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.

By selecting the appropriate boxes in Assurances 1-6 below and submitting, the LEA assures that it:

- ☐ **Assurance 1:** Will provide or has already provided 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:*
  - o Fully implemented 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
  - o Publicly posted its 2023-24 school year teacher pay scale by steps and grades.

- ☐ **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:*
  - o Fully implemented 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%

  - o Publicly posted its 2023-24 school year teacher pay scale by steps and grades.

- ☐ **Assurance 2(c):** *For an LEA without an existing teacher pay scale:*
  - o Will 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
  - o Publicly posted its 2023-24 school year teacher salaries at the minimum, average, and maximum levels, reflecting salaries that meet the requirement that comparable teacher roles realize, at minimum, a 12.5% increase in their SY23-24 salary, as compared to the salary an individual in that role actually received or would have received in SY19-20.

- ☐ **Assurance 2(d):** *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:*
  - o 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 and
  - o Publicly posted its 2023-24 school year teacher pay scale by steps and grades.

- ☐ **Assurance 3:** Timely completed and certified 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, and that funds will only be used for these approved uses.

- ☐ **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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Name of Public Charter LEA

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Printed Name of LEA Leader

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Signed Name of LEA Leader *Date*