



Guidance: Teacher Pay Raise (2023)

In May, the Legislature approved and the Governor signed legislation requiring experience-based pay raises of \$3,000-\$6,000 for certified employees of school districts and instructional employees/teachers at career technology centers, the Department of Rehabilitation Services, the Department of Corrections and the Office of Juvenile Affairs.

Q: What legislation authorizes the pay raises?

[HB 2901](#) appropriates \$500 million in new money to public schools through the state aid funding formula based on a district's weighted average daily membership. [SB 1119](#) is the legislation that sets forth the details of the educator pay raises. [HB 1004x](#) is the general appropriations bill which includes an increase in CareerTech funding.

Q: How much is the pay raise?

Eligible employees will receive a pay raise based on years of experience *in addition to* the step increase to which they are entitled:

- \$3,000 (0-4 years)
- \$4,000 (5-9 years)
- \$5,000 (10-14 years)
- \$6,000 (15+ years)

Q: Who should receive the raise?

School Districts

SB 1119 mandates the raise for certified personnel as defined in state law, which includes certified employees working full time as a teacher, principal, supervisor, administrator, counselor, librarian, or certified or registered nurse. Superintendents are not included in the definition of certified personnel, but the law does not preclude districts from including them in the raise. The law also does not require districts to award the raise to retired teachers who have returned to teach in public schools while receiving a monthly retirement benefit.

Career Technology Centers

SB 1119 requires the raise for technology center school district employees who serve as “classroom instructional employees.”

Other Agencies

SB 1119 also requires the raise for those employed as teachers or vocational instructors with the Department of Corrections and for those employed as teachers with the Office of Juvenile Affairs or Department of Rehabilitation Services.

Q: Will all districts receive money to fund the pay raises?

Yes. Of the \$500 million in new money through the formula, the pay raises are estimated to cost \$285 million so districts should receive more than enough to cover the cost of the raises. Unlike previous raises, districts that do not receive foundation or salary incentive aid through the state aid funding formula also will receive funding directly from the state Department of Education. It is not yet clear how that money will be distributed. Funding for teachers at career technology centers is included in the state agency’s budget.

Q: Will the state minimum salary schedule be adjusted to reflect the raise?

Yes. SB 1119 creates a new state minimum salary schedule adjusted to reflect the experience-based raises. The local school board must approve changes to the salary schedule. *(Note: Charter schools aren’t required to follow the state minimum salary schedule, but it is the opinion of OSSBA’s legal team that charter schools are required to award the raises to eligible certified employees.)*

Q: Does the new state minimum salary schedule also reflect the state-mandated average teacher pay raise of \$1,220?

No. When the legislature mandated an average \$1,220 raise beginning with the 2019-2020 school year, it did not raise the state minimum salary schedule. Many districts opted to adjust their local salary schedule at the time to reflect the raise.

Q: What if my district already pays above the old or the new minimum salary schedule?

OSSBA recommends all districts – even those that pay above the new minimum salary schedule – increase the local minimum salary schedule by the raise amount in SB 1119. While the law only requires the raise be awarded to eligible certified employee returning to the district they worked in during the 2022-2023 school year, districts that choose not to use the updated salary schedule for all employees, including those new to the district, would have to maintain two separate salary schedules. In any case, all salaries must be at least what’s mandated in the new

2023-2024 minimum salary schedule, and the local school board must approve the updated salary schedule.

Q: Do district costs like the employer share of retirement and FICA come out of the raise amount or is that cost in addition to the raise?

The raise is intended to be applied to the salary and “fringe benefits” for certified employees. This would include the base salary and any portion of teacher’s retirement that the district is not required to pay by law. All other employer costs should be paid above and beyond that amount.