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HOUSE BILL NO. 187  
AMENDMENT IN THE NATURE OF A SUBSTITUTE  
(Proposed by the House Committee on Education  
on \_\_\_\_\_)  
(Patron Prior to Substitute--Delegate Clark)

A BILL to amend and reenact § 22.1-289.1 of the Code of Virginia, relating to teacher compensation; at or above national average.

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

**1. That § 22.1-289.1 of the Code of Virginia is amended and reenacted as follows:**

**§ 22.1-289.1. Teacher compensation; biennial review required.**

~~It is a goal of the Commonwealth that its public~~ Public school teachers shall be compensated at a rate that is competitive in order to attract and keep highly qualified teachers. As used in this section, "competitive" means, at a minimum, at or above the national average teacher salary. The Department of Education shall conduct a biennial review of the compensation of teachers and shall consider the Commonwealth's compensation for teachers relative to the national average teacher salary. The results of these reviews shall be reported to the Governor, the General Assembly, and the Board of Education by June 1 of each odd-numbered year.

**2. That the provisions of this act shall become effective on July 1, 2025.**

**3. That state funding shall be provided pursuant to the general appropriation act in a sum sufficient to fund a three percent increase for Standards of Quality-funded instructional and support positions, effective for the 2025–2026 school year, and in a sum sufficient to fund a seven percent increase for Standards of Quality funded instructional and support positions, effective for the 2026–2027 school year, for each school division, Academic Year Governor's School, and Regional Alternative Education Program. Any school division that provides less than a three percent increase in the 2025–2026 school year shall receive a prorated share of the state funding appropriated for such purpose, provided, however, that each school division is required to provide at least a two**

**27 percent increase in the 2025–2026 school year to be eligible to receive such state funding for the**  
**28 2025–2026 school year. Any school division that provides less than a seven percent increase in the**  
**29 2026–2027 school year shall receive a prorated share of the state funding appropriated for such**  
**30 purpose, provided, however, that each school division is required to provide at least an eight percent**  
**31 increase over the biennium, from the 2025–2026 school year through the 2026–2027 school year, to**  
**32 receive such state funding for the 2026–2027 school year.**

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