March 26, 2019

The legislature passed House Bill 5 and Senate Bill 1, Public Education Changes, being Laws of 2019, Chapter 207. The provisions of that legislation created new minimum salaries for each teacher licensure level: $40,000 for level one, $50,000 for level two and $60,000 for level three. The provision also created new minimum salaries for principals and assistant principals, raising the minimum salary to the minimum salary for a level three-A teacher multiplied by the applicable responsibility factor. As such, teachers, principals and assistant principals at the applicable licensure levels making below these amounts must advance to the new minimum salaries.

Similarly, the House Bill 2, being Laws of 2019, Chapter 271, The General Appropriation Act of 2019, was passed by the legislature. Provisions of the General Appropriation Act of 2019 (GAA) indicate that the Secretary of Public Education shall ensure that no full-time level one teacher receives a base salary less than $41,000; no full-time level two teacher receives a base salary less than $50,000; and no full-time level three-A teacher receives a base salary less than $60,000 during fiscal year 2020. The provisions of the GAA also state that no full-time level three-B school principal or level three-B assistant school principal receive a base salary less than $60,000 multiplied by the applicable responsibility factor. This will be operationalized as it has been in past years by verifying proposed salaries on Worksheet V meet the new minimums and via certification of the Article 10A form.

Additionally, language in the GAA provided additional state equalization guarantee (SEG) appropriations for four other salary increases: one for licensed teachers ($77,753,000); licensed school principals and assistant school principals ($6,225,400;) all instructional staff and other licensed and unlicensed staff ($37,694,400); and all transportation staff ($3,567,600). ***For teachers and administrators, the language in the bill specifically indicates that these amounts shall be provided “separately and prior to” any amendments to the statutory minimum salary of level one teachers, level two teachers, level three-A teachers, and three-B administrators in the School Personnel Act.***

The 6% increase must be calculated on the salaries before instituting the new teacher and administrator minimum requirements – ***school districts and charter schools cannot leverage the increase in new minimum salaries to meet the 6% increase*.**

The provisions in the GAA related to the 6% salary increases also indicated that the Secretary of Public Education **shall not approve the operating budget** of a school district or charter school that does not provide a six percent salary increase for all licensed teachers, administrators, instructional staff and other licensed and unlicensed staff, all school transportation employees. Therefore, an additional certification form is necessary.

**The school district/ charter school certifies that the 6 percent increase for teachers is applied to teacher and administrator salaries before adjustments for the new minimum salary amounts by licensure level, and further certifies that the 6 percent increase for instructional staff and other licensed and unlicensed staff, and all school transportation employees is applied as required.**

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| **Superintendent/Head Administrator (Or Designee)** |
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Please retain a copy of this certification form for your records. Please also submit a signed copy of this form with your fiscal year 2019-2020 Operating Budget materials to your assigned Executive Budget Analyst. Thank you for your assistance in this matter and we look forward to a successful partnership during fiscal year 2019-2020 Operating Budget development.