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# OHIO LEGISLATIVE SERVICE COMMISSION

Office of Research  
and Drafting

Legislative Budget  
Office

H.B. 711  
136<sup>th</sup> General Assembly

## Fiscal Note & Local Impact Statement

[Click here for H.B. 711's Bill Analysis](#)

**Version:** As Introduced

**Primary Sponsors:** Reps. Dovilla and Ritter

**Local Impact Statement Procedure Required:** No

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### Highlights

- The bill's increases to the minimum teacher salary schedule for certain teachers with advanced degrees is likely to increase salary and benefits costs for school districts and educational service centers (ESCs) by no more than minimal amounts annually. The vast majority of school districts and ESCs currently pay above the proposed minimums.
- The bill may lead to additional workload or costs related to data collection and reporting for the Department of Education and Workforce (DEW), school districts, and other public schools.

### Detailed Analysis

#### Minimum teacher salary schedule

Current law prohibits traditional school districts, joint vocational school districts (JVSDs), and educational service centers (ESCs) from paying a teacher less than a certain minimum salary based on the teacher's years of teaching service and level of education. These amounts are set in statute.<sup>1</sup> The statutory minimums do not apply to the Cleveland Municipal School District; community and science, technology, engineering, and mathematics (STEM) schools; and state-operated schools (the state schools for the blind and deaf and the Buckeye United School District, which serves youth incarcerated in facilities operated by the Department of Youth Services).<sup>2</sup> The

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<sup>1</sup> [R.C. 3317.13](#).

<sup>2</sup> Under current law, the Cleveland Municipal School District's board of education must adopt a salary schedule for teachers based on performance (see [R.C. 3311.78](#)). The Superintendent of Ohio Deaf and

statutory minimum salary schedule sets a \$35,000 base amount for a teacher with a bachelor's degree and zero years of teaching service. Different levels of education and teaching experience have their own minimum annual salary amounts based on a prescribed percentage of the base amount. The salary schedule takes into consideration four levels of education and a range of zero to 11 or more years of service.<sup>3</sup> The four levels of education are: (1) less than a bachelor's degree, (2) a bachelor's degree, (3) a bachelor's degree with five years of training, but not a master's degree, and (4) a master's degree or higher. The percentages of the base amount range from 86.5% (equal to \$30,275) for teachers with less than a bachelor's degree and zero years of experience to 162.3% (\$56,805) for a teacher with at least a master's degree and 11 or more years of experience.

The bill expands the existing "master's degree or higher" category into three categories: (1) teachers with a master's degree in any field, (2) teachers with a master's degree in a field related to the subject area the teacher is assigned to teach, and (3) teachers with a degree higher than a master's degree. The minimum salary schedule for teachers with a master's degree in any field is unchanged from the current law amounts for a teacher with a master's degree or higher. Compared to current law for a teacher with a master's degree or higher, the bill increases the minimum salaries for teachers with a master's degree in a related field by a uniform \$1,050 and the minimum salaries for teachers with higher than a master's degree by a uniform \$2,100. The LSC bill analysis lists the percentage and dollar amount values based on years of service for the three new categories.

## **Fiscal effects**

### **Teacher salaries and benefits**

LBO estimated the cost of the bill using Department of Education and Workforce (DEW)-supplied teacher salary data for FY 2025, the most recent available. We included teachers employed by traditional school districts, JVSDs, and ESCs but excluded teachers in the districts and schools that are not subject to the minimum salary schedule. We limited the data set to teachers reported as active employees who were directly employed by their reporting entity. We further excluded teachers with reported salaries below the current legal minimums on the assumption that those employees are part time or otherwise not eligible for the statutory minimum. DEW does not currently collect information about the field or specialization of a staff member's bachelor's, master's, or other degree. Therefore, LBO does not know how many teachers with a master's degree have a degree in a related field. For purposes of this analysis, LBO assumed that all teachers with a master's degree had a master's degree in a related field to estimate the full potential cost of the bill.

The fiscal effects of the bill are minimal, with the salary and benefit costs to bring the salaries of teachers to the bill's proposed minimums likely less than \$100,000 annually statewide. The vast majority of school districts and ESCs currently pay above the proposed minimums

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Blind Education Services, who oversees the state schools for the blind and deaf, establishes an annual schedule of hourly rates for compensation that depend in part on the teacher salaries of certain school districts in Franklin County (see [R.C. 124.15](#)).

<sup>3</sup> Years of service includes teaching in traditional school districts, ESCs, chartered nonpublic schools, and active military service.

though some districts and ESCs pay some teachers at or close to them. As a point of reference, LBO identified a total of 131 full-time equivalent (FTE) teachers with master's or higher degrees that had an FY 2025 salary below the bill's proposed minimums, or 0.2% of those teachers in our data set. The salary and benefit costs to bring those teachers up to the new minimums total to approximately \$80,000 statewide, with traditional school districts comprising about \$72,000 (90%) of that amount.<sup>4</sup> The increases in salary and benefit costs for an individual district or ESC amounted to several thousand dollars at most.

Actual costs may be less for several reasons. As noted above, there may be fewer individuals with salaries below the proposed minimums than in the LBO model since not all the teachers we identified may have a master's degree in a related field. Further, it is important to note that the LBO estimates represent a snapshot comparison of FY 2025 actual salaries to the bill's proposed minimums. The salary provisions of a collective bargaining agreement will prevail over conflicting provisions of state law while an existing agreement is in effect. Actual salary increases as a result of the bill will occur as existing agreements expire and new agreements are reached. While existing agreements remain in effect, teacher salaries presumably will increase to some degree from year to year.

## **Data collection and reporting**

The bill may increase administrative workload and costs for DEW, school districts, and other public schools related to data collection and reporting. As discussed earlier, DEW does not currently collect information about the field or specialization of staff member degrees. Rather, decisions about whether and how a teacher's master's degree is placed on a locally bargained salary schedule based on its field are made at the local level. Based on discussions with DEW, the bill may lead to a temporary increase in administrative workload for DEW to define the new "related field" data element, determine how to code it for data collection, and educate districts and schools on how to collect and report the information in the Education Management Information System (EMIS), DEW's primary system for collecting student, staff, course, program, and financial data from Ohio's public schools. School districts and other public schools may incur additional costs to collect, store, and report data on the field of each teacher's degree, including for staff time and potential updates to local personnel software.

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<sup>4</sup> These estimates include additional costs for employer retirement and Medicare contributions, since they are calculated according to certain percentages of an employee's salary. Employers contribute 14% of a teacher's salary for retirement and 1.45% for Medicare, for a total that equals 15.45% of their salary.