

1 HOUSE BILL NO. 187
 2 AMENDMENT IN THE NATURE OF A SUBSTITUTE
 3 (Proposed by the House Committee on Appropriations
 4 on _____)
 5 (Patron Prior to Substitute--Delegate Clark)

6 A BILL to establish a process and timeline for increasing the average teacher salary in the Commonwealth
 7 to at least the national average teacher salary.

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

9 1. § 1. The Governor's introduced budget bills for the 2025, 2026, and 2027 Regular Sessions of the
 10 General Assembly shall propose funding for, and state funding shall be provided pursuant to the general
 11 appropriation act enacted during any regular or special session of the General Assembly during 2025,
 12 2026, or 2027 to fund, the Commonwealth's share of compensation supplement incentives for Standards
 13 of Quality-funded instructional and support positions sufficient to increase the average teacher salary in
 14 the Commonwealth to at least the national average teacher salary by the end of the 2026–2028 biennium.

15 § 2. In order to project the national average salary in fiscal year 2028 for the purpose of calculating
 16 the proposed and funded amounts as required pursuant to § 1, the most recent national average teacher
 17 salary published by the National Education Association shall be utilized but adjusted by the actual and
 18 forecasted percentage change in the United States Average Consumer Price Index for all items, all urban
 19 consumers (CPI-U) published by the Bureau of Labor Statistics of the U.S. Department of Labor or any
 20 successor index.

21 § 3. In order to project the current-year average teacher salary in the Commonwealth for the
 22 purpose of calculating the proposed and funded amounts as required pursuant to § 1, the most recent
 23 average teacher salary in the Commonwealth published by the National Education Association shall be
 24 utilized but adjusted to recognize prior compensation supplement incentives.

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