

## 2022 SESSION

INTRODUCED

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### HOUSE BILL NO. 581

Offered January 12, 2022

Prefiled January 11, 2022

A *BILL to amend the Code of Virginia by adding a section numbered 22.1-295.3, relating to local school boards; teacher career ladder compensation programs.*

Patron—VanValkenburg

Referred to Committee on Education

#### Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding a section numbered 22.1-295.3 as follows:

#### § 22.1-295.3. *Teacher career ladder compensation programs.*

A. Each local school board shall establish a teacher career ladder compensation program (program) whereby each rung on the ladder corresponds to a specific career and compensation level as determined by the local school board.

B. Each local school board shall design and implement its own program, provided, however, that each program shall include the following principles and components:

1. Each teacher shall provide increasing levels of student academic progress as measured by objective criteria before the teacher progresses to the next rung of the ladder;

2. Each teacher shall demonstrate improvement in teaching skills before the teacher progresses to the next rung of the ladder;

3. Each teacher shall assume additional teaching and other responsibilities such as curriculum development, team teaching, mentoring, and professional development activities before the teacher progresses to the next rung of the ladder;

4. The local school board is responsible for providing teachers in the program with appropriate professional growth and development opportunities; and

5. The local school board shall ensure that equal pay is provided to teachers in the program who are performing at the same level.

C. Teacher participation in a teacher career ladder compensation program is optional and any teacher may opt to be compensated pursuant to the local school board's standard salary scale.

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