

PLANNING FY 2022-2023
SALARY AND BENEFIT INFORMATION
HB 103 – Section 7A

The following is a Comparison from the current FY 2021-2022 to what has been presented in HB 103 to apply to the FY 2022-2023 year. **This is a planning document** and it is not law until it is ratified and signed by the Governor. However, the following information may help you in planning for the new fiscal year.

Retirement Rate:

FY 2021-22	FY 2022-23	Rate Change	% Change
22.89%	24.50%	1.61%	7.0%

Hospitalization Rate:

FY 2021-22	FY 2022-23	\$ Change	% Change
7,019.00	7,397.00	378.00	5.4%

The maximum annual rate is \$7,397. The SHP (State Health Plan) will provide additional information as to the monthly rates to be withheld by the end of July 2023. Their governing body meets in mid-July.

The Legislative Increases will be calculated and applied for all PRCs where applicable.

Principal Salary Schedule FY2022-2023

ADM	Base	Met Growth	Exceed Growth
0-200	72,621	79,883	87,145
201-400	76,252	83,877	91,502
401-700	79,883	87,871	95,860
701-1000	83,514	91,865	100,217
1001-1600	87,145	95,860	104,574
1601+	90,776	99,854	108,931

Reflects a 4.0% increase each step/band

ADM Placement for July-Dec 2022 is based on FY 21-22 ADM and for Jan-Jun 2023 will be based on FY 22-23 ADM

Growth Band placement (Base, Met, Exceed) for July-Dec 2022 is based on FY2018-19 status, at that time. For Jan-Jun 2023 it will be based on the growth score from FY21-22 only, not the best 2 of past 3 years.

Section 7A.5: Principal Growth Bonus program has been reinstated and is based on FY 21-22 accountability results.

Assistant Principals are based on Teacher "A" Schedule plus 19%

Teacher “A” Salary Schedule

Years of Experience	FY 2021-22	FY 2022-23	\$ Change from PY	Scale % Change	% Inc from Prior Year w/ Step
0	3,546	3,700	154.00	4.3%	0
1	3,647	3,800	153.00	4.2%	7.2%
2	3,748	3,900	152.00	4.1%	6.9%
3	3,849	4,000	151.00	3.9%	6.7%
4	3,951	4,100	149.00	3.8%	6.5%
5	4,052	4,200	148.00	3.7%	6.3%
6	4,153	4,300	147.00	3.5%	6.1%
7	4,255	4,400	145.00	3.4%	5.9%
8	4,356	4,500	144.00	3.3%	5.8%
9	4,457	4,600	143.00	3.2%	5.6%
10	4,559	4,700	141.00	3.1%	5.5%
11	4,660	4,800	140.00	3.0%	5.3%
12	4,761	4,900	139.00	2.9%	5.2%
13	4,862	5,000	138.00	2.8%	5.0%
14	4,964	5,100	136.00	2.7%	4.9%
15-24	5,065	5,200	135.00	2.7%	4.8%
25+	5,268	5,400	132.00	2.5%	6.6%

All scale differentials from FY 21-22 remain the same for FY 22-23 such as for the School Counselors, Psychologists, etc. Please reference Section 7A.1 of HB103 for more details.

Section 7A.2: A performance bonus program has been reinstated for the FY 22-23 based on growth results from FY 21-22. It is a combined program from the 3rd – 5th grade reading and 4th – 8th grade math predecessor programs. DPI shall administer the bonus pay for qualifying teachers in January 2023.

Section 7A.3: The PRC 062 Small County and Low-Wealth Signing Bonus program remains in place. The teacher must be NEW to the school district in FY 22-23. The matching requirement for the signing bonus remains the same. To be eligible, a new employee must still be employed by an eligible district as of October 1, 2022; School Business will provide a similar survey to eligible LEAs as was provided last year in October to gather needed data for allotments.

Section 7A.9: The PRC 071 Supplemental Teacher Compensation Funds has been revised. We will be recalculating those impacts after we complete our initial allotment calculations. The eligibility criteria has been expanded as well as the maximum bonus threshold, which has been increased to a maximum of \$5,000.

Noncertified and Central Office Personnel: The annual salary is to be increased by the greater of 4.0% or the amount needed to increase the minimum hourly compensation rate to \$15 per hour.

SL 2021-180 had originally required increases for FY 2022-2023 of the greater of 2.5% or the amount needed to increase the minimum hourly compensation rate to \$15 per hour.

Substitute Teachers:

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate
Licensed	109.00	168.00	65%
Unlicensed	84.00	168.00	50%

Current pay rates are indexed to the A-00 teacher rates using a 22-day month.

Beginning FY 2023 required minimum of \$15 per hour for noncertified public-school employees.