

Representative Candice B. Pierucci proposes the following substitute bill:

TEACHER RETENTION

2024 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Candice B. Pierucci

Senate Sponsor: _____

LONG TITLE

General Description:

This bill creates multiple programs to support teacher retention efforts.

Highlighted Provisions:

This bill:

- ▶ creates the educator support hotline;
- ▶ requires the state board to administer the support hotline;
- ▶ creates the Mentoring and Supporting Teacher Excellence and Refinement Program (the program);
- ▶ establishes the required criteria for a local education agency or regional education service agency (LEA) or regional education service agency to apply for a grant under the program; and
- ▶ requires an LEA to provide paid postpartum recovery leave.

Money Appropriated in this Bill:

This bill appropriates in fiscal year 2025:

- ▶ to State Board of Education - State Board and Administrative Operations - Mentoring and Supporting Teacher Excellence and Refinement Pilot Program as a one-time appropriation:
 - from the Public Education Economic Stabilization Restricted Account,



One-time, \$4,800,000

Other Special Clauses:

This bill provides a special effective date.

Utah Code Sections Affected:

ENACTS:

53E-10-801, Utah Code Annotated 1953

53F-5-222, Utah Code Annotated 1953

53G-11-208, Utah Code Annotated 1953

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

Section 1. Section **53E-10-801** is enacted to read:

53E-10-801. Educator support hotline.

(1) The state board shall:

(a) create the educator support hotline to provide an educator with professional resources and supports; and

(b) allow an educator the option to call the hotline anonymously.

(2) An educator may use the hotline to:

(a) report school or LEA practices impairing an educator's ability to perform the educator's job;

(b) receive technical assistance for fulfilling job responsibilities and duties;

(c) receive referrals for additional resources and supports;

(d) inquire about professional development opportunities being offered by the state board; and

(e) make general inquiries related to an educator's professional needs.

(3) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the state board may make rules regarding the administration of the hotline.

(4) The state board shall:

(a) track aggregated deidentified data regarding hotline use and types of hotline calls; and

(b) present the data comparison described in Subsection (4)(b) annually in a state board meeting.

Section 2. Section **53F-5-222** is enacted to read:

53F-5-222. Mentoring and Supporting Teacher Excellence and Refinement Pilot Program.

(1) As used in this section:

(a) "Master teacher" means a classroom teacher who has been approved by the teacher's administrator for an eligible initiative described in Subsection (6).

(b) "Mentoring and Supporting Teacher Excellence and Refinement Pilot Program" or "program" means the program created in Subsection (2).

(c) "Regional education service agency" or "RESA" means the same as the term is defined in Section [53G-4-410](#).

(d) "Teacher leader work" means nonadministrative leadership tasks that occur in conjunction with an teacher's main duties to provide instruction while avoiding formal administrative roles, other than those relating directly to teacher leadership or development, for the teacher engaging in the tasks, including:

(i) leading teachers;

(ii) mentoring teachers; and

(iii) providing observations or feedback to teachers.

(2) There is created a two-year pilot program known as the Mentoring and Supporting Teacher Excellence and Refinement Pilot Program to provide funding to an LEA to improve retention of strong educators who remain in the classroom and have access to growth opportunities in the form of innovative teacher leadership tracks outside of contractual educator steps and lanes to:

(a) foster development of leadership skills in participating teachers; and

(b) provide the opportunity for a master teacher to impact and provide guidance for fellow teachers seeking to refine instructional skills.

(3) The state board shall:

(a) solicit proposals from LEAs and RESAs to receive a grant under this section; and

(b) award grants to LEAs or RESAs on a competitive basis based on the LEA's or RESA's application described in Subsection (4)(a).

(4) To receive a grant under this section, an LEA or RESA shall:

(a) submit an application to the state board that:

88 (i) describes the program tier for which the LEA or RESA is applying;
 89 (ii) describes the eligible initiatives for which the LEA or RESA will use the grant
 90 amount;
 91 (iii) provides evidence of the required matching funds described in Subsection (4)(b);
 92 (iv) describes how the proposal will further the purposes of the program described in
 93 Subsection (2); and
 94 (v) outlines the metrics the LEA or RESA will use to measure success of the program;
 95 and

96 (b) provide matching funds for a grant from a program tier as follows:
 97 (i) a 10% match by the LEA or RESA for a tier 1 level grant amount;
 98 (ii) a 15% match by the LEA or RESA for a tier 2 level grant amount; and
 99 (iii) a 20% match by the LEA or RESA for a tier 3 level grant amount.

