

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 the
8 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 administer
10 the educator salary adjustment program.

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

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

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

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

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

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

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

24 (1) An LEA shall:

25 (a)(i) have employee evaluation procedures consistent with Title 53A, Chapter 8a,
26 Public Education Human Resource Management Act; or

27 (ii) if an LEA is exempt from the requirements of Subsection (1)(a)(i), have employee
28 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 that

30 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 received a
37 satisfactory or above job performance rating in the educator's most recent evaluation
38 concluded in the school year prior to the year for which the adjustment is made.

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

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

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

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

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

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

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

51 (c) performance rating requirements in accordance with Subsection 53F-2-405(4)(c).

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

54 (8)(a) The Superintendent shall remit to LEAs an estimated educator salary
55 adjustment allotment through monthly bank transfers and allotment memos beginning in
56 July of each year.

57 (b) The Superintendent shall adjust the allotment amount in November of each year
58 to match the number of qualified educators in CACTUS.

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

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

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64 **KEY: educators, salary adjustments**

65 **Date of Enactment or Last Substantive Amendment: September 21, 2017**

66 **Notice of Continuation: July 19, 2017**

67 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-1-401(4); 53F-2-**
68 **405(5)**

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