

Representative Eric K. Hutchings proposes the following substitute bill:

TEACHER SALARY SUPPLEMENT REVISIONS

2018 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Val K. Potter

Senate Sponsor: Howard A. Stephenson

6	Cosponsors:	Kay J. Christofferson	Jefferson Moss
7	Patrice M. Arent	Steve Eliason	

LONG TITLE

General Description:

This bill amends provisions of the Teacher Salary Supplement Program.

Highlighted Provisions:

This bill:

- ▶ defines terms;
- ▶ provides a salary supplement for a teacher who has a degree in special education and is assigned to teach special education;
- ▶ decreases the initial base salary supplement to \$4,000;
- ▶ provides an additional annual salary supplement of \$1,000 not to exceed \$6,000 for an eligible teacher;
- ▶ amends other provisions related to an individual's eligibility for a teacher salary supplement; and
- ▶ makes technical and conforming changes.

Money Appropriated in this Bill:

None



25 **Other Special Clauses:**

26 This bill provides a special effective date.

27 **Utah Code Sections Affected:**

28 AMENDS:

29 **53F-2-504**, as renumbered and amended by Laws of Utah 2018, Chapter 2



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

32 Section 1. Section **53F-2-504** is amended to read:

33 **53F-2-504. Teacher Salary Supplement Program -- Appeal process.**

34 (1) As used in this section:

- 35 (a) "Board" means the State Board of Education.
- 36 (b) "Certificate teacher" means a teacher who holds a National Board certification.

37 (c) "Eligible teacher" means a teacher who:

- 38 (i) has an assignment to teach:
 - 39 (A) a secondary school level mathematics course;
 - 40 (B) integrated science in grade [~~seven or eight~~] 7 or 8;
 - 41 (C) chemistry;
 - 42 (D) physics; [~~or~~]
 - 43 (E) computer science; or

44 (F) special education;

- 45 (ii) holds the appropriate endorsement for the assigned course;
- 46 (iii) has qualifying educational background; and
- 47 (iv) (A) is a new employee; or
- 48 (B) received a satisfactory rating or above on the teacher's most recent evaluation.

49 (d) "Endorsement" means a stipulation, authorized by the board and appended to a
50 license, that specifies an area of practice to which the license applies.

51 (e) "Field of computer science" means:

- 52 (i) computer science; or
- 53 (ii) computer information technology.

54 (f) "Field of science" means:

- 55 (i) integrated science;

56 (ii) chemistry;
57 (iii) physics;
58 (iv) physical science; or
59 (v) general science.
60 (g) "License" means the same as that term is defined in Section 53E-6-102.
61 ~~(d)~~ (h) "National Board certification" means the same as that term is defined in
62 Section 53E-6-102.
63 ~~(e)~~ (i) "Qualifying educational background" means:
64 (i) for a teacher who is assigned a secondary school level mathematics course:
65 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; ~~[or]~~
66 (B) a bachelor's degree major, master's degree, or doctoral degree that has course
67 requirements that are substantially equivalent to the course requirements for a bachelor's degree
68 major, master's degree, or doctoral degree in mathematics; or
69 (C) a license with a mathematics level four endorsement, as established by the board;
70 (ii) for a teacher who is assigned a grade ~~[seven or eight]~~ 7 or 8 integrated science
71 course, chemistry course, or physics course~~;~~:
72 (A) a bachelor's degree major, master's degree, or doctoral degree in~~[:]~~ a field of
73 science;
74 ~~[(A) integrated science;]~~
75 ~~[(B) chemistry;]~~
76 ~~[(C) physics;]~~
77 ~~[(D) physical science;]~~
78 ~~[(E) general science; or]~~
79 ~~(F)~~ (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)(e)(ii)(A) through (E);]~~ described in Subsection (1)(i)(ii)(A); or
82 (C) a license with a chemistry, physics, or physical science endorsement, as established
83 by the board;
84 (iii) for a teacher who is assigned a computer science course~~;~~:
85 (A) a bachelor's degree major, master's degree, or doctoral degree in~~[:]~~ a field of
86 computer science;

