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TEACHER RETENTION



26	One-time, \$4,800,000
27	Other Special Clauses:
28	This bill provides a special effective date.
29	<b>Utah Code Sections Affected:</b>
30	ENACTS:
31	<b>53E-10-801</b> , Utah Code Annotated 1953
32	53F-5-222, Utah Code Annotated 1953
33 34	<b>53G-11-208</b> , Utah Code Annotated 1953
34 35	Be it enacted by the Legislature of the state of Utah:
36	Section 1. Section <b>53E-10-801</b> is enacted to read:
37	53E-10-801. Educator support hotline.
38	(1) The state board shall:
39	(a) create the educator support hotline to provide an educator with professional
40	resources and supports; and
41	(b) allow an educator the option to call the hotline anonymously.
42	(2) An educator may use the hotline to:
43	(a) report school or LEA practices impairing an educator's ability to perform the
44	educator's job;
45	(b) receive technical assistance for fulfilling job responsibilities and duties;
46	(c) receive referrals for additional resources and supports;
47	(d) inquire about professional development opportunities being offered by the state
48	board; and
49	(e) make general inquiries related to an educator's professional needs.
50	(3) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
51	state board may make rules regarding the administration of the hotline.
52	(4) The state board shall:
53	(a) track aggregated deidentified data regarding hotline use and types of hotline calls;
54	<u>and</u>
55	(b) present the data comparison described in Subsection (4)(b) annually in a state board
56	meeting.

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57	Section 2. Section 53F-5-222 is enacted to read:
58	53F-5-222. Mentoring and Supporting Teacher Excellence and Refinement Pilot
59	Program.
60	(1) As used in this section:
61	(a) "Master teacher" means a classroom teacher who has been approved by the teacher's
62	administrator for an eligible initiative described in Subsection (6).
63	(b) "Mentoring and Supporting Teacher Excellence and Refinement Pilot Program" or
64	"program" means the program created in Subsection (2).
65	(c) "Regional education service agency" or "RESA" means the same as the term is
66	defined in Section 53G-4-410.
67	(d) "Teacher leader work" means nonadministrative leadership tasks that occur in
68	conjunction with an teacher's main duties to provide instruction while avoiding formal
69	administrative roles, other than those relating directly to teacher leadership or development, for
70	the teacher engaging in the tasks, including:
71	(i) leading teachers;
72	(ii) mentoring teachers; and
73	(iii) providing observations or feedback to teachers.
74	(2) There is created a two-year pilot program known as the Mentoring and Supporting
75	Teacher Excellence and Refinement Pilot Program to provide funding to an LEA to improve
76	retention of strong educators who remain in the classroom and have access to growth
77	opportunities in the form of innovative teacher leadership tracks outside of contractual educator
78	steps and lanes to:
79	(a) foster development of leadership skills in participating teachers; and
80	(b) provide the opportunity for a master teacher to impact and provide guidance for
81	fellow teachers seeking to refine instructional skills.
82	(3) The state board shall:
83	(a) solicit proposals from LEAs and RESAs to receive a grant under this section; and
84	(b) award grants to LEAs or RESAs on a competitive basis based on the LEA's or
85	RESA's application described in Subsection (4)(a).
86	(4) To receive a grant under this section, an LEA or RESA shall:
87	(a) submit an application to the state board that:

