

117TH CONGRESS  
2D SESSION

# H. R. 9566

To provide grants to States to support State efforts to increase teacher salaries, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 14, 2022

Ms. WILSON of Florida (for herself, Mr. BOWMAN, Mr. THOMPSON of Mississippi, Ms. ADAMS, Mr. TAKANO, Mr. EVANS, Mrs. CHERFILUS-McCORMICK, Ms. DELAURO, and Ms. PRESSLEY) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To provide grants to States to support State efforts to increase teacher salaries, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “American Teacher  
5 Act”.

6 **SEC. 2. GRANTS TO SUPPORT STATE EFFORTS TO IN-**  
7 **CREASE TEACHER SALARIES.**

8 (a) **TEACHER SALARY INCENTIVE GRANTS.**—

1           (1) PURPOSE.—The purpose of this section is  
2           to ensure that each teacher who is employed full-  
3           time at a qualifying school in a State earns an an-  
4           nual salary for any year of employment of not less  
5           than \$60,000 (adjusted for inflation).

6           (2) GRANTS FOR MINIMUM SALARY THRESH-  
7           OLD.—

8                   (A) IN GENERAL.—From amounts made  
9                   available to carry out this section, the Secretary  
10                  of Education shall award 4-year grants to  
11                  States. To be eligible to receive such a grant,  
12                  the State educational agency shall submit an  
13                  application to the Secretary at such time, in  
14                  such manner, and containing such information  
15                  as the Secretary may require.

16                  (B) REQUIRED ASSURANCES.—As a re-  
17                  quirement for a State to receive funds under  
18                  this section, the Secretary shall require the  
19                  State to provide an assurance in such applica-  
20                  tion that—

21                          (i) if necessary to achieve the purpose  
22                          of this section, the State will enact and en-  
23                          force legislation to establish a statewide  
24                          teacher salary schedule or otherwise to es-

1            establish minimum teacher salary require-  
2            ments;

3            (ii) each teacher described in para-  
4            graph (1) will be compensated on a salary  
5            basis at an annual rate per school year  
6            that is not less than the salary threshold  
7            described in subsection (b);

8            (iii) each teacher who is employed  
9            part-time at a qualifying school in a State  
10           earns an annual salary that is proportion-  
11           ately reduced from the salary threshold de-  
12           scribed in subsection (b); and

13           (iv) priority will be given to local edu-  
14           cational agencies in accordance with sub-  
15           paragraph (C)(ii).

16           (C) SUBGRANTS.—

17           (i) IN GENERAL.—A State awarded a  
18           grant under this section shall use not less  
19           than 85 percent of the grant funds to  
20           award subgrants to local educational agen-  
21           cies to carry out the purpose of this sec-  
22           tion.

23           (ii) PRIORITIES.—

24           (I) IN GENERAL.—The State  
25           educational agency, in allocating

1 funds to local educational agencies  
2 under this section, shall give priority  
3 to local educational agencies—

4 (aa) serving greater num-  
5 bers or percentages of children  
6 from low-income families; or

7 (bb) with respect to which  
8 all of the schools served by the  
9 local educational agency are des-  
10 ignated with a locale code of 41,  
11 42, or 43, as determined by the  
12 Secretary.

13 (II) LOW-INCOME FAMILY.—For  
14 purposes of subclause (I)(aa), the  
15 term “low-income family” means a  
16 family—

17 (aa) in which the children  
18 are eligible for a free or reduced-  
19 price lunch under the Richard B.  
20 Russell National School Lunch  
21 Act (42 U.S.C. 1751 et seq.);

22 (bb) receiving assistance  
23 under the program of block  
24 grants to States for temporary  
25 assistance for needy families es-

1                   tablished under part A of title IV  
2                   of the Social Security Act (42  
3                   U.S.C. 601 et seq.); or

4                   (cc) in which the children  
5                   are eligible to receive medical as-  
6                   sistance under the Medicaid pro-  
7                   gram under title XIX of the So-  
8                   cial Security Act (42 U.S.C.  
9                   1396 et seq.).

