

**TEACHER SALARY SUPPLEMENT AMENDMENTS**

2019 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Kay J. Christofferson**

Senate Sponsor: Deidre M. Henderson

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**LONG TITLE**

**General Description:**

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

**Highlighted Provisions:**

This bill:

- ▶ 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:**

This bill provides a special effective date.

**Utah Code Sections Affected:**

AMENDS:

**53F-2-504**, as last amended by Laws of Utah 2018, Chapter 212 and renumbered and amended by Laws of Utah 2018, Chapter 2

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

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

**53F-2-504. Teacher Salary Supplement Program.**

(1) As used in this section:



- 28 (a) "Board" means the State Board of Education.
- 29 (b) "Certificate teacher" means a teacher who holds a National Board certification.
- 30 ~~[(c) "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 7 or 8;]~~
- 34 ~~[(C) chemistry;]~~
- 35 ~~[(D) physics;]~~
- 36 ~~[(E) computer science; or]~~
- 37 ~~[(F) special education;]~~
- 38 ~~[(ii) holds the appropriate endorsement for the assigned course;]~~
- 39 ~~[(iii) has qualifying educational background; and]~~
- 40 ~~[(iv) (A) is a new employee; or]~~
- 41 ~~[(B) received a satisfactory rating or above on the teacher's most recent evaluation.]~~
- 42 ~~[(d) "Field of computer science" means:]~~
- 43 ~~[(i) computer science; or]~~
- 44 ~~[(ii) computer information technology.]~~
- 45 ~~[(e) "Field of science" means:]~~
- 46 ~~[(i) integrated science;]~~
- 47 ~~[(ii) chemistry;]~~
- 48 ~~[(iii) physics;]~~
- 49 ~~[(iv) physical science; or]~~
- 50 ~~[(v) general science.]~~
- 51 (c) "Eligible teacher" means a teacher who:
- 52 (i) has a supplement-approved assignment;
- 53 (ii) holds the appropriate endorsement for the supplement-approved assignment; and
- 54 (iii) is a new employee or received at least a satisfactory rating on the teacher's most
- 55 recent evaluation.
- 56 (d) "Endorsement" means a stipulation, authorized by the state board and appended to a
- 57 license, that specifies an area of practice to which the license applies.
- 58 ~~[(f)]~~ (e) "License" means the same as that term is defined in Section 53E-6-102.

59            ~~[(g)]~~ (f) "National Board certification" means the same as that term is defined in  
60 Section 53E-6-102.

61            ~~[(h) "Qualifying educational background" means:]~~

62            ~~[(i) for a teacher who is assigned a secondary school level mathematics course:]~~

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

64            ~~[(B) a bachelor's degree major, master's degree, or doctoral degree that has course  
65 requirements that are substantially equivalent to the course requirements for a bachelor's degree  
66 major, master's degree, or doctoral degree in mathematics;]~~

67            ~~[(ii) for a teacher who is assigned a grade 7 or 8 integrated science course, chemistry  
68 course, or physics course:]~~

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

71            ~~[(B) a bachelor's degree major, master's degree, or doctoral degree that has course  
72 requirements that are substantially equivalent to the course requirements of those required for a  
73 degree described in Subsection (1)(h)(ii)(A);]~~

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; or]~~

77            ~~[(B) a bachelor's degree major, master's degree, or doctoral degree that has course  
78 requirements that are substantially equivalent to the course requirements of those required for a  
79 degree described in Subsection (1)(h)(iii)(A); or]~~

80            ~~[(iv) for a teacher who is assigned to teach special education, a bachelor's degree  
81 major, master's degree, or doctoral degree in special education.]~~

82            (g) "Supplement-approved assignment" means an assignment to teach:

83            (i) a secondary school level mathematics course;

84            (ii) integrated science in grade 7 or 8;

85            (iii) chemistry;

86            (iv) physics;

87            (v) computer science; or

88            (vi) special education.

