



### K-12 Teacher Salary Increase – Local Match Requirement

Localities already pay more than the State when salaries increase. They should not have to meet a minimum to access State funds.

#### Amendments

- HB30: [Item 137 #10h](#) (Watts)
- SB30: [Item 137 #2s](#) (Marsden); [Item 137 #8s](#) (Ebbin)

#### Background

School divisions throughout the Commonwealth are affected by staffing shortages. To help address teacher retention, the introduced budget included a 10 percent salary increase for K-12 teachers over the new biennium; specifically, a five percent compensation supplement in each year of the biennium. The proposed funding came with the requirement that localities provide a minimum of a 2.5 percent salary increase each year of the biennium or else forgo the state share of funding.

#### What the amendments would accomplish

These amendments would remove the requirement in the introduced budget for school divisions to provide an average salary increase of at least 2.5 percent in each year of the biennium to qualify for the state share of funding.

#### Why VML supports these amendments

- Localities pay significantly more for K-12 education needs than what is required under the state Standards of Quality (SOQ), which does not recognize prevailing practices in school divisions statewide. As such, many localities pay 100 percent of the cost of salaries for teachers not recognized by the SOQ.
- If SOQ-recognized teachers get a raise, the locally funded teachers get a raise as well, with localities picking up that cost.
- Due to the large number of positions not recognized under the SOQ, localities fund approximately 56 percent of the cost of salary increases.
- Requiring the local match for the state share of funds for SOQ positions while shouldering 100 percent of the funding for non-SOQ recognized positions puts an undue burden on localities.
- These amendments would allow school divisions to access State funds designated for salary increases without having to meet a specific minimum threshold.

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