100 (5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
 101 state board shall make rules:

102 (a) subject to legislative appropriations, outlining the grant amount for each program
 103 tier described in Subsection (4)(b);

104 (b) describing the application requirements including:

105 (i) the required format for submission; and

106 (ii) relevant deadlines;

107 (c) establishing a scoring rubric; and

108 (d) describing any required reporting and performance measures.

109 (6) An LEA or RESA that receives a grant under this section shall use the grant award
 110 for an eligible initiative to achieve the purposes described in Subsection (2) including:

111 (a) allowing a teacher to be released from all or part of an existing teacher contract to
 112 engage in teacher leader work, which may involve a new contract for a master teacher, for a

113 period determined ~~H→ [by the LEA including indefinitely]~~ **by the LEA and the teacher, while**

113a **maintaining the master teacher's status as a teacher** ~~←H~~ ;

114 (b) providing extended contracts outside of steps and lanes, resulting in increased pay
 115 for increased work or for new roles involving teacher leader work on a schedule outside of
 116 steps and lanes as determined by the LEA or RESA and the teacher; and

117 (c) building or expanding LEA or RESA leadership tracks including incentives for
 118 differentiated teacher leader work pay scales for classroom teachers.

(7) The state board may use up to 6.25% of the money appropriated for the purposes described in this section to pay for administrative costs the state board, an LEA, or a RESA incurs in implementing the program.

(8) Upon request of the Education Interim Committee, an LEA that receives a grant and the state board shall report to the Education Interim Committee on the program's progress and outcomes.

Section 3. Section **53G-11-208** is enacted to read:

53G-11-208. Paid leave -- Postpartum recovery leave -- Leave sharing.

(1) As used in this section:

(a) (i) "Paid leave hours" means leave hours an LEA provides to an LEA employee who accrues paid leave benefits in accordance with the LEA's leave policies.

(ii) "Paid leave hours" includes annual, vacation, sick, paid time off, or any other type of leave an employee may take while still receiving compensation.

(iii) "Paid leave hours" is not limited postpartum recovery leave.

(b) "Postpartum recovery leave" means leave hours a state employer provides to a postpartum recovery leave eligible employee to recover from childbirth.

(c) "Postpartum recovery leave eligible employee" means an employee of an LEA who:

(i) accrues paid leave benefits in accordance with the LEA's leave policies; and

(ii) gives birth to a child.

(2) Beginning July 1, 2027, each LEA shall:

(a) provide postpartum recovery leave in an amount that is at least equivalent to the postpartum recovery leave available to state employees under Section [63A-17-511](#); and

(b) allow a postpartum recovery leave eligible employee who is part-time or who works in excess of a 40-hour work week or the equivalent of a 40-hour work week to use the amount of postpartum recovery leave available under this section on a pro rata basis.

(3) An LEA shall provide for the use and administration of postpartum recovery leave under this section in a manner that is not more restrictive than the postpartum recovery leave available to state employees under Section [63A-17-511](#).

(4) An LEA may not charge postpartum recovery leave against paid leave hours to which a qualified employee is entitled as described in Subsection [63A-17-511](#)(6).

(5) An LEA may provide leave that exceeds the benefits of the state leave policies

described in this section.

Section 4. **FY 2025 Appropriation.**

The following sums of money are appropriated for the fiscal year beginning July 1, 2024, and ending June 30, 2025. These are additions to amounts previously appropriated for fiscal year 2025.

Subsection 4(a). **Operating and Capital Budgets.**

Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures Act, the Legislature appropriates the following sums of money from the funds or accounts indicated for the use and support of the government of the state of Utah.

ITEM 1 To State Board of Education - State Board and Administrative Operations

From Public Education Economic Stabilization Restricted	\$4,800,000
Account, One-time	

Schedule of Programs:

Mentoring and Supporting Teacher	\$4,800,000
Excellence and Refinement Pilot	
Program	

Section 5. **Effective date.**

This bill takes effect on July 1, 2024.