

Recommendation: Teacher Merit Pay

Submitted by: Superintendent Carlsen

Recommended Motion: I move that Box Elder School District does not join in the Utah State (Pilot) program on Teacher Merit Pay.

Background: In the 2024 Legislative Session Senate Bill 173 was passed. The name of the bill is Utah Teacher Merit Pay. There was \$38 million that was appropriated to implement the pilot program for this bill now law. In general, it is to pay teachers that have high state test scores, who also have good/great principal evaluations, who have good parent survey responses more money. The amount of the reward is double if you qualify in certain schools with high Title 1 populations (BESD does not have any schools that would qualify). The Utah Teacher Merit Pay was discussed at the November Box Elder School District Board Meeting. It was also discussed at the November and subsequently the December BESD Principal Meeting. On November 7th I asked principals to do an informal discussion with teachers and get a feel for their thoughts on this new pay system. In the December 4, 2024, Principal Meeting we ended up with a protocol that we generally use when we are trying to find consensus. After discussion with all voices being heard we had a fist to five vote. The vast majority of votes was 5 fingers which meant we Do Not want to go with this pilot. There were a few 4s and no fists, 1s, 2s, or 3s.

Principals shared during that discussion they had had a very good response from teachers in feeling like this program would be harmful to our Professional Learning Communities and would hurt collaboration and ultimately have a negative impact on high levels of student learning for all students.

As the BESD Superintendent I am in a very collaborative team with Cache SD, Logan SD, and Rich SD. Superintendent McKee of Cache has drafted a letter and we three other Superintendents have given input on the draft that we are sharing with the body of the Utah School Superintendents Association. This letter speaks against the current proposal.

The Box Elder Leadership Team (BELT) has also discussed this at length, and we feel it is not healthy for our Professional Learning Community Collaborative effort.

Policy Implications: None

Financial Implications: None

Staff Implications: No one will receive this award.