OFFICE OF THE STATE
SUPERINTENDENT OF EDUCATION

Public Charter School Teacher Pay Assurances

This document includes assurances that must be completed and submitted by the executive leader of a public charter local education agency (LEA) seeking supplemental charter teacher pay. Typically, this will be the "Head of School" indicated in the All Staff Data Collection submitted via the Integrated Data Submission (IDS) Tool.

Each LEA must select one box for each numbered assurance (six total boxes). By selecting the appropriate boxes in Assurances 1-6 below and submitting this request, the LEA assures that it will:

- ☐ **Assurance 1:** Provide retroactive payments amounting to 7.6 percent of a teacher's base salary to every teacher it employed as a teacher as of Oct. 5, 2022 in the 2022-23 school year and as of Sept. 1, 2023 in the 2023-24 school year, as well as every teacher it employed as of Oct. 5, 2022 in the 2022-23 school year who remains employed at the LEA in a different capacity as of Sept. 1, 2023 in the 2023-24 school year.

- ☐ **Assurance 2(a):** *For an LEA with an existing teacher pay scale or scales:*
  - Establish or maintain and fully implement 2023-24 school year teacher pay scales that are at least 12.5 percent higher than the LEA's 2019-20 school year teacher pay scales at each step and grade and
  - Publicly post its 2023-24 school year teacher pay scale by steps and grades by Aug. 18, 2023.

- ☐ **Assurance 2(b):** *For an LEA with an existing teacher pay scale or scales that had its first full year of operation after the 2019-20 school year:*
  - Establish or maintain and fully implement 2023-24 school year teacher pay scales that are at least 3.125 percent higher for each year of full operation, consistent with the table below and

First Full Year of Operation	% Required Increase in Pay Scale
SY20-21	9.38%
SY21-22	6.25%
SY22-23	3.13%

  - Publicly post its 2023-24 school year teacher pay scale by steps and grades by Aug. 18, 2023.

- ☐ **Assurance 2(c):** *For an LEA without an existing teacher pay scale:*
  - Develop and publicly post on or before May 1, 2024, a teacher pay scale by steps and grades that includes the number of teachers by salary step and grade and fully implement this teacher pay scale in the 2024-25 school year and

- Publicly post its 2023-24 school year teacher salaries at the minimum, average, and maximum levels by Aug. 18, 2023.

☐ **Assurance 2(d) (updated Aug. 15, 2023)**: *For an LEA that did not have an existing teacher pay scale in 2019-20 and that has developed one for the 2023-24 school year:*
- Establish and fully implement 2023-24 school year teacher pay scales that, at the minimum, are at least 12.5 percent higher than the LEA's 2019-20 school year teacher salary minimums;
- Provide OSSE with its 2019-20 and 2023-24 school year teacher salaries at the minimum, average, and maximum levels by Aug. 18, 2023; and
- Publicly post its 2023-24 school year teacher pay scale by steps and grades by Aug. 18, 2023.

☐ **Assurance 3:** Timely complete and certify OSSE's fall 2023 Faculty and Staff Data Collection.

☐ **Assurance 4:** *In the case of any funds spent beyond those required by Assurances (1) and (2)*: provide, receive approval for, and publicly post a spend plan documenting how funds will otherwise be used to provide direct payments to school-based educators and support staff.

☐ **Assurance 5:** Provide to OSSE in a timely manner all requested reports, data, and evidence regarding its progress implementing supplemental teacher pay.

☐ **Assurance 6:** Take any necessary steps to cure any identified deficiencies in implementing supplemental teacher pay.

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Printed Name of LEA Leader

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Signed Name of LEA Leader *Date*