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HOUSE BILL NO. 187

Offered January 10, 2024

Prefiled January 3, 2024

A BILL to amend and reenact § 22.1-289.1 of the Code of Virginia, relating to teacher and support staff compensation; at or above national average.

Patrons—Clark, Feggans, Helmer, Hernandez, Rasoul, Anthony, Askew, Bennett-Parker, Carr, Cohen, Cole, Cordoza, Cousins, Glass, Henson, Hope, Jones, Laufer, LeVere Bolling, Maldonado, Martinez, McClure, Price, Seibold, Shin, Simon, Simonds, Thomas and Tran; Senators: Bagby and Salim

Referred to Committee on Education

Be it enacted by the General Assembly of Virginia:

1. That § 22.1-289.1 of the Code of Virginia is amended and reenacted as follows:

§ 22.1-289.1. Competitive teacher and support staff compensation; biennial review required.

It is a goal of the Commonwealth that its public *A. Public school teachers shall be compensated at a rate that is competitive in order to attract and keep highly qualified teachers. As used in this section, "competitive" means; at a minimum, at or above the national average teacher salary. The Department of Education shall conduct a biennial review of the compensation of teachers and shall consider the Commonwealth's compensation for teachers relative to the national average teacher salary. The results of these reviews shall be reported to the Governor, the General Assembly, and the Board of Education by June 1 of each odd-numbered year.*

B. Public school instructional and noninstructional support staff shall be compensated at a rate that is competitive in order to attract and keep highly qualified support staff. As used in this section, "competitive" means at or above the national average salary for public school instructional and noninstructional support staff. The Department shall conduct a biennial review of the compensation of such public school support staff and shall consider the Commonwealth's compensation for such staff relative to the national average salary for such staff. The results of these reviews shall be reported to the Governor, the General Assembly, and the Board by June 1 of each odd-numbered year.

2. That state funding shall be provided pursuant to the general appropriation act in a sum sufficient to fund an annual increase for public school teacher and instructional and noninstructional support staff salaries such that, no later than the 2028-2029 school year, such individuals are compensated at a rate that is at or above the respective national average salary as required pursuant to § 22.1-289.1 of the Code of Virginia, as amended by this act.