

Representative Candice B. Pierucci proposes the following substitute bill:

TEACHER RETENTION

2024 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Candice B. Pierucci

Senate Sponsor: Ann Millner

LONG TITLE

General Description:

This bill creates multiple programs to support teacher retention efforts.

Highlighted Provisions:

This bill:

- ▶ creates the educator support hotline;
- ▶ requires the state board to administer the support hotline;
- ▶ creates the Mentoring and Supporting Teacher Excellence and Refinement Program

(the program);

- ▶ establishes the required criteria for a local education agency or regional education service agency (LEA) or regional education service agency to apply for a grant under the program; and

- ▶ requires an LEA to provide paid postpartum recovery leave.

Money Appropriated in this Bill:

This bill appropriates in fiscal year 2025:

- ▶ to State Board of Education - State Board and Administrative Operations - Mentoring and Supporting Teacher Excellence and Refinement Pilot Program as a one-time appropriation:
 - from the Public Education Economic Stabilization Restricted Account,



26 One-time, \$4,800,000

27 **Other Special Clauses:**

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 and

55 (b) present the data comparison described in Subsection (4)(b) annually in a state board
56 meeting.

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 and
- 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 be released from all or part of an existing teacher contract to
 - 112 engage in teacher leader work, which may involve a new contract for a master teacher, for a
 - 113 period determined by the LEA including indefinitely;
 - 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 incurs 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

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

160 From Public Education Economic Stabilization Restricted Account, One-time \$4,800,000

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.