

R277-124 received final approval by the Utah State Board of Education on April 7, 2022. R277-124 was published in the May 1, 2022, Utah State Bulletin, subject to a 30-day comment period, with a first possible effective date of June 7, 2022.

## **R277. Education, Administration.**

### **R277-124. Teacher Bonuses for Extra Assignments.**

#### **R277-124-1. Authority and Purpose.**

(1) This rule is authorized by:

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

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

(c) Subsection 53F-2-524, which requires the Board to make rules to establish the grant program to compensate teachers who accepted an additional work assignment to substitute for another teacher between December 2021, and May 2022.

(2) The purpose of this rule is to establish the grant program described in Section 53F-2-524 to provide funding to LEAs to compensate teachers who accepted an additional work assignment to substitute for another teacher between December 2021, and May 2022, including:

(a) eligibility criteria for a teacher to qualify for a grant;

(b) an application process; and

(c) a distribution formula.

#### **R277-124-2. Definitions.**

(1) "Eligible LEA" means:

(a) an LEA that elects to participate in the grant program by applying to the Superintendent as described in Section R277-124-3; and

(b) includes the Utah Schools for the Deaf and the Blind.

(2) "Program" means the teacher bonuses for extra assignments grant program created in Section 53F-2-524 and further described in this Rule R277-124.

(3) "Teacher" means the same as the term educator is defined in 53F-2-405.

#### **R277-124-3. Procedures.**

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(1) An LEA may provide a teacher a bonus of up to \$100 per additional work assignment if the teacher accepted an additional work assignment to substitute for another teacher between December 1, 2021 and May 31, 2022.

(2) By May 1, 2022, the Superintendent shall provide the following to LEAs:

(a) an estimate of the amount of grant funds available to the LEA; and

(b) an application for the LEA to indicate:

(i) whether the LEA will participate in the grant program;

(ii) the amount of the LEA's available allocation described in Subsection (2)(a) that the LEA would like to receive; and

(iii) whether the LEA would accept additional funds if there are remaining LEAs not electing to receive funding under this program.

(3)(a) By June 30, 2022 and in accordance with the distribution formula described in Subsection (3)(b), the Superintendent shall distribute funds to eligible LEAs to provide grants to teachers as described in this Section.

(b) The Superintendent shall use full time equivalent counts with a max of 1.0 for qualifying teachers for FY22 to determine the percentage of the allocation initially available to each LEA.

(c) If additional funds are available due to LEA election not to participate in the program, the Superintendent shall distribute remaining funds evenly among eligible LEAs that indicate willingness to accept funds as described in Subsection (2)(b)(iii).

(4) An eligible LEA may use the eligible LEA's existing policy on compensation for extra assignments to determine how the eligible LEA will distribute grants to teachers.

(5) An eligible LEA receiving funds that does not fully expend the eligible LEA's program funds shall return excess program funds to the Superintendent by September 1, 2022.

**KEY: educator, teacher, bonus**

**Date of Last Change: 2022**

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

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**2-524**