

Summary of 2024 Teacher Salary Increase

October 2, 2023

The last time that Iowa adjusted the statutory minimum for teacher salary was in 2013. As a result, Iowa is currently in the bottom half of states for average starting teacher salary according to the National Education Association. Increasing the minimum starting salary would move Iowa into the top-5 states for average starting teacher salary.

Teacher Salary Summary:

1. Increase Minimum Starting Teacher Salary

- Increase the statutory minimum from \$33,500 to \$50,000
 - Projected cost: \$58.5M

2. Create Minimum Experienced Teacher Salary

- Create a statutory minimum for teachers with 12 years of experience to receive a minimum salary of \$62,000
 - Projected cost: \$31.3M

3. Establish Tiered TSS Floors

- Instead of allocating the funding for teacher salaries strictly on the cost to implement the teacher salary increases, establish tiers with minimum TSS floors
 - Projected cost: \$113.9M (Includes costs for minimum starting and experienced teacher salary)
- This helps to equalize funding by school district size and provides funding to school districts that are closer or have reached the minimum salary requirements
 - Currently, TSS per pupil amounts by district range widely as the amount is based on the level of support the district was receiving when the TSS categorical was created

4. Create Merit Teacher Incentive Fund

- Create a \$10M Merit Teacher Incentive Fund that provides bonuses to teachers based on their value added to student performance
- Researching the best way to construct this fund based on other states that have tried a similar model