



BEEHIVE

Science and Technology Academy

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Policy for HB396 – Paid Professional Hours for Teachers

Information for Teachers

The 2022 Utah General Legislative Session passed [House Bill 396](#) that provides licensed educators with self directed, paid time for most work-related duties performed outside contract hours.

Here is some basic information about this new legislation:

1. HB 396 specifically identifies that the paid hours are for: general education and special education teachers, counselors, school administrators, school specialists, student support, school psychologists, speech and language pathologists and audiologists.
2. Our school use this funding to provide paid professional hours that provide educators with the knowledge and skills necessary to enable students to succeed in a well-rounded education and to meet the challenging state academic standards.

Allowable uses under the bill include activities that:

- increase an educator's knowledge of the academic subjects they teach or specialize in
- provide time to plan and prepare daily lessons based on student needs
- increase understanding of how students learn
- include the use of data and assessments to inform and instruct classroom practice
- provide time to analyze student work and achievement from multiple sources and allow time to adjust instructional strategies, assessments, and materials
- based on the analysis
- include time to address specific needs identified in observations or other
- feedback
- advance an educator's understanding of effective and evidence-based
- instructional strategies and strategies for improving student academic
- achievement or substantially increasing knowledge and teaching skills
- include efforts to support improvement plans and academic goals of the
- school or district
- include expenses an educator incurs for professional learning, including:
- registration fees, travel related expenses and required materials

3. Each qualified personnel will be able to plan for about 30 hours of paid professional time. Additional hours will be compensated if funds are available.

4. The legislative intent is for each individual educator to determine how they use these hours. Each educator should meet with their Principal to create a plan.

- a. Prior to the beginning of a plan, the educator will submit the Educator-Directed Paid Professional Hours Plan form indicating how they anticipate using the educator-directed time.
- b. By the end of the school year the educator will submit Educator-Directed Paid



Professional Hours Time Log form accounting for how the hours were used, and will be paid for those hours in the next paycheck.