

Putting the TEACH Act on Steroids (and other possible K-12 performance enhancers)

Current TEACH Act	Enhanced TEACH Act possibilities
Base pay benchmark of 10X the QE (\$36,370 in FY 25)	Increase benchmark to 11X QE (\$40,400 in FY 25)
Base pay \geq 70% average teacher pay (in larger districts)	Maintain or tweak this compression metric
	District must expend minimum % of general fund on salary
Incentive = additional QE payment (\$3,637 in FY 25) for teachers in first 3 years of career	Incentive = additional QE payment for every classroom teacher in the district

Other possibilities for incentivizing outputs/improvements through the funding formula:

- Output-based weighted ANB (example – district with 25% or more of graduates with 6+ dual credits or an industry-recognized credential receives additional 5% of ANB entitlement; 50% or more gets 10%)
- Districts that share licensed administrators, teachers, or specialists can each count shared position as full QE
- Districts that reduce American Indian achievement gap from base year receive additional AIAG payment
- Districts with less than 10% achievement variation between economically disadvantaged students and all students receive 2X their At-Risk Payment