88	(i) describes the program tier for which the LEA or RESA is applying;
89	(ii) describes the eligible initiatives for which the LEA or RESA will use the grant
90	amount;
91	(iii) provides evidence of the required matching funds described in Subsection (4)(b);
92	(iv) describes how the proposal will further the purposes of the program described in
93	Subsection (2); and
94	(v) outlines the metrics the LEA or RESA will use to measure success of the program;
95	<u>and</u>
96	(b) provide matching funds for a grant from a program tier as follows:
97	(i) a 10% match by the LEA or RESA for a tier 1 level grant amount;
98	(ii) a 15% match by the LEA or RESA for a tier 2 level grant amount; and
99	(iii) a 20% match by the LEA or RESA for a tier 3 level grant amount.
100	(5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
101	state board shall make rules:
102	(a) subject to legislative appropriations, outlining the grant amount for each program
103	tier described in Subsection (4)(b);
104	(b) describing the application requirements including:
105	(i) the required format for submission; and
106	(ii) relevant deadlines;
107	(c) establishing a scoring rubric; and
108	(d) describing any required reporting and performance measures.
109	(6) An LEA or RESA that receives a grant under this section shall use the grant award
110	for an eligible initiative to achieve the purposes described in Subsection (2) including:
111	(a) allowing a teacher to $\hat{H} \rightarrow add$ to or $\leftarrow \hat{H}$ be released from all or part of an existing
111a	teacher contract to
112	engage in teacher leader work, which may involve a new $\hat{H} \rightarrow \text{or amended} \leftarrow \hat{H}$ contract for a
112a	master teacher, for a
113	period determined $\hat{H} \rightarrow [\underline{by the LEA including indefinitely}]$ by the LEA and the teacher, while
113a	maintaining the master teacher's status as a teacher $\leftarrow \hat{H}$ ;
114	(b) providing extended contracts outside of steps and lanes, resulting in increased pay
115	for increased work or for new roles involving teacher leader work on a schedule outside of
116	steps and lanes as determined by the LEA or RESA and the teacher; and
117	(c) building or expanding LEA or RESA leadership tracks including incentives for
118	differentiated teacher leader work pay scales for classroom teachers.

119	(7) The state board may use up to 6.25% of the money appropriated for the purposes
120	described in this section to pay for administrative costs the state board, an LEA, or a RESA
121	incurrs in implementing the program.
122	(8) Upon request of the Education Interim Committee, an LEA that receives a grant
123	and the state board shall report to the Education Interim Committee on the program's progress
124	and outcomes.
125	Section 3. Section 53G-11-208 is enacted to read:
126	53G-11-208. Paid leave Postpartum recovery leave Leave sharing.
127	(1) As used in this section:
128	(a) (i) "Paid leave hours" means leave hours an LEA provides to an LEA employee
129	who accrues paid leave benefits in accordance with the LEA's leave policies.
130	(ii) "Paid leave hours" includes annual, vacation, sick, paid time off, or any other type
131	of leave an employee may take while still receiving compensation.
132	(iii) "Paid leave hours" is not limited postpartum recovery leave.
133	(b) "Postpartum recovery leave" means leave hours a state employer provides to a
134	postpartum recovery leave eligible employee to recover from childbirth.
135	(c) "Postpartum recovery leave eligible employee" means an employee of an LEA who
136	(i) accrues paid leave benefits in accordance with the LEA's leave policies; and
137	(ii) gives birth to a child.
138	(2) Beginning July 1, 2027, each LEA shall:
139	(a) provide postpartum recovery leave in an amount that is at least equivalent to the
140	postpartum recovery leave available to state employees under Section 63A-17-511: and
141	(b) allow a postpartum recovery leave eligible employee who is part-time or who
142	works in excess of a 40-hour work week or the equivalent of a 40-hour work week to use the
143	amount of postpartum recovery leave available under this section on a pro rata basis.
144	(3) An LEA shall provide for the use and administration of postpartum recovery leave
145	under this section in a manner that is not more restrictive than the postpartum recovery leave
146	available to state employees under Section 63A-17-511.
147	(4) An LEA may not charge postpartum recovery leave against paid leave hours to
148	which a qualified employee is entitled as described in Subsection 63A-17-511(6).
149	(5) An LEA may provide leave that exceeds the benefits of the state leave policies

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150	described in this section.
151	Section 4. FY 2025 Appropriation.
152	The following sums of money are appropriated for the fiscal year beginning July 1,
153	2024, and ending June 30, 2025. These are additions to amounts previously appropriated for
154	fiscal year 2025.
155	Subsection 4(a). Operating and Capital Budgets.
156	Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the
157	Legislature appropriates the following sums of money from the funds or accounts indicated for
158	the use and support of the government of the state of Utah.
159	ITEM 1 To State Board of Education - State Board and Administrative Operations
1.00	From Public Education Economic Stabilization Restricted \$4,800,000
160	Account, One-time
161	Schedule of Programs:
	Mentoring and Supporting Teacher \$4,800,000
162	Excellence and Refinement Pilot
	Program
163	Section 5. Effective date.
164	This bill takes effect on July 1, 2024.