

1 **TEACHER SALARY SUPPLEMENT AMENDMENTS**

2 2019 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Kay J. Christofferson**

5 Senate Sponsor: Deidre M. Henderson

7 **LONG TITLE**

8 **General Description:**

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

10 **Highlighted Provisions:**

11 This bill:

- 12 ▶ amends provisions related to an individual's eligibility for a teacher salary
- 13 supplement; and
- 14 ▶ makes technical and conforming changes.

15 **Money Appropriated in this Bill:**

16 None

17 **Other Special Clauses:**

18 This bill provides a special effective date.

19 **Utah Code Sections Affected:**

20 AMENDS:

21 **53F-2-504**, as last amended by Laws of Utah 2018, Chapter 212 and renumbered and
22 amended by Laws of Utah 2018, Chapter 2

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

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

26 **53F-2-504. Teacher Salary Supplement Program.**

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

43 (i) has a qualifying educational background or qualifying teaching background;

44 (ii) has a supplement-approved assignment that corresponds to the teacher's qualifying

45 educational background or qualifying teaching background;

46 (iii) qualifies for the teacher's supplement-approved assignment in accordance with

47 state board rule; and

48 (iv) is a new employee or received at least a satisfactory rating on the teacher's most

49 recent evaluation.

50 (d) "Field of computer science" means:

51 (i) computer science; or

52 (ii) computer information technology.

53 (e) "Field of science" means:

54 (i) integrated science;

55 (ii) chemistry;

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

83 (iv) for a teacher who is assigned to teach special education, a bachelor's degree major,
84 master's degree, or doctoral degree in special education.

85 (i) "Title I school" means a school that receives funds under the Elementary and
86 Secondary Education Act of 1965, Title I, 20 U.S.C. Sec. 6301 et seq.

87 (j) "Qualifying teaching background" means the teacher has been teaching the same
88 supplement-approved assignment in Utah public schools for at least 10 years.

89 (k) "Supplement-approved assignment" means an assignment to teach:

90 (i) a secondary school level mathematics course;

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

92 (iii) chemistry;

93 (iv) physics;

94 (v) computer science; or

95 (vi) special education.

96 ~~(j)~~ (l) "Title I school certificate teacher" means a certificate teacher who is assigned
97 to teach at a Title I school.

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

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

101 (ii) provide salary supplements to new recipients.

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

104 (i) retirement;

105 (ii) workers' compensation;

106 (iii) Social Security; and

107 (iv) Medicare.

108 (3) (a) (i) The annual salary supplement for an eligible teacher who is assigned
109 full-time to ~~[teach one or more courses listed in Subsections (1)(c)(i)(A) through (F)]~~ a

110 supplement-approved assignment is \$4,100 and funded through an appropriation described in
111 Subsection (2).

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

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

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

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

120 (4) The board shall:

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

123 (b) determine if a teacher is:

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

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

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

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

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

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

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

135 (b) An eligible teacher, a certificate teacher, or a Title I school certificate teacher may
136 apply with the board, after verification that the requirements under this section have been

137 satisfied, to receive a salary supplement after the completion of:

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

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

141 (6) (a) The board shall establish and administer an appeal process for a teacher to
142 follow if the teacher applies for a salary supplement and does not receive a salary supplement
143 under Subsection (8).

144 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to
145 appeal eligibility as an eligible teacher with a qualifying educational background on the basis
146 that the teacher has a degree or degree major with course requirements that are substantially
147 equivalent to [~~the course requirements for a degree described in:~~] the qualifying educational
148 background associated with the teacher's supplement-approved assignment.

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

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

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

152 [~~(D) Subsection (1)(h)(iv);~~]

153 (ii) A teacher shall provide transcripts and other documentation to the board in order
154 for the board to determine if the teacher has a degree or degree major with course requirements
155 that are substantially equivalent to [~~the course requirements for a degree listed in:~~] the
156 qualifying educational background associated with the teacher's supplement-approved
157 assignment.

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

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

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

161 [~~(D) Subsection (1)(h)(iv);~~]

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

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

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

- 168 (A) holds a current certificate; and
- 169 (B) is assigned to teach at a Title I school.

170 (ii) A teacher shall provide to the board:
171 (A) information described in Subsection (6)(c)(ii); and
172 (B) verification that the teacher is assigned to teach at a Title I school.

173 (e) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to
174 appeal eligibility as an eligible teacher with a qualifying teaching background on the basis that
175 the teacher has a qualifying teaching background.

176 (ii) The teacher shall provide to the state board evidence to verify that the teacher has a
177 qualifying teaching background.

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

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

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

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

189 (b) The salary supplement is part of the teacher's base pay, subject to the teacher's
190 qualification as an eligible teacher, a certificate teacher, or a Title I school certificate teacher

191 every year, semester, or trimester.

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

195 **Section 2. Effective date.**

196 This bill takes effect on July 1, 2019.