The Governor's Blue Ribbon Teacher Pay Plan – Implementation Timeline

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
New formula Target salary $48,500 -Based on student teacher ratio: <200 = 12.5:1 200-600 = sliding scale of 12.5-15 >600 – 15:1	Target teachers x $48,500 + 29% benefit allowance. Total need increased by 31% for non-instructional costs.	Target teacher salary increases by index factor	Target teacher salary increases by index factor	Salaries re-evaluated to determine regional competition	Target teacher salary increases by index factor	Target teacher salary increases by index factor
Property tax relief	Applied to all classes of property at same ratio as general ed levies					
Pension levy expenses will be rolled into formula -$19.2 counts against local need	Districts have five years to spend down existing funds so it doesn't count against reserve fund caps				Remaining pension fund balance merged into general fund	
Other revenue Other revenues would be counted in the formula as local effort. The statewide total formula need would increase by the amount of other revenues recognized in the formula during each year of the phase in.		Districts held harmless at the base amount and only revenues above that base would be equalized - the base would step down by 20% each year -Year 6, FY2023, all of these other revenues would be recognized as local effort	Step down: 80% of the highest amount from the FY2013 through FY2015 compared to FY2017 actual revenues.	Step down: 60% compared to FY2018 actual revenues	Step down: 40% compared to FY2019 actual revenues	Step down: 20% compared to FY2020 actual revenues FY 2023 and future = 0%
Fund balance caps based on lowest enrollment from previous 3 years: < 200 = 40% 200-600 = 30% > 600 = 25%			Calculated by dividing **lowest monthly cash fund balance** of previous 12 months by gen fund expenditures			

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Capital outlay -Requires annual requests for capital outlay in the form of a dollar amount instead of a levy	-Cap max amount to 3% or inflation, whichever is less, plus new construction -CO flexibility at 45% may be used on any general fund purpose					Maximum on CO collections at $2800 per student -Will inflate at same rate as formula
E-Learning	Opportunities expanded for free online courses for difficult to fill positions	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
Mentoring	Statewide mentoring for first and second year teachers Summer academy for new teachers	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
National Board Certification	Funding re-established teachers obtaining certification at $1000/five years from state with match from districts	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
Innovation classroom grants	Funding re-established to incentivize districts to provide innovative opportunities for teachers and students	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
Voluntary shared services	Schools incentivized for sharing of staff with stipends	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing