

**EDUCATOR SALARIES ADJUSTMENTS INCREASE**

2023 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Angela Romero**

Senate Sponsor: \_\_\_\_\_

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**LONG TITLE**

**General Description:**

This bill provides an increase to the educator salary adjustment.

**Highlighted Provisions:**

This bill:

▶ amends provisions to codify and increase the amount of the state-provided educator salary adjustment; and

▶ makes technical and conforming changes.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

This bill provides a special effective date.

This bill provides a coordination clause.

**Utah Code Sections Affected:**

AMENDS:

**53F-2-405**, as last amended by Laws of Utah 2022, Chapter 415

**Utah Code Sections Affected by Coordination Clause:**

**53F-2-405**, as last amended by Laws of Utah 2022, Chapter 415

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

Section 1. Section **53F-2-405** is amended to read:



28 **53F-2-405. Educator salary adjustments.**

29 (1) As used in this section, "educator" means a person employed by a school district,  
30 charter school, or the Utah Schools for the Deaf and the Blind who holds:

31 (a) (i) a license issued by the state board; and

32 (ii) a position as a:

33 (A) classroom teacher;

34 (B) speech pathologist;

35 (C) librarian or media specialist;

36 (D) preschool teacher;

37 (E) mentor teacher;

38 (F) teacher specialist or teacher leader;

39 (G) guidance counselor;

40 (H) audiologist;

41 (I) psychologist; or

42 (J) social worker; or

43 (b) (i) a license issued by the Division of Professional Licensing; and

44 (ii) a position as a social worker.

45 (2) In recognition of the need to attract and retain highly skilled and dedicated  
46 educators, the Legislature shall annually appropriate money for educator salary adjustments,  
47 subject to future budget constraints.

48 [~~(3) Money appropriated to the state board~~]

49 (3) (a) The state board shall distribute to each school district, each charter school, and  
50 the Utah Schools for the Deaf and the Blind money that the Legislature appropriates for  
51 educator salary adjustments based on the number of educator positions described in Subsection  
52 (4) in the school district, the charter school, or the Utah Schools for the Deaf and the Blind.

53 (b) Notwithstanding Subsection (3)(a), if appropriations are insufficient to provide the  
54 full amount of educator salary adjustments described in this section, the state board shall  
55 distribute money appropriated for educator salary adjustments [~~shall be distributed~~] to school  
56 districts, charter schools, and the Utah Schools for the Deaf and the Blind in proportion to the  
57 number of full-time-equivalent educator positions in a school district, a charter school, or the  
58 Utah Schools for the Deaf and the Blind as compared to the total number of

59 full-time-equivalent educator positions in school districts, charter schools, and the Utah  
60 Schools for the Deaf and the Blind.

61 (4) A school district, a charter school, or the Utah Schools for the Deaf and the Blind  
62 shall award bonuses to educators as follows:

63 (a) the amount of the salary adjustment [~~shall be the same~~] for each  
64 full-time-equivalent educator [~~position in the school district, charter school, or the Utah~~  
65 ~~Schools for the Deaf and the Blind;~~] is \$10,200;

66 (b) an individual who is not a full-time educator shall receive a partial salary  
67 adjustment based on the number of hours the individual works as an educator; and

68 (c) a salary adjustment may be awarded only to an educator who has received a  
69 satisfactory rating or above on the educator's most recent evaluation.

70 (5) [~~The~~] In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking  
71 Act, the state board:

72 (a) shall make rules to ensure that LEAs do not reduce or artificially limit a teacher's  
73 salary to convert the salary supplement in this section into a windfall to the LEA; and

74 (b) may make rules as necessary to administer this section [~~in accordance with Title~~  
75 ~~63G, Chapter 3, Utah Administrative Rulemaking Act~~].

76 (6) (a) Subject to future budget constraints, the Legislature shall appropriate sufficient  
77 money each year to:

78 (i) maintain educator salary adjustments provided in prior years; and

79 (ii) provide educator salary adjustments to new employees.

80 (b) Money appropriated for educator salary adjustments shall include money for the  
81 following employer-paid benefits:

82 (i) retirement;

83 (ii) worker's compensation;

84 (iii) social security; and

85 (iv) Medicare.

86 (7) (a) Subject to future budget constraints, the Legislature shall:

87 (i) maintain the salary adjustments provided to school administrators in the 2007-08  
88 school year; and

89 (ii) provide salary adjustments for new school administrators in the same amount as

90 provided for existing school administrators.

91 (b) The appropriation provided for educator salary adjustments described in this  
92 section shall include salary adjustments for school administrators as specified in Subsection  
93 (7)(a).

94 (c) In distributing and awarding salary adjustments for school administrators, the state  
95 board, a school district, a charter school, or the Utah Schools for the Deaf and the Blind shall  
96 comply with the requirements for the distribution and award of educator salary adjustments as  
97 provided in Subsections (3) and (4).

98 Section 2. **Effective date.**

99 This bill takes effect on July 1, 2023.

100 Section 3. **Coordinating H.B. 271 with H.B. 215 -- Superseding technical and**  
101 **substantive amendments.**

102 If this H.B. 271 and H.B. 215, Funding for Teacher Salaries and Optional Education  
103 Opportunities, both pass and become law, it is the intent of the Legislature that the  
104 amendments to Section [53F-2-405](#) in this bill supersede the amendments to Section [53F-2-405](#)  
105 in H.B. 215 when the Office of Legislative Research and General Counsel prepares the Utah  
106 Code database for publication.