



# Teacher Pay

The General Assembly and Governor Lee passed legislation to provide additional funding for teachers and certified personnel, effective for the second half of the current fiscal year (Jan. 1, 2021 – Jun 30, 2021). The funding gives districts more than \$42 million to provide salary increases this school year, with districts having the flexibility to determine the right implementation for their local contexts. While the calculation aligns to the BEP formula, this funding increase requires no local match from districts in this fiscal year, ensuring stability for local budgeting practices. The information below provides more details on how the funding operates for districts.

## Calculating Allocations

District allocations were determined in alignment with the BEP formula, following the same process as prior year adjustments for additional educator salary funding. The below steps were used to calculate each district's award value.

1. The current year's BEP formula was run again, adjusting for the 2% increase on the instructional salary component and related benefits (social security, Medicare, and retirement).
2. Each district's current FY21 BEP allocation was subtracted from the new allocation generated in the step above.
3. The difference was then divided by two to reflect that the increases are effective for half of the fiscal year (e.g. beginning on January 1, 2021).
4. The result is each district's allocation to support teacher salary increase in FY21.

As a reminder, no local match is required on these allocations because the state is funding the full allocation amount for FY21. This will not remain true for subsequent increases in FY22.

## Disbursement

- **Timing:** The department will begin processing payments as soon as the bill is fully signed into law, with the goal of initial payments being issued in mid- to late- February. With the exception of the initial payment that will be processed as soon as possible, the payments will follow the calendar of BEP payments for the remainder of the fiscal year.
- **Amounts:** The total allocation will be divided over the five installments of BEP payments districts receive throughout spring semester. The initial payment will include January and February amounts, and subsequent payments will each reflect a remaining fifth of the allocation.
- **Tracking:** Information on both allocations and payments will be accessible in ePlan, similar to standard BEP payments.



## Local Use

- **Eligible Employees:** The funding is required to support salary increases for teachers and other certified staff. Certified personnel include positions requiring a license issued by the State Board of Education and nurses (a full list of the instructional and certificated position associated with this increase is available in the BEP Blue Book, available [here](#)).
- **Distribution of Increase:** Districts have the discretion to determine how to allocate these funds to increase teacher and certified personnel salaries. Districts may use these funds to raise teacher pay through such methods as increasing the district salary schedules, providing across-the-board raises outside the salary schedule, or awarding bonuses.

## Reporting

Districts will be required to report on the use of these funds in the Annual Salary Transparency Report survey for FY21 to be administered next fall.

## TDOE Contact Information:

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