

2024 SESSION

HOUSE SUBSTITUTE

24107278D

HOUSE BILL NO. 187

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the House Committee on Appropriations
on February 7, 2024)

(Patron Prior to Substitute—Delegate Clark)

A BILL to establish a process and timeline for increasing the average teacher salary in the Commonwealth to at least the national average teacher salary.

Be it enacted by the General Assembly of Virginia:

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

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

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

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

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