1	TEACHER RETENTION				
2	2024 GENERAL SESSION				
3	STATE OF UTAH				
4	Chief Sponsor: Candice B. Pierucci				
5	Senate Sponsor:				
6					
7	LONG TITLE				
8	General Description:				
9	This bill creates multiple programs to support teacher retention efforts.				
10	Highlighted Provisions:				
11	This bill:				
12	 creates the educator support hotline; 				
13	 requires the state board to administer the support hotline; 				
14	 creates the Mentoring and Supporting Teacher Excellence and Refinement Program 				
15	(the program);				
16	 establishes the required criteria for a local education agency or regional education 				
17	service agency (LEA) or regional education service agency to apply for a grant				
18	under the program; and				
19	 requires an LEA to provide paid postpartum recovery leave. 				
20	Money Appropriated in this Bill:				
21	This bill appropriates in fiscal year 2025:				
22	 to State Board of Education - State Board and Administrative Operations - 				
23	Mentoring and Supporting Teacher Excellence and Refinement Pilot Program as a				
24	one-time appropriation:				
25	from the Public Education Economic Stabilization Restricted Account,				
26	One-time, \$4,800,000				
27	Other Special Clauses:				

H.B. 431

28	This bill provides a special effective date.				
29	Utah Code Sections Affected:				
30	ENACTS:				
31	53E-10-801, Utah Code Annotated 1953				
32	53F-5-222, Utah Code Annotated 1953				
33	53G-11-208 , Utah Code Annotated 1953				
34					
35	Be it enacted by the Legislature of the state of Utah:				
36	Section 1. Section 53E-10-801 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	(b) compare the data described in Subsection (4)(a) with data collected in the educator				
55	exit survey described in Section 53G-11-304; and				
56	(c) present the data comparison described in Subsection (4)(b) annually in a state board				
57	meeting.				

01-30-24 10:25 AM

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

H.B. 431

90	and			
91	(iv) outlines the metrics the LEA or RESA will use to measure success of the program;			
92	and			
93	(b) provide matching funds for a grant from a program tier as follows:			
94	(i) a 10% match by the LEA or RESA for a tier 1 level grant amount;			
95	(ii) a 15% match by the LEA or RESA for a tier 2 level grant amount; and			
96	(iii) a 20% match by the LEA or RESA for a tier 3 level grant amount.			
97	(5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the			
98	state board shall make rules:			
99	(a) subject to legislative appropriations, outlining the grant amount for each program			
100	tier described in Subsection (4)(b);			
101	(b) describing the application requirements including:			
102	(i) the required format for submission; and			
103	(ii) relevant deadlines;			
104	(c) establishing a scoring rubric; and			
105	(d) describing any required reporting and performance measures.			
106	(6) An LEA or RESA that receives a grant under this section shall use the grant award			
107	for an eligible initiative including:			
108	(a) allowing a teacher to be released from all or part of an existing teacher contract to			
109	engage in teacher leader work for a period determined by the LEA including indefinitely;			
110	(b) providing extended contracts outside of steps and lanes, resulting in increased pay			
111	for increased work or for new roles involving teacher leader work on a schedule outside of			
112	steps and lanes as determined by the LEA or RESA and the teacher; and			
113	(c) building or expanding LEA or RESA leadership tracks including incentives for			
114	differentiated teacher leader work pay scales for classroom teachers.			
115	(7) The state board may use up to 6.25% of the money appropriated for the purposes			
116	described in this section to pay for administrative costs the state board, an LEA, or a RESA			
117	incurs in implementing the program.			
118	(8) Upon request of the Education Interim Committee, an LEA that receives a grant			
119	and the state board shall report to the Education Interim Committee on the program's progress			
120	and outcomes.			

01-30-24 10:25 AM

121	Section 3. Section 53G-11-208 is enacted to read:			
122	53G-11-208. Paid leave Postpartum recovery leave Leave sharing.			
123	(1) As used in this section:			
124	(a) (i) "Paid leave hours" means leave hours an LEA provides to an LEA employee			
125	who accrues paid leave benefits in accordance with the LEA's leave policies.			
126	(ii) "Paid leave hours" includes annual, vacation, sick, paid time off, or any other type			
127	of leave an employee may take while still receiving compensation.			
128	(iii) "Paid leave hours" is not limited postpartum recovery leave.			
129	(b) "Postpartum recovery leave" means leave hours a state employer provides to a			
130	postpartum recovery leave eligible employee to recover from childbirth.			
131	(c) "Postpartum recovery leave eligible employee" means an employee of an LEA who:			
132	(i) accrues paid leave benefits in accordance with the LEA's leave policies; and			
133	(ii) gives birth to a child.			
134	(2) Beginning July 1, 2027, each LEA shall:			
135	(a) provide postpartum recovery leave in an amount that is at least equivalent to the			
136	postpartum recovery leave available to state employees under Section 63A-17-511: and			
137	(b) allow a postpartum recovery leave eligible employee who is part-time or who			
138	works in excess of a 40-hour work week or the equivalent of a 40-hour work week to use the			
139	amount of postpartum recovery leave available under this section on a pro rata basis.			
140	(3) An LEA shall provide for the use and administration of postpartum recovery leave			
141	under this section in a manner that is not more restrictive than the postpartum recovery leave			
142	available to state employees under Section 63A-17-511.			
143	(4) An LEA may not charge postpartum recovery leave against paid leave hours to			
144	which a qualified employee is entitled as described in Subsection 63A-17-511(6).			
145	(5) An LEA may provide leave that exceeds the benefits of the state leave policies			
146	described in this section.			
147	Section 4. FY 2025 Appropriation.			
148	The following sums of money are appropriated for the fiscal year beginning July 1,			
149	2024, and ending June 30, 2025. These are additions to amounts previously appropriated for			
150	fiscal year 2025.			
151	Subsection 4(a). Operating and Capital Budgets.			

151 Subsection 4(a). Operating and Capital Budgets.

01-30-24 10:25 AM

H.B. 431

152	Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the				
153	Legislature appropriates the following sums of money from the funds or accounts indicated for				
154	the use and support of the government of the state of Utah.				
155	ITEM 1 To State Board of Education - State Board and Administrative Operations				
156	From Public Education Economic Stabilization Restricted Account, One-time	\$4,800,000			
157	Schedule of Programs:				
158	Mentoring and Supporting Teacher \$4,800, Excellence and Refinement Pilot Program	000			
159 160	Section 5. Effective date. This bill takes effect on July 1, 2024.				