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## TSTA HAS CONCERNS WITH HB 100 BY KING

*(TSTA remained neutral with concerns on this bill. The author has not engaged with any teacher groups despite repeated efforts, but we have collectively proposed several amendments to Rep. Howard who has signed on)*

**HB 100 amends the minimum salary schedule in a manner that unfairly differentiates pay, eliminates guaranteed annual increases and can result in a decrease in pay.**

- a. Non-certified educators are added to the MSS, even without commitment to pursuing certification.
- b. Teachers who go through residencies are automatically compensated more year over year.
  - i. TSTA supports incentivizing high-quality educator preparation pathways, and a resident will likely be better in the first few years than an educator in an alternative certification program and teaching on an intern or probationary certificate, but they should not have a professional career of guaranteed higher pay because they selected a certification pathway that is not financially viable for many educators.
- c. The annual step increase is eliminated and instead only guarantees a raise at 5 and 10 years.
  - i. Capping pay increases at just 10 years goes against the recommendations of the teacher vacancy task force and would disincentivize longevity in the profession.
- d. Districts would not be required to pay teachers according to the MSS in years following an unsatisfactory performance review.
  - i. T-TESS is an instrument designed to grow educators, not penalize them.
  - ii. Statute requires districts to incorporate student performance, which can be based entirely standardized test results, into teacher evaluation. An unsatisfactory review could be the result of variables entirely outside a teacher's control.