

## Minimum School Program: Incentive Compensation Programs

Program Summaries & Appropriation Amounts - FY 2015 Base Budget

	Public Education Job Enhancement (PEJEP)	Educator Salary Adjustments (ESA)	Teacher Salary Supplement Program (TSSP)	Extended Year for Special Educators	Year-Round Math & Science (USTAR Centers)
<b>Statute</b>	53A-17a-601	53A-17a-153	53A-17a-156, 53A-17a-157	53A-17a-112, 53A-17a-158	53A-17a-159
<b>Beginning Date</b>	FY 2006	FY 2008	FY 2009	FY 2009	FY 2009
<b>Statutory Purpose</b>	Established to attract, train, and retain highly qualified secondary teachers with expertise in mathematics, physics, chemistry, physical science, learning technology, or information technology; special education teachers; and teachers in grades four	Established to recognize the need to attract and retain qualified and dedicated educators in the public schools.	Established to supplement the compensation for educators that have at least a bachelors degree in certain subject areas and actively teaching in those areas.	Established in recognition of the added duties and responsibilities assumed by special educators to comply with federal law regulating the education of students with disabilities and the need to attract and retain qualified special educators.	Established to provide a financial incentive for LEAs to adopt programs that result in more efficient use of personnel and capital facilities.
<b>Program Summary</b>	Contains two award programs for teachers: Advancement Award (Scholarship) and Opportunity Award (Signing Bonus).	Qualifying educators receive an ongoing salary adjustment of \$4,200 a year. School level administrators receive an adjustment of \$2,500. Educators, regardless of tenure, receive the same amount to provide a higher percentage increase and raise the average beginning salary for teachers.	Qualifying secondary math and science teachers may receive a salary supplement of up to \$4,100.	Special educators can receive stipends in the amount of \$200 per day for optional additional working days (up to 10).	LEAs receive grant funding, based on a proposal, to provide full-year teacher contracts, part-time teacher contract extensions, or a combination of both for math and science teachers.
<b>Qualifications</b>	<b>(1)</b> Application made by superintendent or school principal on behalf of the educator. <b>(2)</b> Recipient teachers agree to teach in Utah schools for four years in one of the target subject areas.	<b>(1)</b> Qualifying educators include: classroom teachers; speech pathologists; librarians or media specialists; preschool teachers; school administrators; mentor teachers; teacher specialists; guidance counselors, audiologists; psychologists; or social workers. <b>(2)</b> Salary adjustments may be awarded only to educators who have received a satisfactory rating or above on their most recent evaluation.	<b>(1)</b> A teacher must have a bachelor's degree major, master's degree, doctoral degree, or a substantially equivalent degree in the content areas identified in statute, namely, mathematics, chemistry, physics. If teaching 7th or 8th grade a degree in integrated science, physical science, or general science. <b>(2)</b> Teachers must have a full-time teaching assignment in one of the qualifying content areas and hold the required degree to receive a full supplement. Partial supplements are given to teachers assigned part-time.	<b>(1)</b> To receive a stipend, special educators must do the following: work an additional day beyond the number of days contracted with the LEA; schedule additional days before or after the school year; and, use the additional days to perform duties related to the IEP process. <b>(2)</b> Part-time special educators are eligible for a partial stipend equal to the percentage of a full-time special educator position the person assumes. <b>(3)</b> The educator must have a primary assignment related to the instruction of students with disabilities who are eligible for special education services.	<b>(1)</b> Participation is based on an LEA having its proposal selected by the State Board of Education.