87 ~~[(A) computer science;]~~
88 ~~[(B) computer information technology; or]~~
89 ~~[(C)]~~ (B) a bachelor's degree major, master's degree, or doctoral degree that has course
90 requirements that are substantially equivalent to the course requirements of those required for a
91 degree ~~[listed in Subsections (1)(c)(iii)(A) and (B).]~~ described in Subsection (1)(i)(iii)(A); or
92 (C) a license with a computer science level two endorsement, as established by the
93 board; or
94 (iv) for a teacher who is assigned to teach special education, a bachelor's degree major,
95 master's degree, or doctoral degree in special education.
96 ~~[(f)]~~ (j) "Title I school" means a school that receives funds under the Elementary and
97 Secondary Education Act of 1965, Title I, 20 U.S.C. Sec. 6301 et seq.
98 ~~[(g)]~~ (k) "Title I school certificate teacher" means a certificate teacher who is assigned
99 to teach at a Title I school.
100 (2) (a) Subject to future budget constraints, the Legislature shall:
101 (i) annually appropriate money to the Teacher Salary Supplement Program[-:] to
102 maintain annual salary supplements provided in previous years; and
103 (ii) provide salary supplements to new recipients.
104 (b) Money appropriated for the Teacher Salary Supplement Program shall include
105 money for the following employer-paid benefits:
106 (i) retirement;
107 (ii) workers' compensation;
108 (iii) Social Security; and
109 (iv) Medicare.
110 (3) (a) ~~[(f)]~~ The annual salary supplement for an eligible teacher who is assigned full
111 time to teach one or more courses listed in Subsections (1)(c)(i)(A) through ~~[(E)]~~ (F) is
112 ~~[\$4,100]~~ \$4,000 and funded through an appropriation described in Subsection (2).
113 (b) (i) Beginning July 1, 2019, for each year after an eligible teacher receives the
114 supplement described in Subsection (3)(a), an eligible teacher shall, subject to Subsection
115 (3)(b)(iv), receive the following salary supplement in addition to \$4,000:
116 (A) \$1,000 for the first subsequent supplement year;
117 (B) \$2,000 for the second subsequent supplement year;

- 118 (C) \$3,000 for the third subsequent supplement year;
 119 (D) \$4,000 for the fourth subsequent supplement year;
 120 (E) \$5,000 for the fifth subsequent supplement year; and
 121 (F) \$6,000 for the sixth subsequent supplement year and each subsequent supplement
 122 year thereafter.
- 123 (ii) If an eligible teacher received a salary supplement under this section before July 1,
 124 2018, the previous salary supplement does not count toward eligibility for an additional salary
 125 supplement described in Subsection (3)(b)(i).
- 126 (iii) An eligible teacher's employer school district, charter school, or the Utah Schools
 127 for the Deaf and the Blind, shall pay 50% of a salary supplement described in Subsection
 128 (3)(b)(i).
- 129 (iv) Except as provided in Subsection (3)(b)(v), a teacher may only receive a salary
 130 supplement described in Subsection (3)(b)(i) if the teacher is an eligible teacher in a year
 131 immediately succeeding a year in which the teacher received a salary supplement under
 132 Subsection (3)(a) or (3)(b)(i).
- 133 (v) If, after a period of ineligibility, a teacher is an eligible teacher:
 134 (A) the teacher shall receive the salary supplement described in Subsection (3)(a); and
 135 (B) each year succeeding the year in which the teacher receives the supplement
 136 described in Subsection (3)(a), the teacher shall receive the corresponding salary supplement
 137 described in Subsection (3)(b)(i) for each consecutive year the teacher is an eligible teacher.
- 138 ~~[(f)]~~ (c) An eligible teacher who has a part-time assignment to teach one or more
 139 courses listed in Subsections (1)(c)(i)(A) through ~~[(E)]~~ (F) shall receive a partial salary
 140 supplement based on the number of hours worked in ~~[a]~~ the course assignment ~~[that meets the~~
 141 ~~requirements of Subsections (1)(c)(ii) and (iii)].~~
- 142 ~~[(b)]~~ (d) The annual salary supplement for a certificate teacher is \$750.
- 143 ~~[(c)]~~ (e) (i) The annual salary supplement for a Title I school certificate teacher is
 144 \$1,500.
- 145 (ii) A certificate teacher who qualifies for a salary supplement under Subsections
 146 ~~(3)[(b) and (c)]~~ (d) and (e) may only receive the salary supplement that is greater in value.
- 147 (4) The board shall:
- 148 (a) create an online application system for a teacher to apply to receive a salary

