

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to establish a process and timeline for increasing the average teacher salary in the*
3 *Commonwealth to at least the national average teacher salary.*

4
5 Approved

[H 187]

6 **Be it enacted by the General Assembly of Virginia:**

7 **1.** *§ 1. The Governor's introduced budget bills for the 2025, 2026, and 2027 Regular Sessions of the*
8 *General Assembly shall propose funding for, and state funding shall be provided pursuant to the general*
9 *appropriation act enacted during any regular or special session of the General Assembly during 2025,*
10 *2026, or 2027 to fund, the Commonwealth's share of compensation supplement incentives for Standards*
11 *of Quality-funded instructional and support positions sufficient to increase the average teacher salary in*
12 *the Commonwealth to at least the national average teacher salary by the end of the 2026-2028*
13 *biennium.*

14 *§ 2. In order to project the national average salary in fiscal year 2028 for the purpose of calculating*
15 *the proposed and funded amounts as required pursuant to § 1, the most recent actual or estimated*
16 *national average teacher salary published by the National Education Association shall be utilized but*
17 *adjusted by the actual and forecasted percentage change in the United States Average Consumer Price*
18 *Index for all items, all urban consumers (CPI-U).*

19 *§ 3. In order to project the current-year average teacher salary in the Commonwealth for the*
20 *purpose of calculating the proposed and funded amounts as required pursuant to § 1, the most recent*
21 *actual average teacher salary in the Commonwealth published by the National Education Association*
22 *shall be utilized but adjusted to recognize prior compensation supplement incentives.*

23 *§ 4. The minimum compensation supplement that shall be proposed in the Governor's introduced*
24 *budget bills and provided pursuant to the general appropriation act as described in § 1 shall be*
25 *structured as follows: (i) such supplement for the 2025 session shall provide at least one-third of the*
26 *increase required pursuant to § 1 for FY 2026, (ii) such supplement for the 2026 session shall provide*
27 *at least one-half of the increase required pursuant to § 1 for FY 2027, and (iii) such supplement for the*
28 *2027 session shall provide the remaining increase required pursuant to § 1 for FY 2028.*

ENROLLED

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