

**As Introduced**

**135th General Assembly**

**Regular Session**

**2023-2024**

**H. B. No. 411**

**Representative Miller, J.**

**Cosponsors: Representatives Liston, Forhan, Brennan, McNally, Piccolantonio,  
Denson, Sweeney, Weinstein, Russo, Grim, Miranda, Somani, Miller, A., Jarrells,  
Dell'Aquila, Rogers**

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**A BILL**

To amend section 3317.13 of the Revised Code to 1  
increase the base teacher salary to \$50,000. 2

**BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:**

**Section 1.** That section 3317.13 of the Revised Code be 3  
amended to read as follows: 4

**Sec. 3317.13.** (A) As used in this section and section 5  
3317.14 of the Revised Code: 6

(1) "Years of service" includes the following: 7

(a) All years of teaching service in the same school 8  
district or educational service center, regardless of training 9  
level, with each year consisting of at least one hundred twenty 10  
days under a teacher's contract; 11

(b) All years of teaching service in a chartered, 12  
nonpublic school located in Ohio as a teacher licensed pursuant 13  
to section 3319.22 of the Revised Code or in another public 14  
school, regardless of training level, with each year consisting 15  
of at least one hundred twenty days under a teacher's contract; 16

(c) All years of teaching service in a chartered school or institution or a school or institution that subsequently became chartered or a chartered special education program or a special education program that subsequently became chartered operated by the state or by a subdivision or other local governmental unit of this state as a teacher licensed pursuant to section 3319.22 of the Revised Code, regardless of training level, with each year consisting of at least one hundred twenty days; and

(d) All years of active military service in the armed forces of the United States, as defined in section 3307.75 of the Revised Code, to a maximum of five years. For purposes of this calculation, a partial year of active military service of eight continuous months or more in the armed forces shall be counted as a full year.

(2) "Teacher" means all teachers employed by the board of education of any school district, including any cooperative education or joint vocational school district and all teachers employed by any educational service center governing board.

(B) No teacher shall be paid a salary less than that provided in the schedule set forth in division (C) of this section. In calculating the minimum salary any teacher shall be paid pursuant to this section, years of service shall include the sum of all years of the teacher's teaching service included in divisions (A)(1)(a), (b), (c), and (d) of this section; except that any school district or educational service center employing a teacher new to the district or educational service center shall grant such teacher a total of not more than ten years of service pursuant to divisions (A)(1)(b), (c), and (d) of this section.

Upon written complaint to the director of education and

workforce that the board of education of a district or the 47  
governing board of an educational service center governing board 48  
has failed or refused to annually adopt a salary schedule or to 49  
pay salaries in accordance with the salary schedule set forth in 50  
division (C) of this section, the director shall cause to be 51  
made an immediate investigation of such complaint. If the 52  
director finds that the conditions complained of exist, the 53  
director shall order the board to correct such conditions within 54  
ten days from the date of the finding. No moneys shall be 55  
distributed to the district or educational service center under 56  
this chapter until the director has satisfactory evidence of the 57  
board of education's full compliance with such order. 58

Each teacher shall be fully credited with placement in the 59  
appropriate academic training level column in the district's or 60  
educational service center's salary schedule with years of 61  
service properly credited pursuant to this section or section 62  
3317.14 of the Revised Code. No rule shall be adopted or 63  
exercised by any board of education or educational service 64  
center governing board which restricts the placement or the 65  
crediting of annual salary increments for any teacher according 66  
to the appropriate academic training level column. 67

(C) Minimum salaries exclusive of retirement and sick 68  
leave for teachers shall be as follows: 69

70

|   | 1   | 2                                           | 3                                       | 4                                                  | 5                                               |
|---|-----|---------------------------------------------|-----------------------------------------|----------------------------------------------------|-------------------------------------------------|
| A | Yea | Teachers with<br>Less than<br>of Bachelor's | Teachers with a<br>Bachelor's<br>Degree | Teachers with<br>Five Years of<br>Training, but no | Teachers with a<br>Master's Degree<br>or Higher |

