



# GUIDANCE FOR THE TEACH ACT

Authorized by 20-9-324, MCA and HB 588 (2023)  
An Act Incentivizing Increases in Base Pay for Teachers

## 1. Introduction

20-9-324, MCA provides additional quality educator component payments for districts that meet legislative goals for competitive base pay of teachers. These goals are separated for class of schools as defined in Title 20, Chapter 6. To qualify, districts that are not defined as Class 1 would be required to offer a base teacher pay that is equivalent to at least 10 times the Quality Educator Payment under 20-9-306(16), MCA. In addition, Class 1 districts would also have to offer a teacher base pay that is not less than 70% of the average teacher pay in the school district.

The additional Quality Educator Payment for a school district meeting the legislative goal for competitive base pay of teachers will include the number of full-time equivalent teachers that were in the first three years\* of the teacher's teaching career in the current year. The first 3 years of a teacher's teaching career do not include a year of teaching under an emergency authorization pursuant to 20-4-111, MCA.

\*The first 3 years teaching means positions that require a teaching license. Short term substitute teaching is excluded but long-term substitute teaching positions require a valid teaching license, so they count.

## 2. Effective Date

The effective Date is July 1, 2023.

## 3. Public School Applicability

The Teach Act applies to all K-12 public schools.

## 4. Definitions

### 4.1 Teacher

Teacher means an individual who holds a current class 1\*\*, 2, 4, 5, 6 or 7 license issued by the office of public instruction under rules adopted by the board of public education pursuant to 20-4-102 and is employed by a school district in an instructional position requiring teacher licensure.

\*\*License requirements for the Class 1 license have changed as of May 27, 2022.

- Class 1 licenses issued prior to May 27, 2022, still required 3 years of teaching experience which will make those teachers **ineligible** for participation.
- On or after May 27, 2022, those teachers with Class 1 license are **eligible** for participation.

#### **4.2 Teacher Average Pay**

Teacher average pay means the total compensation paid by a school district to all teachers, not including bonuses, stipends or extended duty contracts, divided by the total full-time equivalent teachers employed in the district, with full-time equivalence rounded to the nearest tenth.

#### **4.3 Teacher Base Pay**

Teacher base pay means the lowest salary for a beginning teacher incorporated in the district's collective bargaining agreement if the teachers' employment is covered by a collective bargaining agreement pursuant to Title 39, Chapter 31, or incorporated in district policy if the teacher's employment is not covered by a collective bargaining agreement, not including bonuses, stipends, or extended duty contracts.