10           (b) SALARY THRESHOLD.—

11                   (1) IN GENERAL.—For school year 2024–2025,  
12                   the base minimum salary dollar amount shall be  
13                   \$60,000.

14                   (2) INFLATION ADJUSTMENT.—For school year  
15                   2025–2026 and each succeeding school year, the dol-  
16                   lar amount referred to in paragraph (1) shall be  
17                   deemed to refer to the dollar amount calculated  
18                   under this subsection for the preceding school year,  
19                   increased by a percentage equal to the annual per-  
20                   centage increase in the Consumer Price Index for All  
21                   Urban Consumers published by the Department of  
22                   Labor for the most recent calendar year.

23           (c) SUPPLEMENT, NOT SUPPLANT.—

24                   (1) IN GENERAL.—Grant funds received under  
25                   this section shall be used to supplement and not

1       supplant other Federal, State, and local public funds  
2       that would, in the absence of such Federal funds, be  
3       made available for teacher pay.

4               (2) MAINTENANCE OF EFFORT.—A State edu-  
5       cational agency or local educational agency shall not  
6       reduce or adjust any teacher pay or teacher loan for-  
7       giveness program due to the eligibility of teachers  
8       within the jurisdiction of such agency for pay sup-  
9       plementation under this section.

10              (3) COMPLIANCE DEMONSTRATION TO SEC-  
11       RETARY.—Each State educational agency and local  
12       educational agency, upon request by the Secretary,  
13       shall demonstrate that the methodology used to allo-  
14       cate teacher pay and teacher loan forgiveness (if ap-  
15       plicable) to teachers and qualifying schools ensures  
16       that each such teacher and school receives the same  
17       State and local funds for teacher compensation it  
18       would receive if this Act had not been enacted.

19 **SEC. 3. ENHANCED AWARENESS OF THE VALUE OF TEACH-**  
20 **ING PROFESSION.**

21       The Secretary may reserve not more than 4 percent  
22 of the funds appropriated under section 5 to carry out a  
23 national campaign—

24              (1) to increase awareness about the importance  
25       of teachers and the value of the teaching profession;

1           (2) to encourage secondary school and college  
2 students to consider teaching as a professional ca-  
3 reer; and

4           (3) to diversify the pool of individuals who enter  
5 the teaching profession.

6 **SEC. 4. DEFINITIONS.**

7       In this Act:

8           (1) **ESEA DEFINITIONS.**—The terms “elemen-  
9 tary school”, “local educational agency”, “secondary  
10 school”, “Secretary”, “State”, and “State edu-  
11 cational agency” have the meanings given such  
12 terms in section 8101 of the Elementary and Sec-  
13 ondary Education Act of 1965 (20 U.S.C. 7801).

14           (2) **QUALIFYING SCHOOL.**—The term “quali-  
15 fying school” means, with respect to any school year,  
16 is a public elementary school or a public secondary  
17 school.

18           (3) **TEACHER.**—The term “teacher” means an  
19 individual who—

20           (A) is a teacher of record who provides di-  
21 rect classroom teaching (or classroom-type  
22 teaching in a nonclassroom setting) in a quali-  
23 fying school for not less than the normal or  
24 statutory number of hours of work for a full-  
25 time or part-time teacher over a complete

1 school year (as determined by the State in  
2 which the school is located); and

3 (B) meets the applicable requirements for  
4 State certification and licensure in the State in  
5 which such school is located in the subject area  
6 in which the individual is the teacher of record.

7 (4) TEACHER OF RECORD.—The term “teacher  
8 of record” means a teacher who has been assigned  
9 the responsibility for specified pupils’ learning in a  
10 grade, subject, or course as reflected on the school’s  
11 official record of attendance.

12 **SEC. 5. AUTHORIZATION OF APPROPRIATIONS.**

13 There are authorized to be appropriated to carry out  
14 this Act such sums as may be necessary for fiscal years  
15 2024 through 2028.

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