149 supplement through the Teacher Salary Supplement Program;

150 (b) determine if a teacher:

151 (i) (A) is an eligible teacher; and

152 (B) has a course assignment as listed in Subsections (1)(c)(i)(A) through ~~[(E)]~~ (F);

153 (ii) is a certificate teacher; or

154 (iii) is a Title I school certificate teacher;

155 (c) verify, as needed, the determinations made under Subsection (4)(b) with school
156 district and school administrators; and

157 (d) certify a list of eligible teachers, certificate teachers, and Title I school certificate
158 teachers.

159 (5) (a) An eligible teacher, a certificate teacher, or a Title I school certificate teacher
160 shall apply with the board before the conclusion of a school year to receive the salary
161 supplement authorized in this section.

162 (b) An eligible teacher, a certificate teacher, or a Title I school certificate teacher may
163 apply with the board, after verification that the requirements under this section have been
164 satisfied, to receive a salary supplement after the completion of:

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

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

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

171 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to
172 appeal eligibility as an eligible teacher on the basis that the teacher has a degree or degree
173 major with course requirements that are substantially equivalent to the course requirements for
174 a degree ~~[listed]~~ described in:

175 (A) Subsection (1)~~[(e)]~~(i)(i)(A);
176 ~~[(B) Subsections (1)(c)(ii)(A) through (E); or]~~

177 ~~[(C) Subsections (1)(c)(iii)(A) and (B).]~~

178 (B) Subsection (1)(i)(ii)(A);

179 (C) Subsection (1)(i)(iii)(A); or

180 (D) Subsection (1)(i)(iv).

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

184 (A) Subsection (1)~~(e)~~(i)(i)(A);

185 [~~(B) Subsections (1)(e)(ii)(A) through (E); or~~]

186 [~~(C) Subsections (1)(e)(iii)(A) and (B).~~]

187 (B) Subsection (1)(i)(ii)(A);

188 (C) Subsection (1)(i)(iii)(A); or

189 (D) Subsection (1)(i)(iv).

190 (c) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to
191 appeal eligibility as a certificate teacher on the basis that the teacher holds a current certificate.

192 (ii) A teacher shall provide to the board a certificate or other related documentation in
193 order for the board to determine if the teacher holds a current certificate.

194 (d) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to
195 appeal eligibility as a Title I school certificate teacher on the basis that the teacher:

196 (A) holds a current certificate; and

197 (B) is assigned to teach at a Title I school.

198 (ii) A teacher shall provide to the board:

199 (A) information described in Subsection (6)(c)(ii); and

200 (B) verification that the teacher is assigned to teach at a Title I school.

201 (7) (a) The board shall distribute money appropriated to the Teacher Salary
202 Supplement Program to school districts and charter schools for the Teacher Salary Supplement
203 Program in accordance with the provisions of this section.

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

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

208 (8) (a) Money received from the Teacher Salary Supplement Program shall be used by
209 a school district or charter school to provide a salary supplement equal to the amount specified
210 in Subsection (3) for each eligible teacher, certificate teacher, or Title I school certificate

211 teacher.

212 (b) The salary supplement is part of the teacher's base pay, subject to the teacher's
213 qualification as an eligible teacher, a certificate teacher, or a Title I school certificate teacher
214 every year, semester, or trimester.

215 (9) Notwithstanding the provisions of this section, if the appropriation for the program
216 is insufficient to cover the costs associated with salary supplements, the board [~~may limit or~~
217 ~~reduce the salary supplements~~] shall distribute the funds in the Teacher Salary Supplement
218 Program on a pro rata basis.

219 Section 2. **Effective date.**

220 This bill takes effect on July 1, 2018.