AN ACT concerning school districts; requiring teacher salaries to be increased commensurate with annual increases to school district budgets.

Be it enacted by the Legislature of the State of Kansas:

Section 1. (a) Beginning with the 2023-2024 school year, and each school year thereafter, the board of education of each school district shall increase the compensation of each classroom teacher who continues to be employed by the school district in the current school year by a percentage that is equal to or greater than the percentage increase in the school district's budget over the immediately preceding two school years. To determine such applicable percentage increase that shall be applied to the compensation of each classroom teacher who continues to be employed by a school district in the current school year, the board of education of each school district shall:

(1) Determine the district's total expenditures during the preceding school year, excluding expenditures from the capital improvement fund and capital outlay fund;
(2) determine the district's total expenditures during the second preceding school year, excluding expenditures from the capital improvement fund and capital outlay fund;
(3) divide the amount determined in paragraph (1) by the amount determined in paragraph (2);
(4) if the quotient obtained under paragraph (3) is less than 1, the board of education of the school district shall not be required to increase the compensation of classroom teachers pursuant to this section; and
(5) if the quotient obtained under paragraph (3) is greater than 1, subtract 1 from such quotient and multiply such difference by 100. The resulting product shall be the minimum percentage increase that shall be applied to the compensation of each classroom teacher who continues to be employed by the school district in the current school year.

(b) As used in this section:
(1) "Classroom teacher" means any employee of a school district who holds a certificate to teach and is under contract to teach on a full-time basis or any employee of a school district who is under contract to teach on a full-time basis but who does so pursuant to a licensure waiver granted
pursuant to rules and regulations of the state department of education. "Classroom teacher" does not mean any administrative employee of a school district, including, but not limited to, any superintendent, assistant superintendent, supervisor or principal employed pursuant to K.S.A. 72-1134, and amendments thereto.

(2) "Compensation" means the regular salary of a classroom teacher including any employer-paid fringe benefits and supplemental salaries.

Sec. 2. This act shall take effect and be in force from and after its publication in the statute book.