

**SALARY SUPPLEMENT FOR SCHOOL SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS**

2024 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Dan N. Johnson**

Senate Sponsor: \_\_\_\_\_

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**LONG TITLE**

**General Description:**

This bill makes certain speech-language pathologists and audiologists eligible for the Teacher Salary Supplement Program.

**Highlighted Provisions:**

This bill:

- ▶ defines terms;
- ▶ makes certain speech-language pathologists and audiologists eligible for the Teacher Salary Supplement Program; and
- ▶ makes technical and conforming changes.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**53F-2-504**, as last amended by Laws of Utah 2023, Chapter 373

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*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **53F-2-504** is amended to read:



28 **53F-2-504. Teacher Salary Supplement Program.**

29 (1) As used in this section:

30 (a) "Educator" means the same as that term is defined in Section [53E-6-102](#).

31 (b) "Eligible teacher" means a teacher who:

32 (i) has a qualifying educational background or qualifying teaching background;

33 (ii) has a supplement-approved assignment that corresponds to the teacher's qualifying  
34 educational background or qualifying ~~teaching~~ professional background;

35 (iii) qualifies for the teacher's supplement-approved assignment in accordance with  
36 state board rule; and

37 (iv) (A) is a new employee; or

38 (B) has not received an unsatisfactory rating on the teacher's three most recent  
39 evaluations.

40 ~~(b)~~ (c) "Field of computer science" means:

41 (i) computer science; or

42 (ii) computer information technology.

43 ~~(c)~~ (d) "Field of science" means:

44 (i) integrated science;

45 (ii) chemistry;

46 (iii) physics;

47 (iv) physical science; or

48 (v) general science.

49 ~~(d)~~ (e) "Qualifying educational background" means:

50 (i) for a teacher who is assigned a secondary school level mathematics course:

51 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; or

52 (B) a bachelor's degree major, master's degree, or doctoral degree that has course  
53 requirements that are substantially equivalent to the course requirements for a bachelor's degree  
54 major, master's degree, or doctoral degree in mathematics;

55 (ii) for a teacher who is assigned a grade 7 or 8 integrated science course, chemistry  
56 course, or physics course:

57 (A) a bachelor's degree major, master's degree, or doctoral degree in a field of science;

58 or

59 (B) a bachelor's degree major, master's degree, or doctoral degree that has course  
 60 requirements that are substantially equivalent to the course requirements of those required for a  
 61 bachelor's degree major, master's degree, or doctoral degree in a field of science;

62 (iii) for a teacher who is assigned a computer science course:

63 (A) a bachelor's degree major, master's degree, or doctoral degree in a field of  
 64 computer science; or

65 (B) a bachelor's degree major, master's degree, or doctoral degree that has course  
 66 requirements that are substantially equivalent to the course requirements of those required for a  
 67 bachelor's degree major, master's degree, or doctoral degree in a field of computer science; [or]

68 (iv) for a teacher who is assigned to teach special education, a bachelor's degree major,  
 69 master's degree, or doctoral degree in special education[-];

70 (v) for a speech-language pathologist, a master's or doctoral degree in speech-language  
 71 pathology; or

72 (vi) for an audiologist, a master's degree or doctoral degree in audiology.

73 [(e)] (f) "Qualifying [~~teaching~~] professional background" means:

74 (i) the teacher has [~~been teaching~~] held the same supplement-approved assignment in  
 75 Utah public schools for at least 10 years; or

76 (ii) the teacher has a professional deaf education license issued by the state board.

77 [(f)] (g) "Supplement-approved assignment" means an assignment to:

78 (i) teach:

79 [(i)] (A) a secondary school level mathematics course;

80 [(ii)] (B) integrated science in grade 7 or 8;

81 [(iii)] (C) chemistry;

82 [(iv)] (D) physics;

83 [(v)] (E) computer science;

84 [(vi)] (F) special education; or

85 [(vii)] (G) deaf education[-];

86 (ii) provide speech-language pathology services in a public school; or

87 (iii) provide audiology services in a public school.

