

1 **Educator Salary Adjustment Eligibility**  
 2026 GENERAL SESSION  
 STATE OF UTAH  
**Chief Sponsor: Calvin R. Musselman**  
 House Sponsor:

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 3 **LONG TITLE**

4 **General Description:**

5 This bill adds school nurses to the list of employees who are eligible to receive the educator  
 6 salary adjustment.

7 **Highlighted Provisions:**

8 This bill:

- 9 ▶ adds school nurses to the list of employees who are eligible to receive the educator salary
- 10 adjustment; and
- 11 ▶ makes technical changes.

12 **Money Appropriated in this Bill:**

13 None

14 **Other Special Clauses:**

15 This bill provides a special effective date.

16 **Utah Code Sections Affected:**

17 AMENDS:

18 **53F-2-405**, as last amended by Laws of Utah 2025, Chapter 165

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

21 Section 1. Section **53F-2-405** is amended to read:

22 **53F-2-405 . Educator salary adjustments.**

- 23 (1) As used in this section, "educator" means a person employed by a school district,
- 24 charter school, regional education service agency, or the Utah Schools for the Deaf and
- 25 the Blind who holds:
  - 26 (a)(i) a license issued by the state board; and
  - 27 (ii) a position as a:
    - 28 (A) classroom teacher;
    - 29 (B) speech pathologist;
    - 30 (C) librarian or media specialist;

- 31 (D) preschool teacher;
- 32 (E) mentor teacher;
- 33 (F) teacher specialist or teacher leader;
- 34 (G) guidance counselor;
- 35 (H) audiologist;
- 36 (I) psychologist; or
- 37 (J) social worker; or
- 38 (b)(i) a license issued by the Division of Professional Licensing; and
- 39 (ii) a position as a[-] :
- 40 (A) social worker[-] ; or
- 41 (B) nurse.
- 42 (2) In recognition of the need to attract and retain highly skilled and dedicated educators,
- 43 the Legislature shall annually appropriate money for educator salary adjustments,
- 44 subject to future budget constraints.
- 45 (3)(a) The state board shall distribute to each school district, each charter school, each
- 46 regional education service agency, and the Utah Schools for the Deaf and the Blind
- 47 money that the Legislature appropriates for educator salary adjustments based on the
- 48 number of educator positions described in Subsection (1) in the school district, the
- 49 charter school, each regional education service agency, or the Utah Schools for the
- 50 Deaf and the Blind.
- 51 (b) Notwithstanding Subsection (3)(a), if appropriations are insufficient to provide the
- 52 full amount of educator salary adjustments described in this section, the state board
- 53 shall distribute money appropriated for educator salary adjustments to school
- 54 districts, charter schools, each regional education service agency, and the Utah
- 55 Schools for the Deaf and the Blind in proportion to the number of
- 56 full-time-equivalent educator positions in a school district, a charter school, each
- 57 regional education service agency, or the Utah Schools for the Deaf and the Blind as
- 58 compared to the total number of full-time-equivalent educator positions in school
- 59 districts, charter schools, each regional education service agency, and the Utah
- 60 Schools for the Deaf and the Blind.
- 61 (4) A school district, a charter school, each regional education service agency, or the Utah
- 62 Schools for the Deaf and the Blind shall award bonuses to educators as follows:
- 63 (a) for fiscal year 2026, the amount of the salary adjustment for each
- 64 full-time-equivalent educator is:

- 65 (i) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is funded and in effect,  
66 \$10,350; or  
67 (ii) if Chapter 6, Part 4, Utah Fits All Scholarship Program, is not funded and in  
68 effect, \$5,175;
- 69 (b) an individual who is not a full-time educator shall receive a partial salary adjustment  
70 based on the number of hours the individual works as an educator;
- 71 (c) a salary adjustment may not be awarded if an educator has received an unsatisfactory  
72 rating on the educator's three most recent evaluations; and
- 73 (d) for a fiscal year beginning on or after July 1, 2024, the amount of the salary  
74 adjustment is equal to:
- 75 (i) the amount of salary adjustment in the preceding fiscal year; and  
76 (ii) a percentage increase that is equal to the percentage increase in the value of the  
77 WPU in the preceding fiscal year.
- 78 (5) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the  
79 state board:
- 80 (a) shall make rules to ensure that the LEAs do not:
- 81 (i) reduce or supplant a compensation increase from an increase in the WPU value  
82 with an increase from the salary supplement in this section; or  
83 (ii) reduce or artificially limit a teacher's salary to convert the salary supplement in  
84 this section into a windfall to the LEA; and
- 85 (b) may make rules as necessary to administer this section.
- 86 (6)(a) Subject to future budget constraints, the Legislature shall appropriate sufficient  
87 money each year to:
- 88 (i) maintain educator salary adjustments provided in prior years; and  
89 (ii) provide educator salary adjustments to new employees.
- 90 (b) Money appropriated for educator salary adjustments shall include money for the  
91 following employer-paid benefits:
- 92 (i) retirement;  
93 (ii) worker's compensation;  
94 (iii) social security; and  
95 (iv) Medicare.
- 96 (7)(a) Subject to future budget constraints, the Legislature shall:
- 97 (i) maintain the salary adjustments provided to school administrators in the 2007-08  
98 school year; and

- 99           (ii) provide salary adjustments for new school administrators in the same amount as
- 100                 provided for existing school administrators.
- 101       (b) The appropriation provided for educator salary adjustments described in this section
- 102           shall include salary adjustments for school administrators as specified in Subsection
- 103                 (7)(a).
- 104       (c) In distributing and awarding salary adjustments for school administrators, the state
- 105           board, a school district, a charter school, each regional education service agency, or
- 106           the Utah Schools for the Deaf and the Blind shall comply with the requirements for
- 107           the distribution and award of educator salary adjustments as provided in Subsections
- 108                 (3) and (4).

109           Section 2. **Effective Date.**

110           This bill takes effect on July 1, 2026.