

UTAH STATE BOARD OF EDUCATION

Subject:

ACTION: R277-110, Educator Salary Adjustment (Amendment)

Agenda item type:

Action Item

Recommended Action:

MOTION FOR THE BOARD: That the Board approve R277-110, Educator Salary Adjustment, Draft 1, on second and final reading.

Purpose of Memo:

Result of legislative action

Background:**Background of the Rule and H.B. 374**

Rule R277-110 establishes consistent procedures for administering the Educator Salary Adjustment program and distributing allocated funds to Local Education Agencies (LEAs). The rule makes sure that state funding is shared equally among eligible educators. It also includes strict protections to guarantee that school districts pass this money directly to the educators, rather than keeping it to cover other district expenses.

During the 2026 General Session, the Utah Legislature passed H.B. 374, Speech, Language, and Hearing Occupations Licensing Amendments. This legislation restructures the licensing pathways for school-based hearing and speech professionals. Effective May 6, 2026, the State Board of Education may no longer issue credentials for individuals performing the functions of an audiologist or a speech-language pathologist. Instead, these professionals will be licensed strictly through the Division of Professional Licensing (DOPL).

To maintain equitable compensation, H.B. 374 amended Utah Code Section 53F-2-405 to explicitly include DOPL-licensed audiologists, speech-language pathologists, and social workers as eligible "educators" for the Educator Salary Adjustment. The legislation also established new, scaled baseline adjustment amounts for fiscal year 2026.

Summary of Proposed Changes to R277-110

The proposed amendments modify R277-110 to ensure fidelity to the newly enacted statutory requirements in H.B. 374. The primary modifications include:

Licensure and Tracking Alignment: Updates administrative and reporting procedures (such as CACTUS and USIMS verification) to ensure LEAs can seamlessly verify and receive funding for audiologists and speech-language pathologists who now hold DOPL licenses rather than Board credentials.

Technical Safeguard Adjustments: Updates language within the LEA anti-supplanting and windfall provisions (Subsection 11). The amendments replace the historical compensation benchmarks with the updated statutory adjustment baselines enacted for fiscal year 2026.

General Clean-Up: Removes outdated effective dates from previous legislative cycles to clarify current statutory distributions.

Staff will present R277-110, Educator Salary Adjustment, Draft 1, for consideration and approval.

Authorizing, and Implemented or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#); [53F-2-405\(5\)](#)

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Attachments:

1. R277-110 - Draft 1 - June 2026 Committee
2. R277-110 Reporting Burden and Fiscal Impact Estimate Form