88 (h) "Teacher" means an educator who:

89 (i) has an assignment to teach in a classroom;

90 (ii) is a speech-language pathologist; or

91 (iii) is an audiologist.

92 (2) (a) Subject to future budget constraints, the Legislature shall:

93 (i) annually appropriate money to the Teacher Salary Supplement Program to maintain  
94 annual salary supplements for eligible teachers provided in previous years; and

95 (ii) provide salary supplements to new recipients.

96 (b) Money appropriated for the Teacher Salary Supplement Program shall include  
97 money for the following employer-paid benefits:

98 (i) retirement;

99 (ii) workers' compensation;

100 (iii) Social Security; and

101 (iv) Medicare.

102 (3) (a) The annual salary supplement for an eligible teacher who is assigned full-time  
103 to a supplement-approved assignment is:

104 (i) for a fiscal year beginning before July 1, 2023, \$4,100 and funded through an  
105 appropriation described in Subsection (2); and

106 (ii) for a fiscal year beginning on or after July 1, 2023, the amount equal to:

107 (A) the amount of the annual salary supplement in the preceding fiscal year; and

108 (B) a percentage increase that is equal to the percentage increase in the value of the  
109 WPU in the preceding fiscal year.

110 (b) An eligible teacher who is assigned part-time to a supplement-approved assignment  
111 shall receive a partial salary supplement based on the number of hours worked in the  
112 supplement-approved assignment.

113 (4) The state board shall:

114 (a) create an online application system for a teacher to apply to receive a salary  
115 supplement through the Teacher Salary Supplement Program;

116 (b) determine if a teacher is an eligible teacher;

117 (c) verify, as needed, the determinations made under Subsection (4)(b) with school  
118 district and school administrators; and

119 (d) certify a list of eligible teachers.

120 (5) An eligible teacher shall apply to the state board, as provided by the board to

121 receive the salary supplement authorized in this section in accordance with state board rule  
122 made in accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act.

123 (6) (a) The state board shall establish and administer an appeal process for a teacher to  
124 follow if the teacher applies for a salary supplement and does not receive a salary supplement  
125 under Subsection (8).

126 (b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to  
127 appeal eligibility as an eligible teacher with a qualifying educational background on the basis  
128 that the teacher has a degree or degree major with course requirements that are substantially  
129 equivalent to the qualifying educational background associated with the teacher's  
130 supplement-approved assignment.

131 (ii) A teacher shall provide transcripts and other documentation to the state board in  
132 order for the state board to determine if the teacher has a degree or degree major with course  
133 requirements that are substantially equivalent to the qualifying educational background  
134 associated with the teacher's supplement-approved assignment.

135 (c) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to  
136 appeal eligibility as an eligible teacher with a qualifying [~~teaching~~] professional background on  
137 the basis that the teacher has a qualifying [~~teaching~~] professional background.

138 (ii) The teacher shall provide to the state board evidence to verify that the teacher has a  
139 qualifying [~~teaching~~] professional background.

140 (7) (a) The state board shall distribute money appropriated to the Teacher Salary  
141 Supplement Program to school districts and charter schools for the Teacher Salary Supplement  
142 Program in accordance with the provisions of this section.

143 (b) The state board shall include the employer-paid benefits described under  
144 Subsection (2)(b) in the amount of each salary supplement.

145 (c) The employer-paid benefits described under Subsection (2)(b) are an addition to the  
146 salary supplement limits described under Subsection (3).

147 (8) (a) Money received from the Teacher Salary Supplement Program shall be used by  
148 a school district or charter school to provide a salary supplement equal to the amount specified  
149 in Subsection (3) for each eligible teacher.

150 (b) The salary supplement is part of an eligible teacher's base pay, subject to eligible  
151 teacher's qualification as an eligible teacher every year, semester, or trimester.

152           (9) Notwithstanding the provisions of this section, if the appropriation for the program  
153 is insufficient to cover the costs associated with salary supplements, the state board may  
154 distribute the funds in the Teacher Salary Supplement Program on a pro rata basis.

155           Section 2. **Effective date.**

156           This bill takes effect on May 1, 2024.