions related to teacher salary supplements.

Highlighted Provisions:

This bill:

- ▶ defines terms;
- ▶ amends provisions related to the amount of a teacher salary supplement;
- ▶ amends provisions related to an individual's eligibility for a teacher salary supplement; and
- ▶ makes technical and conforming changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

53A-17a-156, as last amended by Laws of Utah 2015, Chapter 122

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



- 26 Section 1. Section **53A-17a-156** is amended to read:
- 27 **53A-17a-156. Teacher Salary Supplement Program -- Appeal process.**
- 28 (1) As used in this section:
- 29 (a) "Board" means the State Board of Education.
- 30 (b) "Eligible teacher" means a teacher who:
- 31 (i) has an assignment to teach:
- 32 (A) a secondary school level mathematics course;
- 33 (B) integrated science in grade seven or eight;
- 34 (C) chemistry;
- 35 (D) physics; or
- 36 (E) computer science;
- 37 (ii) holds the appropriate endorsement for the assigned course;
- 38 (iii) has qualifying educational background; and
- 39 (iv) (A) is a new employee; or
- 40 (B) received a satisfactory rating or above on the teacher's most recent evaluation.
- 41 (c) "Endorsement" means a stipulation, authorized by the board and appended to a
- 42 license, that specifies an area of practice to which the license applies.
- 43 (d) "Field of computer science" means:
- 44 (i) computer science; or
- 45 (ii) computer information technology.
- 46 (e) "Field of science" means:
- 47 (i) integrated science;
- 48 (ii) chemistry;
- 49 (iii) physics;
- 50 (iv) physical science; or
- 51 (v) general science.
- 52 (f) "License" means the same as that term is defined in Section [53A-6-103](#).
- 53 [~~e~~] (g) "Qualifying educational background" means:
- 54 (i) for a teacher who is assigned a secondary school level mathematics course:
- 55 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; [~~or~~]
- 56 (B) a bachelor's degree major, master's degree, or doctoral degree that has course

57 requirements that are substantially equivalent to the course requirements for a bachelor's degree
58 major, master's degree, or doctoral degree in mathematics; or

59 (C) a license with a mathematics level four endorsement, as established by the board;

60 (ii) for a teacher who is assigned a grade seven or eight integrated science course,
61 chemistry course, or physics course[;]:

62 (A) a bachelor's degree major, master's degree, or doctoral degree in[;] a field of
63 science;

64 [~~(A) integrated science;~~]

65 [~~(B) chemistry;~~]

66 [~~(C) physics;~~]

67 [~~(D) physical science;~~]

68 [~~(E) general science; or~~]

69 [~~(F)~~] (B) a bachelor's degree major, master's degree, or doctoral degree that has course
70 requirements that are substantially equivalent to the course requirements of those required for a
71 degree [listed in Subsections (1)(c)(ii)(A) through (E);] described in Subsection (1)(g)(ii)(A);

72 or

73 (C) a license with a chemistry or physics endorsement, as established by the board; or

74 (iii) for a teacher who is assigned a computer science course[;]:

75 (A) a bachelor's degree major, master's degree, or doctoral degree in[;] a field of
76 computer science;

77 [~~(A) computer science;~~]

78 [~~(B) computer information technology; or~~]

79 [~~(C)~~] (B) a bachelor's degree major, master's degree, or doctoral degree that has course
80 requirements that are substantially equivalent to the course requirements of those required for a
81 degree [listed in Subsections (1)(c)(iii)(A) and (B).] described in Subsection (1)(g)(iii)(A); or

82 (C) a license with a computer science level two endorsement, as established by the
83 board.

84 (2) (a) Subject to future budget constraints, the Legislature shall annually appropriate
85 money to the Teacher Salary Supplement Restricted Account established in Section
86 [53A-17a-157](#) to fund the Teacher Salary Supplement Program.

87 (b) Money appropriated for the Teacher Salary Supplement Program shall include

88 money for the following employer-paid benefits:

- 89 (i) retirement;
- 90 (ii) workers' compensation;
- 91 (iii) social security; and
- 92 (iv) Medicare.

93 (3) (a) The annual salary supplement for an eligible teacher who is assigned full time to
94 teach one or more courses listed in Subsections (1)(b)(i)(A) through (E) is [~~\$4,100~~] \$3,365.

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

99 (4) The board shall:

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

102 (b) determine if a teacher:

103 (i) is an eligible teacher; and

104 (ii) has a course assignment as listed in Subsections (1)(b)(i)(A) through (E); and

105 (c) verify, as needed, the determinations made under Subsection (4)(b) with school
106 district and school administrators.

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

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

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

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

115 (6) (a) The board shall establish and administer an appeal process for a teacher to
116 follow if the teacher applies for [~~the~~] a salary supplement and [~~is not certified under Subsection~~
117 ~~(4)] does not receive a salary supplement under Subsection (8).~~

118 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to

119 appeal on the basis that the teacher has a degree or degree major with course requirements that
120 are substantially equivalent to the course requirements for a degree [~~listed~~] described in:

121 (A) Subsection (1)[~~(c)~~](g)(i)(A);

122 (B) [~~Subsections (1)(c)(ii)(A) through (E)~~] Subsection (1)(g)(ii)(A); or

123 (C) [~~Subsections (1)(c)(iii)(A) and (B)~~] Subsection (1)(g)(iii)(A).

124 (ii) A teacher shall provide transcripts and other documentation to the board in order
125 for the board to determine if the teacher has a degree or degree major with course requirements
126 that are substantially equivalent to the course requirements for a degree [~~listed~~] described in:

127 (A) Subsection (1)[~~(c)~~](g)(i)(A);

128 (B) [~~Subsections (1)(c)(ii)(A) through (E)~~] Subsection (1)(g)(ii)(A); or

129 (C) [~~Subsections (1)(c)(iii)(A) and (B)~~] Subsection (1)(g)(iii)(A).

130 (7) (a) The board shall distribute money from the Teacher Salary Supplement
131 Restricted Account to school districts and charter schools for the Teacher Salary Supplement
132 Program in accordance with the provisions of this section.

133 (b) The board shall include the employer-paid benefits described under Subsection
134 (2)(b) in the amount of each salary supplement.

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

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

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

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