| Ser |       | Degree            |       | Master's Degree   |       | Degree            |       | Degree            |  |
|-----|-------|-------------------|-------|-------------------|-------|-------------------|-------|-------------------|--|
| vic |       |                   |       |                   |       |                   |       |                   |  |
| e   |       |                   |       |                   |       |                   |       |                   |  |
| 1   | 2     | 3                 | 4     | 5                 | 6     | 7                 | 8     | 9                 |  |
| A   | Per   | Dollar            | Per   | Dollar            | Per   | Dollar            | Per   | Dollar            |  |
|     | Cent* | Amount            | Cent* | Amount            | Cent* | Amount            | Cent* | Amount            |  |
| B 0 | 86.5  | <del>30,275</del> | 100.0 | <del>35,000</del> | 103.8 | <del>36,330</del> | 109.5 | <del>38,325</del> |  |
|     |       | <u>43,250</u>     |       | <u>50,000</u>     |       | <u>51,900</u>     |       | <u>54,750</u>     |  |
| C 1 | 90.0  | <del>31,500</del> | 103.8 | <del>36,330</del> | 108.1 | <del>37,835</del> | 114.3 | <del>40,005</del> |  |
|     |       | <u>45,000</u>     |       | <u>51,900</u>     |       | <u>54,050</u>     |       | <u>57,150</u>     |  |
| D 2 | 93.5  | <del>32,725</del> | 107.6 | <del>37,660</del> | 112.4 | <del>39,340</del> | 119.1 | <del>41,685</del> |  |
|     |       | <u>46,750</u>     |       | <u>53,800</u>     |       | <u>56,200</u>     |       | <u>59,550</u>     |  |
| E 3 | 97.0  | <del>33,950</del> | 111.4 | <del>38,990</del> | 116.7 | <del>40,845</del> | 123.9 | <del>43,365</del> |  |
|     |       | <u>48,500</u>     |       | <u>55,700</u>     |       | <u>58,350</u>     |       | <u>61,950</u>     |  |
| F 4 | 100.5 | <del>35,175</del> | 115.2 | <del>40,320</del> | 121.0 | <del>42,350</del> | 128.7 | <del>45,045</del> |  |
|     |       | <u>50,250</u>     |       | <u>57,600</u>     |       | <u>60,500</u>     |       | <u>64,350</u>     |  |
| G 5 | 104.0 | <del>36,400</del> | 119.0 | <del>41,650</del> | 125.3 | <del>43,855</del> | 133.5 | <del>46,725</del> |  |
|     |       | <u>52,000</u>     |       | <u>59,500</u>     |       | <u>62,650</u>     |       | <u>66,750</u>     |  |
| H 6 | 104.0 | <del>36,400</del> | 122.8 | <del>42,980</del> | 129.6 | <del>45,360</del> | 138.3 | <del>48,405</del> |  |
|     |       | <u>52,000</u>     |       | <u>61,400</u>     |       | <u>64,800</u>     |       | <u>69,150</u>     |  |
| I 7 | 104.0 | <del>36,400</del> | 126.6 | <del>44,310</del> | 133.9 | <del>46,865</del> | 143.1 | <del>50,085</del> |  |

|   |    |       |                   |       |                   |       |                   |       |                   |
|---|----|-------|-------------------|-------|-------------------|-------|-------------------|-------|-------------------|
|   |    |       | <u>52,000</u>     |       | <u>63,300</u>     |       | <u>66,950</u>     |       | <u>71,550</u>     |
| J | 8  | 104.0 | <del>36,400</del> | 130.4 | <del>45,640</del> | 138.2 | <del>48,370</del> | 147.9 | <del>51,765</del> |
|   |    |       | <u>52,000</u>     |       | <u>65,200</u>     |       | <u>69,100</u>     |       | <u>73,950</u>     |
| K | 9  | 104.0 | <del>36,400</del> | 134.2 | <del>46,970</del> | 142.5 | <del>49,875</del> | 152.7 | <del>53,445</del> |
|   |    |       | <u>52,000</u>     |       | <u>67,100</u>     |       | <u>71,250</u>     |       | <u>76,350</u>     |
| L | 10 | 104.0 | <del>36,400</del> | 138.0 | <del>48,300</del> | 146.8 | <del>51,380</del> | 157.5 | <del>55,125</del> |
|   |    |       | <u>52,000</u>     |       | <u>69,000</u>     |       | <u>73,400</u>     |       | <u>78,750</u>     |
| M | 11 | 104.0 | <del>36,400</del> | 141.8 | <del>49,630</del> | 151.1 | <del>52,885</del> | 162.3 | <del>56,805</del> |
|   |    |       | <u>52,000</u>     |       | <u>70,900</u>     |       | <u>75,550</u>     |       | <u>81,150</u>     |

\* Percentages represent the percentage which each salary  
is of the base amount. 72 73

For purposes of determining the minimum salary at any 74  
level of training and service, the base of one hundred per cent 75  
shall be the base amount. The percentages used in this section 76  
show the relationships between the minimum salaries required by 77  
this section and the base amount and shall not be construed as 78  
requiring any school district or educational service center to 79  
adopt a schedule containing salaries in excess of the amounts 80  
set forth in this section for corresponding levels of training 81  
and experience. 82

As used in this division: 83

(1) "Base amount" means ~~thirty-five~~ fifty thousand 84  
dollars. 85

(2) "Five years of training" means at least one hundred 86  
fifty semester hours, or the equivalent, and a bachelor's degree 87  
from a recognized college or university. 88

|                                                                |    |
|----------------------------------------------------------------|----|
| (D) For purposes of this section, all credited training        | 89 |
| shall be from a recognized college or university.              | 90 |
| <b>Section 2.</b> That existing section 3317.13 of the Revised | 91 |
| Code is hereby repealed.                                       | 92 |