89            ~~[(i)]~~ (h) "Title I school" means a school that receives funds under the Elementary and

90 Secondary Education Act of 1965, Title I, 20 U.S.C. Sec. 6301 et seq.

91 ~~[(j)]~~ (i) "Title I school certificate teacher" means a certificate teacher who is assigned to  
92 teach at a Title I school.

93 (2) (a) Subject to future budget constraints, the Legislature shall:

94 (i) annually appropriate money to the Teacher Salary Supplement Program to maintain  
95 annual salary supplements provided in previous years; and

96 (ii) provide salary supplements to new recipients.

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

99 (i) retirement;

100 (ii) workers' compensation;

101 (iii) Social Security; and

102 (iv) Medicare.

103 (3) (a) (i) The annual salary supplement for an eligible teacher who is assigned full  
104 time to ~~[teach one or more courses listed in Subsections (1)(c)(i)(A) through (F)]~~ a  
105 supplement-approved assignment is \$4,100 and funded through an appropriation described in  
106 Subsection (2).

107 (ii) An eligible teacher who ~~[has a part-time assignment to teach one or more courses~~  
108 ~~listed in Subsections (1)(c)(i)(A) through (F)]~~ is assigned part-time to a supplement-approved  
109 assignment shall receive a partial salary supplement based on the number of hours worked in  
110 the ~~[course]~~ supplement-approved assignment.

111 (b) The annual salary supplement for a certificate teacher is \$750.

112 (c) (i) The annual salary supplement for a Title I school certificate teacher is \$1,500.

113 (ii) A certificate teacher who qualifies for a salary supplement under Subsections (3)(b)  
114 and (c) may only receive the salary supplement that is greater in value.

115 (4) The board shall:

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

118 (b) determine if a teacher is:

119 (i) ~~[(A) is]~~ an eligible teacher; ~~[and]~~

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

121 (ii) ~~[is]~~ a certificate teacher; or

122 (iii) ~~[is]~~ a Title I school certificate teacher;

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

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

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

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

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

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

136 (6) ~~[(a)]~~ The board ~~[shall]~~ may establish and administer an appeal process for a teacher  
137 to follow if the teacher applies for a salary supplement and does not receive a salary  
138 supplement under Subsection (8).

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

143 ~~[(A) Subsection (1)(h)(i)(A);]~~

144 ~~[(B) Subsection (1)(h)(ii)(A);]~~

145 ~~[(C) Subsection (1)(h)(iii)(A); or]~~

146 ~~[(D) Subsection (1)(h)(iv).]~~

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

150 ~~[(A) Subsection (1)(h)(i)(A);]~~

151 ~~[(B) Subsection (1)(h)(ii)(A);]~~

152 ~~[(C) Subsection (1)(h)(iii)(A); or]~~

153 ~~[(D) Subsection (1)(h)(iv).]~~

154 ~~[(c) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to~~  
155 ~~appeal eligibility as a certificate teacher on the basis that the teacher holds a current certificate.]~~

156 ~~[(ii) A teacher shall provide to the board a certificate or other related documentation in~~  
157 ~~order for the board to determine if the teacher holds a current certificate.]~~

158 ~~[(d) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to~~  
159 ~~appeal eligibility as a Title I school certificate teacher on the basis that the teacher:]~~

160 ~~[(A) holds a current certificate; and]~~

161 ~~[(B) is assigned to teach at a Title I school.]~~

162 ~~[(ii) A teacher shall provide to the board:]~~

163 ~~[(A) information described in Subsection (6)(c)(ii); and]~~

164 ~~[(B) verification that the teacher is assigned to teach at a Title I school.]~~

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

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

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

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

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

179 (9) Notwithstanding the provisions of this section, if the appropriation for the program  
180 is insufficient to cover the costs associated with salary supplements, the board shall distribute  
181 the funds in the Teacher Salary Supplement Program on a pro rata basis.

182 Section 2. **Effective date.**

183

This bill takes effect on July 1, 2019.