

1 **R277. Education, Administration.**

2 **R277-110. Educator Salary Adjustment.**

3 **R277-110-1. Authority and Purpose.**

4 (1) This rule is authorized by:

5 (a) Utah Constitution [Article X, Section 3](#), which vests general control and  
6 supervision over public education in the Board;

7 (b) Subsection [53E-3-401](#)(4), which allows the Board to make rules to execute  
8 the Board's duties and responsibilities under the Utah Constitution and state law; and

9 (c) Subsection [53F-2-405](#)(5), which authorizes the Board to make rules to  
10 administer the educator salary adjustment program.

11 (2) The purpose of this rule is to outline a consistent method for enacting  
12 educator salary adjustments in accordance with Section [53F-2-405](#).

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14 **R277-110-2. Definitions.**

15 (1) "Educator" has the same meaning as defined in Subsection [53F-2-405](#)(1).

16 (2) "Educator Salary Adjustment" or "Adjustment" means funds allocated by the  
17 Board to an LEA in accordance with Subsection [53F-2-405](#)(3).

18 (3) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and  
19 the Blind.

20 (4) "USIMS" has the same meaning as defined in Subsection [R277-312-2](#)(6).

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22 **R277-110-3. Procedures.**

23 (1) An LEA shall:

24 (a)(i) have employee evaluation procedures consistent with [Title 53G, Chapter](#)  
25 [11, Part 5](#), School District and Utah Schools for the Deaf and the Blind Employee  
26 Requirements; or

27 (ii) if an LEA is exempt from the requirements of Subsection (1)(a)(i), have  
28 employee evaluation procedures in place to receive funds under Section [53F-2-405](#);

29 (b) put the adjustment appropriation into the LEA's salary schedule each year  
30 that funds are appropriated by the Legislature;

31 (c) ensure the amount of the adjustment is the same for each eligible full-time-  
32 equivalent educator position in the LEA;

33 (d) ensure that each eligible employee who is not a full-time educator receives a  
34 proportional salary adjustment based on the number of hours the employee works in the  
35 employee's current assignment as an educator; and

36 (e) ensure that each educator who receives an adjustment has not received [a  
37 ~~satisfactory or above job performance~~]an unsatisfactory rating [in]on any of the  
38 educator's three most recent evaluations as described in Subsection 53F-2-405(4)(c).  
39 ~~concluded in the school year prior to the year for which the adjustment is made.~~]

40 (2) Notwithstanding Subsection (1)(e), an LEA may grant an adjustment to a  
41 new hire who has successfully completed the position hiring process and been selected  
42 for an educator position.

43 (3) Once an educator qualifies for an adjustment in a designated school year,  
44 the adjustment becomes an ongoing part of the educator's salary.

45 (4)(a) Beginning July 1, 2023, an educator shall receive at least the amount  
46 described in Subsection 53F-2-405(4)(a) for the educator salary adjustment.

47 (b) [An]Beginning July 1, 2024, an educator shall receive an annual adjustment  
48 of [~~\$4200~~]an amount equal to the amount described in Subsection 53F-2-405(4)(d)  
49 based upon legislative funding allocations.

50 (c) The Superintendent shall distribute funds to LEAs for the educator salary  
51 adjustment based on LEA educator data submitted by November 15.

52 (d) An LEA may be required to provide funding to meet benefit costs for  
53 educators under this program.

54 (5) A school building level administrator shall receive an annual adjustment of  
55 \$2500 and benefits as provided in Subsection [53F-2-405\(7\)](#).

56 (6) Each LEA shall annually note on the appropriate salary schedule:

57 (a) the amount of the educator salary adjustment;

- 58 (b) the positions qualifying for the adjustment; and
- 59 (c) performance rating requirements in accordance with Subsection [53F-2-](#)
- 60 [405\(4\)\(c\)](#).
- 61 (7) Each LEA shall annually maintain record of performance ratings for an
- 62 educator receiving an adjustment in accordance with this rule.
- 63 (8)(a) The Superintendent shall remit to LEAs an estimated educator salary
- 64 adjustment allotment through monthly bank transfers and allotment memos beginning in
- 65 July of each year.
- 66 (b) The Superintendent shall adjust the allotment amount in November of each
- 67 year to match the number of qualified educators in CACTUS or USIMS.
- 68 (9) An adjustment to CACTUS or USIMS made after November 15 may not
- 69 count towards an LEA's amount for educator salary adjustments until the following year.
- 70 (10) An LEA may not include educator salary adjustments when calculating the
- 71 weighted average compensation adjustment for non-administrative licensed staff.
- 72 (11) ~~[An]~~ [For purposes of ensuring that an](#) LEA may not reduce or artificially limit
- 73 an educator's salary to convert the salary supplement in this section into a windfall to
- 74 the LEA [as required in Subsection 53F-2-405 an LEA shall](#) ~~[ ]~~:
- 75 ~~[(12) An LEA shall]~~ [\(a\)](#) increase the total wage compensation of each educator,
- 76 including salary and stipends, by at least \$4200, from the educator's compensation in
- 77 fiscal year 2022-23; and
- 78 ~~[(13) An LEA shall]~~ [\(b\)](#) appropriately code educator salary and ~~[benefits]~~ [payroll](#)
- 79 provided through the educator salary adjustment to the educator salary adjustment
- 80 program code in accordance with Rule [R277-113](#) and the LEA's program accounting
- 81 policy.

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84 **KEY: educators, salary adjustments**

85 **Date of Last Change: June 7, 2022**

86 **Notice of Continuation: April 15, 2022**

Blue Text – Additions  
~~Red Text~~ – Deletions

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May 3, 2023

87 **Authorizing, and Implemented or Interpreted Law:** Art X Sec 3; 53E-3-401(4); 53F-  
88 2-405(5)