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<b>Program Details</b>	<p><b>(1)</b> Advancement Award: Educators awarded up to \$20,000 or a scholarship to cover the tuition costs for a master's degree, an endorsement, or graduate education in the target subject areas. Approved teachers receive \$10,000 at the beginning of the term and up to \$10,000 at the conclusion of the term. The awards are pro-rated if a teacher moves or doesn't finish schooling. <b>(2)</b> Opportunity Award: The bonus (around \$10,000) is awarded in two parts, with the first half at signing and the second upon completion of the term. Teachers can't receive the advancement award and opportunity award concurrently.</p>	<p><b>(1)</b> Adjustments were awarded over the course of two fiscal years. In FY 2008, \$2,500 was provided for all educators. In FY 2009, \$1,700 was provided to all educator categories except school level administrators. <b>(2)</b> LEAs receive funding based on their proportion of qualifying FTE educators statewide. <b>(3)</b> The amount allocated to the LEAs includes funding to help pay the associated employer-paid benefit costs of retirement, worker's compensation, Social Security, and Medicare. <b>(4)</b> Qualifying educators are required to pay all personal payroll deductions as they do with their base salary.</p>	<p><b>(1)</b> The Utah Department of Human Resource Management administers the program. <b>(2)</b> Teachers must apply to DHRM in order to be considered for the supplement and may apply after each semester/trimester or at the end of the school year. <b>(3)</b> Statute includes an appeal process for educators denied by DHRM. <b>(4)</b> The USOE provides assistance to DHRM during the verification process. Once DHRM certifies a list (by LEA) of eligible teachers and supplement amounts, the State Division of Finance pays the LEAs from a restricted account established for the program. <b>(5)</b> The amount allocated per teacher includes funding to help pay the associated employer-paid benefit costs of retirement, worker's compensation, Social Security, and Medicare. <b>(6)</b> Qualifying educators are required to pay all personal payroll deductions as they do with their base salary.</p>	<p><b>(1)</b> Special education and speech-language pathologists employed by a school district, charter school, or the Utah Schools for the Deaf and the Blind qualify for the optional additional days. <b>(2)</b> The amount allocated per teacher includes funding to help pay the associated employer-paid benefit costs of retirement, worker's compensation, Social Security, and Medicare. <b>(3)</b> Qualifying educators are required to pay all personal payroll deductions as they do with their base salary. <b>(4)</b> In FY 2012, funding for the program was moved to the Special Education - State Programs in the Basic School Program. The program was assigned a total of 909 weighted pupil units (WPU). Program funding increases or decreases with changes in the primary WPU Value.</p>	<p><b>(1)</b> Participating LEAs use grant funding to extend the contracts for math and science teachers. <b>(2)</b> Statute identifies several benefits the program hopes to achieve: increased compensation for math and science teachers, increased capacity of school buildings and decrease capital costs, decrease class sizes, provide opportunities for earlier high school graduation and college preparation, and additional remedial and advanced courses.</p>

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<b>Program Notes</b>	(1) Ongoing funding of \$2,187,000 was eliminated by the Legislature in FY 2011. Nonlapsing balances remain in the program to cover costs associated with remaining Advancement Awards.	(1) Statute states that subject to future budget constraints, the Legislature shall appropriate sufficient money each year to maintain adjustments provided in prior years and provide adjustments for new employees. (2) The non-contributory state retirement rate has increased in each of the past two fiscal years from 15.72 percent to 21.96 percent. The rate is expected to increase again to 23.69 percent in FY 2015. The amount paid to LEAs for employer-paid benefits has not increased with the changes in retirement rate.	(1) The non-contributory state retirement rate has increased in each of the past two fiscal years from 15.72 percent to 21.96 percent. The rate is expected to increase again to 23.69 percent in FY 2015. The amount paid to LEAs for employer-paid benefits has not increased with the changes in retirement rate.	(1) The non-contributory state retirement rate has increased in each of the past two fiscal years from 15.72 percent to 21.96 percent. The rate is expected to increase again to 23.69 percent in FY 2015. The amount paid to LEAs for employer-paid benefits has not increased with the changes in retirement rate. (2) Current funding provides stipends for up to 3.5 additional days. Stipend days have increased as the number of participating special educators have stabilized and funding increases associated with WPU Value changes. (3) Approximately 60 percent of special educators participate in the program.	None
<b>FY 2015 Base Appropriation</b>	\$2,845,200 - Nonlapsing Balance	\$157,083,000 - Education Fund	\$5,000,000 - Education Fund; \$756,300 Nonlapsing Balance; \$232,700 General Fund (DHRM Administration)	\$2,635,100 - Education Fund (909 WPU @ \$2,899)	\$6,200,000 - Education Fund; \$3,341,800 Nonlapsing Balance

Sources: Utah Code. Office of the Legislative Fiscal Analyst, Compendium of Budget Information, 2014 General Session.

Prepared by: Office of the Legislative Fiscal Analyst (01/14BL).