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# OHIO LEGISLATIVE SERVICE COMMISSION

Office of Research  
and Drafting

Legislative Budget  
Office

H.B. 191  
136<sup>th</sup> General Assembly

## Bill Analysis

**Version:** As Introduced

**Primary Sponsors:** Reps. Miller and Grim

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### SUMMARY

- Establishes a \$50,000 base salary for all teachers employed by a school district or educational service center (ESC), instead of a \$35,000 base for a new teacher with a bachelor's degree.
- Eliminates the statutory minimum salary schedule for district and ESC teachers, which establishes a series of minimum salaries based on different levels of education and experience.
- Requires the new minimum salary to prevail over a conflicting collective bargaining agreement entered into on or after the bill's effective date if the agreement sets a salary lower than that minimum.

### DETAILED ANALYSIS

#### State minimum teacher salary

The bill establishes a base salary of \$50,000 for all teachers employed by a school district or educational service center (ESC), without regard to education or experience. Further, it eliminates the statutory minimum salary schedule for such teachers, which establishes a base salary of \$35,000 for each new teacher with a bachelor's degree and proportionally increases the minimum salary based on different levels of education and experience.<sup>1</sup> The bill requires that the annual teacher salary schedule adopted by school districts and ESCs under continuing law comply with this new statutory minimum.<sup>2</sup>

<sup>1</sup> R.C. 3317.13 (repealed and reenacted) with conforming changes in R.C. 5126.24 and 5705.412.

<sup>2</sup> R.C. 3317.14.

## Effect on collective bargaining agreements

The bill requires that the new minimum salary prevail over a conflicting collective bargaining agreement entered into on or after the bill's effective date if the agreement sets a salary lower than that minimum.<sup>3</sup>

### Background

Under continuing law, each school district board of education and each educational service center governing board must adopt an annual teacher salary schedule that complies with the statutory minimum. That schedule must be either merit-based or contain provisions for increments based on training and years of service. In practice, however, the compensation rate is generally set by way of collective bargaining between the employing board and the organization representing the teachers.<sup>4</sup>

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## HISTORY

Action	Date
Introduced	03-24-25

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<sup>3</sup> R.C. 4117.10.

<sup>4</sup> R.C. 3317.14 and 3317.141, the latter section is not in the bill.