

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](#).

13
14 **R277-110-2. Definitions.**

15 ~~[(1) "Comprehensive Administration of Credentials for Teachers in Utah Schools"~~
16 ~~or "CACTUS" has the same meaning as defined in Subsection R277-512-2(1).]~~

17 [(2)1] "Educator" has the same meaning as defined in Subsection [53F-2-405](#)(1).

18 [(3)2] "Educator Salary Adjustment" or "Adjustment" means funds allocated by
19 the Board to an LEA in accordance with Subsection [53F-2-405](#)(3).

20 [(4)3] "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf
21 and the Blind.

22 (4) "USIMS" has the same meaning as defined in Subsection R277-312-2(6).

23
24 **R277-110-3. Procedures.**

25 (1) An LEA shall:

26 (a)(i) have employee evaluation procedures consistent with Title ~~[53A, Chapter~~
27 ~~8a, Public Education Human Resource Management Act]~~ [53G, Chapter 11, Part 5,](#)
28 School District and Utah Schools for the Deaf and the Blind Employee Requirements; or

29 (ii) if an LEA is exempt from the requirements of Subsection (1)(a)(i), have

30 employee evaluation procedures in place to receive funds under Section [53F-2-405](#);

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

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

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

38 (e) ensure that each educator who receives an adjustment has received a
39 satisfactory or above job performance rating in the educator's most recent evaluation
40 concluded in the school year prior to the year for which the adjustment is made.

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

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

46 (4) An educator shall receive an annual adjustment of \$4200 based upon
47 legislative funding allocations.

48 (5) A school building level administrator shall receive an annual adjustment of
49 \$2500 and benefits as provided in Subsection [53F-2-405](#)(7).

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

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

52 (b) the positions qualifying for the adjustment; and

53 (c) performance rating requirements in accordance with Subsection [53F-2-](#)
54 [405](#)(4)(c).

55 (7) Each LEA shall annually maintain record of performance ratings for an educator
56 receiving an adjustment in accordance with this rule.

57 (8)(a) The Superintendent shall remit to LEAs an estimated educator salary
58 adjustment allotment through monthly bank transfers and allotment memos beginning in

59 July of each year.

60 (b) The Superintendent shall adjust the allotment amount in November of each
61 year to match the number of qualified educators in CACTUS or USIMS.

62 (9) An adjustment to CACTUS or USIMS made after November 15 may not count
63 towards an LEA's amount for educator salary adjustments until the following year.

64 (10) An LEA may not include educator salary adjustments when calculating the
65 weighted average compensation adjustment for non-administrative licensed staff.

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67 **KEY: educator, salary adjustments**

68 **Date of Enactment or Last Substantive Amendment:**

69 **Notice of Continuation:**

70 **Authorizing, and Implemented, or Interpreted Law: Art X Sec 3; 53E-3-401(4); 53F-**
71 **2-405(5)**