

Effective Teachers in High Poverty Schools (ETHPS)

Frequently Asked Questions

Teachers

Review the following questions designed for the Educator. Use the “Ctrl+F” to search specific words or phrases. If your question is not answered below, please contact the ETHPS Specialist by email at tssp@schools.utah.gov.

- Where and when may I apply?** The application is submitted on your behalf by your employing local education agency (LEA). Please work with your Human Resource Department to determine if your LEA participates in this salary bonus and if you might be eligible.
- How do I qualify for the ETHPS Bonus?** You could qualify if your employing LEA participates, you are employed in a high poverty school a full school year before the school year you are considered eligible, and have a median growth percentile (MGP) of 70 or higher for which a standards assessment is administered OR you teach grades 1, 2, or 3 and achieve at least 85% of students whose progress is assessed as typical or better.
- How do I know my course assignment qualifies for ETHPS?** The subject areas used to determine eligibility are Language Arts, Mathematics, and Science, or grades 1-3.
- Am I able to receive this bonus every year?** Yes, it is possible to receive this bonus every year as long as your LEA continues to participate, applies for this bonus on your behalf, and you meet the qualifications.
- Where may I find information about the ETHPS bonus?** You may go to the Utah State Legislature website to view the *Utah Code* (<https://le.utah.gov/xcode/Title53F/Chapter2/53F-2-S513.html>) as well as the *Utah Office of Administrative Rules* (<https://rules.utah.gov/publicat/code/r277/r277-925.htm>) for the governing rules for this bonus. Amendments in *House Bill 107* during the 2020 General Session added teachers of grades 1-3 and increased the total bonus to \$7,000. The amendments would have been included in the 2020-2021 payments, however, due to budget cuts the additional funds to cover the increased participation and bonus amount were repealed during special sessions in 2020 (*House Bill 5012*), which removed the ability of USBE to include the changes.
- How is the ETHPS bonus distributed?** A USBE-certified list of eligible teachers is provided to the State Division of Finance for payment through a Monthly Allotment to participating LEAs. USBE and the LEA each pay half of the bonus award. The **ETHPS Bonus** amount (up to \$5000) is what the educator receives in their payroll before applicable taxes or deductions. The employer paid **Benefit** amount is the *ETHPS Bonus x Utah's Benefit Rate* (0.0765), which includes Medicare and Social Security. This Benefit money is designated to cover the employer-paid benefit portion so that the LEA does not have to find or be charged additional money when an educator participates in the program.
- What would be the responsibilities of the LEA?** They apply annually on behalf of eligible teachers, determine which schools and educators are eligible, notify teachers of their MGP and how it is calculated, verify assurances with USBE to pay half of the bonus and benefit amounts to the eligible teacher, and submit a list of eligible schools and educators to USBE for final approval.