

Effective Teachers in High Poverty Schools (ETHPS)

History

Beginning in 2017:

The ETHPS, Utah Code 53F-2-513, was created in the 2017 Legislative General Session to provide an annual salary bonus for an eligible teacher who is employed in a high poverty school, a full school year before the school year they are considered eligible and has a median growth percentile (MGP) of 70 or higher in a course for which a standards assessment is administered. The ETHPS provides qualifying teachers a \$5,000 salary supplement. The Utah State Board of Education (USBE) determines if a teacher and school are eligible, then an application and list of eligible teachers are sent to the local education agency (LEA) administrators for review. The LEA where the eligible teacher is employed applies for this bonus on behalf of the teacher. When the LEA's completed application and assurances are received by USBE, the actual award amount for each participating teacher is calculated. USBE provides half the funds to the LEA with the LEA paying the other half up to the \$5,000 bonus amount. The bonus amount may be reduced depending on the number of participants and/or the amount of funding approved by the Legislature.

In addition to the \$5,000 salary adjustment, the Legislature appropriated funding to cover the employer-paid benefit costs associated with Social Security and Medicare. Qualifying teachers that receive the supplement are required to pay all personal payroll deductions as they do with their standard based salary.

USBE certifies the list of eligible teachers and the amount of their salary supplement, the list is then provided to the State Division of Finance for payment through a Monthly Allotment to the LEAs. The Division of Finance electronically transfers funding to the LEA at the end of the payment cycle.

2019-2020:

Starting FY 2020 through HB107, the Legislature increased the annual salary bonus to \$7,000 and added teachers of grades 1, 2, or 3 who achieve at least 85% of students whose progress is assessed as typical or better. Additional funds were allocated to handle the increase in participants and salary bonus amount. The amendments would have been included in the 2020-2021 payments, however, due to budget cuts the additional funds were repealed in HB5012, which removed the ability of USBE to include the changes. Also, during this fiscal year, the annual student assessments were canceled due to the SARS-cov-2 pandemic that prevented the payment of this bonus in the 2021-2022 program year because there were no assessment data.

2020-2021:

During the 2021 Legislative session, the Legislature reinstated this program along with the additional funds to increase the bonus amount and include teachers of grades 1, 2, and 3. Also, the Legislature and USBE made an exception due to the pandemic by adjusting the Utah Code and Board Rule to allow the data from 2018-19 to be used again for the 2021-2022 school year calculations of the bonus.

2021-2022:

During the 2022 Legislative session through HB315, the Legislature clarified that special education teachers are eligible for the ETHPS Program; added educators who teach Kindergarten starting in the 2022-2023 program year; and added a second method for teachers in grades 1 through 3 to be eligible for the incentive program. It also allows for a partial payment of the salary bonus based on the number of hours an eligible teacher works in a regular or special education classroom assignment at an eligible school.

2022-2023:

During the 2023 Legislative session through SB222, the Legislature removed the pandemic language that adjusted Utah code and board Rule to reuse 2018-2019 data for the 2021-2022 school year; added a definition for Benchmark assessment; and clarifies that eligibility is calculated for all students in the same course.

2023-2024:

During the 2024 Legislative session through SB64, the Legislature removed any remaining pandemic language that adjusted Utah code and Board Rule to reuse 2018-2019 data for the 2021-2022 school year; a definition for Benchmark assessment and cohort. It also requires the USBE to provide notice of the program to teachers who meet the criteria within 30 days of the data being available.