

Department of Planning and Budget 2022 Fiscal Impact Statement

1. Bill Number: HB581

House of Origin	<input checked="" type="checkbox"/>	Introduced	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Engrossed
Second House	<input type="checkbox"/>	In Committee	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Enrolled

2. Patron: VanValkenburg

3. Committee: Education

4. Title: Local school boards; teacher career ladder compensation programs.

5. Summary: Requires each local school board to establish a teacher career ladder compensation program (program) whereby each rung on the ladder or responds to a specific teacher career and compensation level as determined by the local school board. The bill requires each local school board to design and implement its own program, provided, however, that each program shall include the following principles and components: (i) 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; (ii) each teacher shall demonstrate improvement in teaching skills before the teacher progresses to the next rung of the ladder; (iii) 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; (iv) the local school board is responsible for providing teachers in the program with appropriate professional growth and development opportunities; and (v) the local school board shall ensure that equal pay is provided to teachers in the program who are performing at the same level. The bill provides that 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.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Preliminary, see Item 8.

8. Fiscal Implications: There is no anticipated state impact fiscal impact resulting from the provisions of this bill in the 2022- 2024 Biennium. Ladder compensation programs, as described in this bill, could result in increases in the prevailing salaries that are used in future rebenchmarkings of the Direct Aid to Public Education budget and increased state funding. Any additional state cost in outgoing years is indeterminate at this time and would be based on rebenchmarking for future biennia. Local school divisions would have to provide the local share required to match any additional state funds based on each division's local composite index. The actual fiscal impact to local school divisions is indeterminate at this time.

9. Specific Agency or Political Subdivisions Affected: Local school divisions, Department of Education

10. Technical Amendment Necessary: No

11. Other Comments: None