

1 **R277. Education, Administration.**

2 **R277-925. Effective Teachers in High Poverty Schools Incentive Program.**

3 **R277-925-1. 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-2-513\(2\)\(b\)](#), which requires the Board to make rules for the
10 administration of the Effective Teachers in High Poverty Schools Incentive Program.

11 (2) The purpose of this rule is to:

12 (a) provide standards and procedures for the administration of the Effective
13 Teachers in High Poverty Schools Incentive Program; and

14 (b) establish a method for determining teacher eligibility for salary bonuses
15 awarded in the 2022-2023 school year for teachers in grade 4 as required in Subsection
16 [53F-2-513\(2\)\(b\)\(iv\)](#).

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18 **R277-925-2. Definitions.**

19 (1) "Benchmark assessment" means the assessment described in Section 53E-4-
20 307.

21 (2) "Eligible teacher" means:

22 (a) the same as that term is defined in Section [53F-2-513](#); and

23 (b) a teacher who is a regular or special education classroom teacher.

24 (3) "High poverty school" means the same as that term is defined in Section [53F-](#)
25 [2-513](#).

26 (4) "Local education agency" or "LEA" includes, for purposes of this rule, the Utah
27 Schools for the Deaf and the Blind.

28 (5) "Median growth percentile" or "MGP" means the same as that term is defined
29 in Section [53F-2-513](#).

30 (6) "Program" means the Effective Teachers in High Poverty Schools Incentive
31 Program.

32 (7) "Standards assessment" means the assessment described in Section 53E-4-
33 303.

34 (8) "State-assessed subject" means English language arts, mathematics, or
35 science.

36

37 **R277-925-3. Administration of the Program.**

38 (1) On or before December 1, the Superintendent shall:

39 (a) identify high poverty schools and eligible teachers in accordance with
40 Subsection (2);

41 (b) distribute a list of eligible teachers to LEAs; and

42 (c) inform LEAs of program requirements and the timeline for applying on behalf
43 of an eligible teacher.

44 (2) The Superintendent shall identify:

45 (a) high poverty schools based on the proportion of students who:

46 (i) qualify for free or reduced lunch in the current school year, based on:

47 (A) the most recent end of school year enrollment headcounts for existing schools;

48 or

49 (B) the October 1 enrollment headcounts for new schools; and

50 (ii) are classified as children affected by intergenerational poverty, as determined
51 by the Utah Department of Workforce Services, for the most recent year data is available;

52 and

53 (b) eligible teachers by determining:

54 (i) whether the teacher's MGP was greater than or equal to 70:

55 (A) for at least one state-assessed subject taught by the teacher;

56 (B) as measured by student performance on a standards assessment;

57 (C) two years before the current school year; and

58 (D) excluding subjects or teachers with less than ten tested students; or

59 (ii) for a teacher in kindergarten or grade 1, 2, or 3~~[grades 1-3]~~, whether at least
60 85% of the teacher's students assess as typical or better on an end of year benchmark
61 assessment.

62 (3) An eligible teacher who is part-time in a regular or special education classroom
63 assignment in the current year shall receive a partial salary bonus based on the number
64 of hours worked in the classroom assignment.

65 (4) To receive matching funds for the program, on or before January 15, an LEA
66 shall:

- 67 (a) apply on behalf of an eligible teacher; and
- 68 (b) provide assurances that the LEA will pay half of the:
 - 69 (i) teacher salary bonus; and
 - 70 (ii) employer-paid benefits described in Section [53F-2-513](#).

71 (5)(a) Subject to legislative appropriations, on or before June 1, the
72 Superintendent shall:

- 73 (i) ensure that a teacher who was determined eligible under Subsection (1) and
74 (2) taught at a high poverty school for the full school year; and
- 75 (ii) distribute to an LEA that meets the criteria described in Subsection (4) half of
76 the:
 - 77 (A) teacher salary bonus; and
 - 78 (B) employer-paid benefits described in Section [53F-2-513](#).

79 (b) Consistent with Section [53F-2-513](#), the Superintendent may distribute the
80 funds on a pro rata basis if the number of eligible applicants exceeds the amount of
81 available funds.

82 (6)(a) An LEA or an eligible teacher may appeal eligibility to the Superintendent
83 on the basis that the teacher:

- 84 (i) is teaching at a high poverty school;
- 85 (ii) is an eligible teacher; or
- 86 (iii) has less than ten tested students, but can demonstrate extenuating
87 circumstances that merit an exception.

88 (b) An LEA or eligible teacher shall provide documentation to the Superintendent
89 to assist the Superintendent in deciding on the appeal.

90 (7) For purposes of determining whether a teacher who teaches grade 4 is
91 eligible for a salary bonus in the 2022-2023 school year, a teacher is eligible if at least
92 85% of the teacher's students' progress is assessed as typical or better based on the
93 beginning of year to end of year benchmark assessment described in Section 53F-2-503
94 for 2020-21 school year.

95 (8) An LEA that intends to apply on behalf of an eligible teacher who teaches
96 grade 4 for a salary bonus for the 2022-2023 school year, shall provide the
97 Superintendent grade 4 benchmark assessment data necessary to determine whether
98 the LEA's grade 4 teachers meet the criteria described in Subsection (7).

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100 **KEY: teachers, poverty schools, incentives, student growth**

101 **Date of Last Change: January 11, 2022**

102 **Notice of Continuation: November 5, 2021**

103 **Authorizing, and Implemented or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#); [53F-](#)
104 [2-513](#)**